OAXACA
DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

GACETA MUNICIPAL

2025

HONORABLE AYUNTAMIENTO
OAXACA DE JUAREZ

PATRIMONIO CULTURAL
DE LA HUMANIDAD

2025-2027

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PRESUPUESTO DE EGRESOS DEL MUNICIPIO DE OAXACA DE JUÁREZ, DISTRITO DEL CENTRO, OAXACA, PARA EL EJERCICIO FISCAL 2026.

EXPOSICIÓN DE MOTIVOS PARA EL PRESUPUESTO DE EGRESOS DEL MUNICIPIO DE OAXACA DE JUÁREZ PARA EL EJERCICIO 2026.

I. Introducción.

En cumplimiento de lo dispuesto por la Ley de Disciplina Financiera de las Entidades Federativas y los Municipios, la Ley General de Contabilidad Gubernamental, la Ley Estatal de Presupuesto y Responsabilidad Hacendaria y la Ley Orgánica Municipal, el Ayuntamiento de Oaxaca de Juárez presenta el Proyecto de Presupuesto de Egresos para el Ejercicio Fiscal 2026, integrando criterios de responsabilidad hacendaria, sostenibilidad financiera, austeridad republicana y orientación a resultados.

El Presupuesto de Egresos del Municipio de Oaxaca de Juárez 2026 se formula atendiendo las condiciones económicas descritas por el Gobierno del Estado de Oaxaca y la Federación para el ejercicio fiscal 2026, así como los principios de legalidad, eficiencia, eficacia, economía, transparencia, honradez y racionalidad en el ejercicio del gasto público.

El objetivo central de este presupuesto es garantizar la prestación de servicios públicos de calidad, fortalecer la infraestructura municipal, consolidar las capacidades institucionales y promover el bienestar integral de las vecinas y vecinos de Oaxaca de Juárez.

II. Contexto Económico Internacional y Nacional.

1. Entorno internacional.

De acuerdo con el Proyecto de Presupuesto de Egresos de la Federación y el del Estado de Oaxaca 2026, la economía global experimenta una desaceleración generalizada derivada de conflictos geopolíticos, tensiones comerciales y el resurgimiento del proteccionismo.

El Fondo Monetario Internacional proyecta un crecimiento mundial de 2.6% para 2025 y un ritmo cercano a 2.9% en 2026, con inflación descendente pero aún por encima de los objetivos de bancos centrales.

2. Entorno nacional.

Se estima que México cerrará 2025 con un crecimiento moderado cercano al 0.50%, mientras que para 2026 la Secretaría de Hacienda y Crédito Público

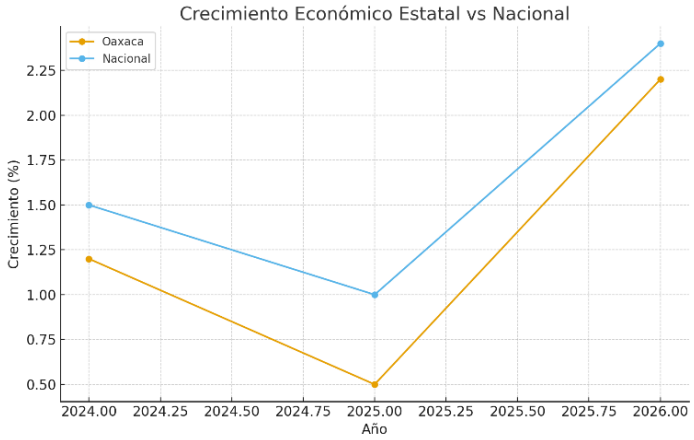
estima una recuperación hacia un rango entre 1.8% y 2.8%, apoyada por el consumo interno y la reactivación de inversiones productivas.

La inflación muestra una trayectoria descendente, estimándose en 3.0% para 2026, lo cual es relevante para la planeación de servicios públicos municipales sujetos a incrementos en insumos, energía y materiales.

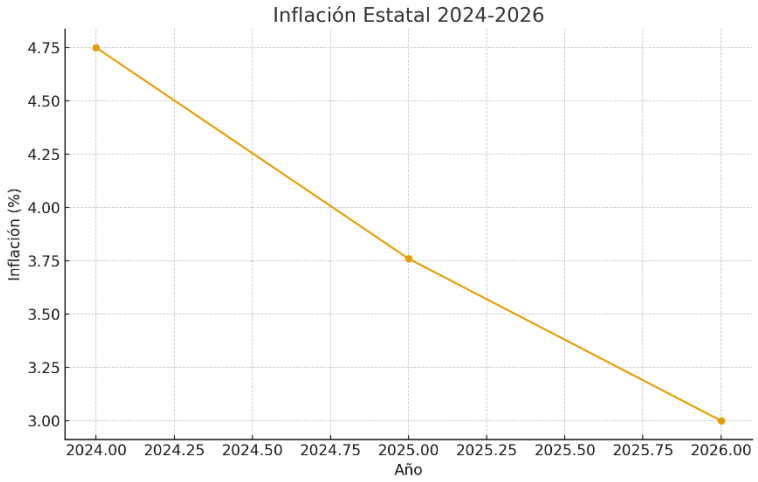
III. Entorno Estatal y Situación Socioeconómica de Oaxaca

El diagnóstico económico 2026 proporciona información clave sobre la actividad económica, empleo, inflación y comportamiento productivo del estado de Oaxaca.

1. Actividad económica estatal.
   El Índice Trimestral de la Actividad Económica Estatal muestra que, durante el primer semestre de 2025, Oaxaca registró un crecimiento acumulado de 1.20%, impulsado por actividades primarias y secundarias, mientras que las terciarias —donde se ubican la mayor parte de los servicios municipales— mostraron una ligera contracción (-1.07%).

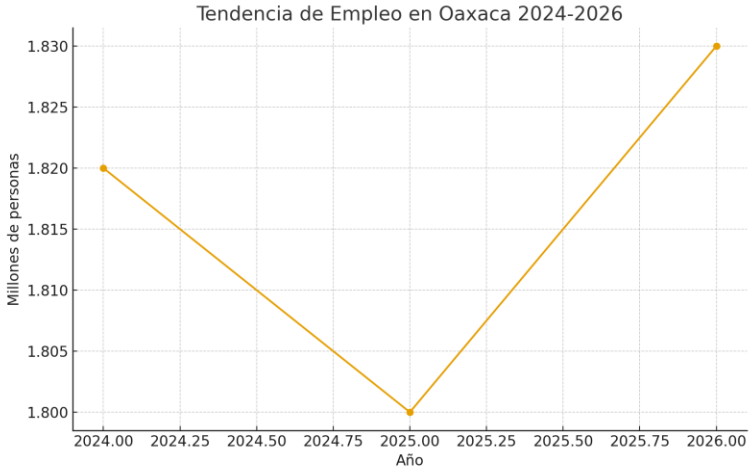


2. Inflación estatal.
   La inflación en Oaxaca fue del 4.75% en septiembre de 2025, por encima del promedio nacional (3.76%), lo que impacta directamente los costos de bienes, servicios y materiales que el municipio requiere para su operación cotidiana.



3. Empleo.

La población ocupada alcanzó 1.8 millones de personas en el segundo trimestre de 2025, con una reducción de 30 mil empleos respecto al año previo. El 78.5% de la población ocupada estatal labora en condiciones de informalidad, lo cual condiciona la recaudación municipal y el acceso a seguridad social.



IV. Marco Normativo y Responsabilidad Hacendaria.

El Presupuesto Municipal 2026 se formula bajo principios que el propio documento estatal destaca como fundamentales: Austeridad republicana, Disciplina presupuestaria, Transparencia y rendición de cuentas, Control del gasto y racionalidad y Armonización contable (CONAC / CACEO).

El municipio mantiene el compromiso de no generar presiones innecesarias a su hacienda pública, cumplir con obligaciones laborales, contractuales y fiscales, y fortalecer mecanismos de control interno.

V. Prioridades Programáticas del Presupuesto Municipal 2026.

Alineadas al Plan Municipal de Desarrollo 2025–2027 y al contexto económico descrito, las prioridades del gasto se concentran en:

1. Servicios públicos municipales. Recolección y manejo de residuos, Limpieza y barrido, Alumbrado público, Mantenimiento vial y drenaje.

2. Seguridad y prevención. Fortalecimiento de la Policía Municipal, Equipamiento y capacitación.

3. Infraestructura urbana y obra pública. Rehabilitación de vialidades, Mantenimiento de espacios públicos, Proyectos estratégicos con impacto ciudadano.

4. Desarrollo social y bienestar. Atención a grupos prioritarios, Programas de apoyo comunitario Inversión en cultura, deporte y cohesión social.

VI. Austeridad, Eficiencia y Ejercicio Responsable del Gasto.

Tomando como referencia los lineamientos estatales, el municipio adoptará medidas para:

- Reducir gasto no prioritario.
- Limitar creación de plazas y servicios personales.
- Optimizar materiales y suministros.
- Priorizar licitaciones y compras eficientes.
- Fortalecer mecanismos de transparencia y control interno.
- Garantizar la disciplina financiera en todos los capítulos de gasto.

VII. Riesgos Presupuestarios Identificados para 2026.

Con base en el análisis estatal, se identifican riesgos aplicables al ámbito municipal:

- Inflación mayor a la prevista.
- Aumento en tarifas energéticas y combustibles.
- Variación en participaciones federales.

- Fenómenos climáticos que afecten infraestructura urbana.
- Incremento en costos de materiales de construcción.

VIII. Conclusión.

El Presupuesto de Egresos 2026 del Municipio de Oaxaca de Juárez se presenta como un instrumento diseñado para fortalecer la estabilidad financiera, garantizar servicios públicos de calidad, mejorar la infraestructura urbana y consolidar la atención a las necesidades prioritarias de la población.

Su elaboración toma en cuenta el entorno económico descrito por el Gobierno del Estado y la Federación, así como las demandas crecientes de una ciudad capital en transformación.

El Ayuntamiento refrenda su compromiso con la disciplina financiera, la transparencia, la eficiencia del gasto y la mejora continua de la gestión pública.

PRESUPUESTO DE EGRESOS DEL MUNICIPIO DE OAXACA DE JUÁREZ, OAXACA, DISTRITO CENTRO, PARA EL EJERCICIO FISCAL 2026

TÍTULO PRIMERO

DE LAS DISPOSICIONES GENERALES

Capítulo Único

Artículo 1. La asignación, ejercicio, control, seguimiento y evaluación de los resultados del gasto público municipal para el ejercicio 2026 se realizará conforme a lo establecido en las Leyes de Coordinación Fiscal; de Disciplina Financiera de las Entidades Federativas y los Municipios; General de Contabilidad Gubernamental, las normas emitidas por el Consejo Nacional de Armonización Contable, la Ley Estatal de Austeridad Republicana; así como las demás disposiciones aplicables a las transferencias federales etiquetadas, salvaguardando en todo momento el destino de los recursos públicos bajo los criterios de racionalidad, austeridad, economía, honradez, eficiencia que se encuentran contenidos en la Constitución Política de los Estados Unidos Mexicanos, la Constitución Política del Estado Libre y Soberano de Oaxaca, entre otros ordenamientos contables y presupuestarios aplicables.

En tanto que para el ejercicio de los recursos de libre disposición se aplicarán las Leyes de Coordinación Fiscal para el Estado de Oaxaca, de Deuda Pública para el Estado de Oaxaca, de Fiscalización Superior y Rendición de Cuentas del Estado de Oaxaca; de Adquisiciones, Enajenaciones, Arrendamientos, Prestación de Servicios y Administración de Bienes Muebles e Inmuebles del Estado de Oaxaca, de Obras Públicas y Servicios Relacionados del Estado de Oaxaca, y a los Lineamientos que en materia de gasto público municipal se expidan, así como a lo previsto en el presente Presupuesto de Egresos.

Lo señalado en el párrafo anterior es de observancia y aplicación general para las Dependencias y Entidades que conforman la Administración Pública Municipal. La Tesorería será la competente para emitir las disposiciones administrativas que faciliten la aplicación de la presente disposición presupuestaria.

La interpretación del presente Decreto para efectos administrativos corresponde a la Tesorería y al Órgano Interno de Control Municipal, conforme a las disposiciones y definiciones que se establecen en las leyes señaladas en los párrafos primero y segundo del presente artículo.

Será responsabilidad del Órgano Interno de Control Municipal, vigilar el ejercicio, uso debido y congruencia del gasto público, impulsar una gestión pública de calidad para contribuir con la transparencia y rendición de cuentas, en el ámbito de sus respectivas competencias y atribuciones, cumpliendo cabalmente con las disposiciones conferidas en el presente Presupuesto de Egresos.

El ejercicio del gasto público se sujetará a los clasificadores administrativo, funcional, programático, de financiamiento, por tipo de gasto, por objeto del gasto y a las demás disposiciones que al efecto emita la Tesorería, atendiendo a las normas de contabilidad gubernamental aplicables.

El presente Presupuesto de Egresos para el ejercicio 2026, deberá ser difundido en los medios electrónicos que disponga el Municipio en los términos del artículo 65 de la Ley General de Contabilidad Gubernamental, 129 de la Ley Orgánica Municipal del Estado de Oaxaca, Ley General de Transparencia y Acceso a la Información Pública y Ley de Transparencia y Acceso a la Información Pública y Buen Gobierno del Estado de Oaxaca.

Artículo 2. Para efectos del presente Presupuesto de Egresos, se entenderá por:

I. **Adecuación presupuestal:** Modificaciones a la estructura funcional, programática, administrativa, económica, tipo de gasto y por objeto del gasto; calendario de presupuesto; ampliaciones y reducciones a la asignación presupuestaria aprobada, siempre que permitan un mejor cumplimiento de los objetivos de los programas a cargo de los Ejecutores de gasto;

II. **Asociación Público Privada:** Proyectos de inversión a largo plazo que, a través de estructuras contractuales acordadas, se aprovechan las capacidades técnicas del sector privado y del sector público a través de una distribución de riesgos, objetivos y recursos, se planean, construyen y operan obras de infraestructura pública de largo plazo para la prestación de servicios públicos;

III. **Ayuntamiento:** Honorable Ayuntamiento del Municipio de Oaxaca de Juárez;

IV. **Balance Presupuestario:** La diferencia entre los ingresos totales incluidos en la Ley de Ingresos y los Gastos totales considerados en el Presupuesto de Egresos, con excepción de la amortización de la deuda;

V. **Balance presupuestario de recursos disponibles:** La Diferencia entre los ingresos de libre disposición, incluidos en la Ley de Ingresos, más el Financiamiento neto y los Gastos no etiquetados considerados en el Presupuesto de Egresos, con excepción de la amortización de la deuda;

VI. **Clasificación administrativa:** Es la ordenación del Presupuesto de Egresos que tiene por objeto medir la asignación institucional del gasto;

VII. **Clasificación económica:** Agrupa las previsiones de gasto en función de su naturaleza económica y objeto, en erogaciones corrientes, inversión física, inversión financiera, otras erogaciones de capital, subsidios, transferencias, ayudas, participaciones y aportaciones federales;

VIII. **Clasificación funcional:** Agrupación del gasto según los propósitos u objetivos socioeconómicos que persiguen las diferentes Dependencias y Entidades; presenta el gasto público según la naturaleza de los servicios públicos brindados a la población;

IX. **Clasificador por objeto del gasto:** Instrumento que permite registrar de manera ordenada, sistemática y homogénea las compras, los pagos y las erogaciones autorizadas en capítulos, conceptos y partidas con base en la clasificación por objeto del gasto. Este clasificador permite formular y aprobar el Presupuesto de Egresos desde la perspectiva económica y dar seguimiento a su ejercicio;

X. **Clasificación por tipo de gasto:** Agrupa las transacciones públicas que generan gastos con los grandes agregados de la Clasificación económica presentándolos en Corriente, de Inversión, Amortización de la deuda y disminución de pasivos, Pensiones y Jubilaciones, y Participaciones

XI. **Clasificación Programática:** Agrupa, en forma representativa y homogénea, las asignaciones de recursos públicos de los programas a cargo de los Ejecutores de gasto;

XII. **Comité:** Comité de Adquisiciones de Bienes, Arrendamientos, Enajenaciones y Contratación de Servicios del Municipio de Oaxaca de Juárez;

XIII. **Comité de Obras:** Comité de Obras Públicas y Servicios Relacionados con las Mismas del Municipio de Oaxaca de Juárez;

XIV. **Dependencias:** Las Secretarías, Oficialía Mayor, Tesorería Municipal, los Organismos Auxiliares que dependen directamente del Presidente Municipal, así como el Órgano Interno de Control Municipal, la Alcaldía y la Junta de Arbitraje Municipal que forman parte de la Administración Pública Municipal;

XV. **Deuda contingente:** Cualquier financiamiento sin fuente o garantía de pago definida, que sea asumida de manera solidaria o subsidiaria por las Entidades Federativas con sus Municipios, organismos descentralizados y empresas de participación estatal mayoritaria y fideicomisos, locales o municipales y, por los propios Municipios con sus respectivos organismos descentralizados y empresas de participación municipal mayoritaria;

XVI. **Deuda Pública:** Cualquier financiamiento contratado en términos de lo señalado en la Ley de Disciplina Financiera de las Entidades Federativas y los Municipios y la Ley de Deuda Pública para el Estado de Oaxaca;

XVII. **Economías:** Remanente de recursos no devengados del presupuesto modificado;

XVIII. **Ejecutor de gasto:** Dependencias y Entidades que realizan las erogaciones con cargo a este Presupuesto de egresos;

XIX. **Entidades:** Organismos públicos descentralizados, empresas de participación y fideicomisos públicos que forman parte de la Administración Pública Paramunicipal, creados con personalidad jurídica y patrimonio propio;

XX. **Estado:** Estado Libre y Soberado de Oaxaca;

XXI. **Financiamiento:** Toda operación constituida de un pasivo, directo o contingente, de corto, mediano o largo plazo, a cargo del Municipio, derivada de un crédito, empréstito o préstamo, incluyendo arrendamientos y factorajes financieros o cadenas productivas, independientemente de la forma mediante la que se instrumente;

XXII. **Financiamiento Neto:** La suma de las disposiciones realizadas de un Financiamiento, y las Disponibilidades, menos las amortizaciones efectuadas de la Deuda Pública;

XXIII. **Gasto Corriente:** Las erogaciones que no tienen como contrapartida la creación de un activo, incluyendo, de manera enunciativa, el gasto en servicios personales, materiales y suministros, y los servicios generales, así como las transferencias, asignaciones, subsidios, donativos y apoyos;

XXIV. **Gasto de inversión:** Las erogaciones tendientes a adquirir, ampliar, conservar y mejorar bienes de capital, incluyendo también la adquisición de acciones y títulos de crédito de terceros, construcción de obras públicas y desarrollo de acciones para promover el incremento de la capacidad productiva de los diversos sectores de la economía;

XXV. **Gasto etiquetado:** Las erogaciones que realizan los Ejecutores de gasto con cargo a las Transferencias federales o estatales etiquetadas;

XXVI. **Gasto no etiquetado:** Las erogaciones que se realizan con cargo a los Ingresos de libre disposición y financiamientos;

XXVII. **Gasto total:** La totalidad de las erogaciones aprobadas en el Presupuesto de Egresos, con cargo a los ingresos previstos en la Ley de Ingresos del Municipio de Oaxaca de Juárez;

XXVIII. **Ingresos de libre disposición:** Ingresos fiscales, participaciones, así como cualquier otro recurso que no esté destinado a un fin específico;

XXIX. **Ingresos excedentes:** Recursos que durante el ejercicio fiscal se obtienen en exceso de los aprobados en la Ley de Ingresos del Municipio de Oaxaca de Juárez;

XXX. **Inversión pública productiva:** Toda erogación por la se genere, directa o indirectamente, un beneficio social, y adicionalmente, cuya finalidad específica sea: (i) la construcción, mejoramiento, rehabilitación y/o reposición de bienes de

dominio público; (ii) la adquisición de bienes asociados al equipamiento de dichos bienes de dominio público, comprendidos de manera limitativa en los conceptos de mobiliario y equipo de administración, mobiliario y equipo educacional, equipo médico e instrumental médico y de laboratorio, equipo de defensa y seguridad, y maquinaria, de acuerdo al clasificador por objeto del gasto emitido por el Consejo Nacional de Armonización Contable, o (iii) la adquisición de bienes para la prestación de un servicio público específico, comprendidos de manera limitativa en los conceptos de vehículos de transporte público, terrenos y edificios no residenciales, de acuerdo al Clasificador por objeto del gasto emitido por el Consejo Nacional de Armonización Contable;

XXXI. **Ley de Disciplina Financiera:** Ley de Disciplina Financiera de la Entidades Federativas y los Municipios;

XXXII. **Ley de Ingresos:** Ley de Ingresos del Municipio de Oaxaca de Juárez, Distrito del Centro, Oaxaca, para el ejercicio fiscal 2026;

XXXIII. **Lineamientos:** Lineamientos Generales para el Ejercicio del Gasto del Municipio de Oaxaca de Juárez.

XXXIV. **Matriz de Indicadores para Resultados (MIR):** Herramienta para el diseño, organización, ejecución, seguimiento, evaluación y mejora de los programas presupuestarios, resultado de un proceso de planeación estratégica realizado con base en la Metodología de Marco Lógico (MML);

XXXV. **Metas:** Es la cuantificación del objetivo que se pretende alcanzar en un tiempo señalado, con los recursos necesarios;

XXXVI. **Metodología de Marco Lógico (MML):** Herramienta de planeación estratégica basada en la estructuración y solución de problemas o áreas de mejora, que permite organizar de manera sistemática y lógica los objetivos de un programa y sus relaciones de causa y efecto, medios y fines. La Metodología del Marco Lógico facilita el proceso de conceptualización y diseño de programas;

XXXVII. **Modificación al Presupuesto de Egresos:** Es el cambio hecho a las claves, descripciones o asignaciones del Presupuesto de Egresos del Municipio, según el movimiento que produzca puede ser, ampliación o reducción;

XXXVIII. **Normas CONAC:** A las Normas emitidas por el Consejo Nacional de Armonización Contable;

XXXIX. **OIC:** Órgano Interno de Control;

XL. **Políticas:** Criterio o directriz de acción elegida como guía en el proceso de toma de decisiones al poner en práctica o ejecutar las estrategias, programas y proyectos específicos del nivel municipal;

XLI. **Presidente:** Presidente Municipal;

XLII. **Presupuesto basado en Resultados (PbR):** Instrumento de la Gestión para Resultados (GpR) que integra un conjunto de actividades y herramientas que permiten que las decisiones involucradas en el proceso presupuestario, incorporen sistemáticamente consideraciones sobre los resultados y el impacto de la ejecución de los programas presupuestarios y de la aplicación de los recursos públicos. Con el objeto de entregar mejores bienes y servicios a la población, elevar la calidad del gasto público y promover una adecuada rendición de cuentas y transparencia;

XLIII. **Presupuesto de Egresos:** Presupuesto de egresos del Municipio de Oaxaca de Juárez, Oaxaca, Distrito Centro, para el Ejercicio Fiscal 2026;

XLIV. **Programa:** Para efectos presupuestales, categoría programática que permite organizar, en forma representativa y homogénea, las asignaciones de recursos a cargo de los Ejecutores de gasto, para el logro de sus objetivos y metas;

XLV. **Proyecto:** Conjunto de actividades encaminadas a contribuir el logro del objetivo de un programa;

XLVI. **Responsable del gasto:** La Tesorería Municipal es la responsable de realizar las erogaciones que haga el Ayuntamiento;

XLVII. **Sistema de Evaluación del Desempeño (SED):** Conjunto de elementos metodológicos que permiten realizar una valoración objetiva del desempeño de los programas, bajo los principios de verificación del grado de cumplimiento de metas y objetivos, con base en indicadores estratégicos y de gestión, que permiten conocer los resultados del ejercicio de los recursos y el impacto social de los programas;

XLVIII. **Tesorería:** Tesorería Municipal;

XLIX. **Transferencias federales etiquetadas:** Recursos que se reciben de la Federación, que están destinados a un fin específico, entre los cuales se encuentran las aportaciones federales, los subsidios, convenios de reasignación y demás recursos con destino específico que se otorguen en términos de la Ley Federal de Presupuesto y Responsabilidad Hacendaria y el Presupuesto de Egresos de la Federación;

L. **Unidad ejecutora:** Para efectos presupuestales, las áreas administrativas de la Presidencia Municipal, Sindicaturas, Regidurías y Agencias Municipales y de Policía, Dependencias y Entidades de la administración Pública Municipal, que llevan a cabo las actividades y actos previstos en los programas aprobados que sirven de base para la determinación del presente Presupuesto de Egresos; y

LI. **Unidad responsable:** Para efectos presupuestales, la Presidencia Municipal, Sindicaturas, Regidurías y Agencias Municipales y de Policía, Dependencias y Entidades de la Administración Pública Municipal, obligadas a rendir cuentas sobre la ejecución, control, seguimiento y evaluación de los programas comprendidos en el presente Presupuesto de Egresos.

Artículo 3. Para el ejercicio del Presupuesto de Egresos, los Ejecutores de gasto, observarán las disposiciones siguientes:

I. El ejercicio del gasto se destinará a la ejecución de acciones, obras y servicios públicos para el cumplimiento de las metas y objetivos del Plan Municipal de Desarrollo;

II. El gasto total aprobado y ejercido por el ayuntamiento en el Presupuesto de Egresos deberá contribuir al Balance presupuestario sostenible;

III. Toda propuesta de aumento o creación de gasto, deberá acompañarse con la correspondiente iniciativa de ingreso o compensarse con reducciones en otras previsiones de gasto;

IV. No procederá pago alguno que no esté establecido en el presente Presupuesto de Egresos, de conformidad con lo señalado en el artículo 8 de la Ley de Disciplina Financiera;

V. Considerar las previsiones de gastos necesarios para hacer frente a los compromisos de pago que se deriven de los contratos de Asociación Público-Privada celebrados o por celebrarse durante el siguiente ejercicio fiscal;

VI. Sólo se podrán comprometer recursos con cargo al presupuesto aprobado, contando previamente con la cobertura presupuestal, identificando la fuente de financiamiento;

VII. Se podrán realizar erogaciones adicionales a las aprobadas en el Presupuesto de Egresos con cargo a los ingresos excedentes que se obtengan, de acuerdo a lo dispuesto en el artículo 14 de la Ley de Disciplina Financiera, y con la autorización previa de la Tesorería;

VIII. En caso de contraer Financiamiento Interno, se deberá de incluir en el Presupuesto de Egresos los gastos que generará el pago de intereses y amortizaciones;

IX. Con anterioridad al ejercicio o contratación de cualquier programa o proyecto de inversión cuyo monto rebase el equivalente a 10 millones de Unidades de Inversión, deberá realizarse un análisis costo y beneficio, en donde se muestre que dichos programas y proyectos son susceptibles de generar, en cada caso, un beneficio social neto bajo supuestos razonables. Dicho análisis no se requerirá en

el caso del Gasto de inversión que se destine a la atención prioritaria de desastre naturales declarados en los términos de la Ley General de Protección Civil;

X. Tratándose de proyectos de Inversión pública productiva que se pretendan contratar bajo un esquema de Asociación Público-Privada, se deberá acreditar, por lo menos, un análisis de conveniencia para llevar a cabo dicho proyecto, en comparación con un mecanismo de obra pública tradicional y un análisis de transferencia de riesgos al sector privado;

XI. Acuerdos contractuales de largo plazo entre el gobierno y un socio del sector privado, donde este último típicamente financia y provee un servicio público usando un activo de capital;

XII. Solo se procederá a hacer pagos con base en el Presupuesto de Egresos autorizado y por los conceptos efectivamente devengados, siempre que se hubieren registrado y contabilizado debida y oportunamente;

XIII. La asignación global de servicios personales aprobada en el Presupuesto de Egresos no podrá incrementarse durante el ejercicio fiscal y deberá observar lo dispuesto en el artículo 10 de la Ley de Disciplina Financiera;

XIV. Deberán tomar medidas y principios de austeridad para racionalizar el Gasto corriente de acuerdo a lo establecido en el artículo 13, fracción VI, de la Ley de Disciplina Financiera;

XV. Los ahorros y economías generados como resultado de la fracción anterior, así como los ahorros presupuestarios y las economías deberán destinarse en primer lugar a corregir desviaciones del Balance presupuestario de recursos disponibles negativo, y en segundo lugar a los programas prioritarios;

XVI. En materia de subsidios, deberán implementar mecanismos que garanticen que los recursos se entreguen a la población objetivo y reduzcan, de manera significativa, los gastos administrativos del programa correspondiente;

XVII. Concluida la vigencia del Presupuesto de Egresos, sólo procederá realizar pagos con base en el mismo por los conceptos efectivamente devengados en el ejercicio fiscal y que se hubieren registrado en el informe de cuentas por pagar y que integran el pasivo circulante al cierre del ejercicio.

En el caso de las Transferencias federales etiquetadas, se estará a lo dispuesto en el artículo 17 de la Ley de Disciplina Financiera y demás disposiciones federales aplicables.

XVIII. Los ingresos excedentes derivados de Ingresos de libre disposición, se sujetarán a lo dispuesto en el artículo 14 de la Ley de Disciplina Financiera;

XIX. En caso, de que durante el ejercicio fiscal disminuyan los ingresos previstos en la Ley de Ingresos, se estará a lo dispuesto en el artículo 15 de la Ley de Disciplina Financiera;

XX. Cuando un programa comprenda más de un ejercicio fiscal, se sujetará a las cantidades asignadas en el Presupuesto de Egresos aprobado para cada ejercicio;

XXI. A más tardar el 15 de enero de cada año, se deberán reintegrar a la Tesorería de la Federación las Transferencias Federales Etiquetadas que, al 31 de diciembre del ejercicio fiscal inmediato anterior, no hayan sido devengadas;

XXII. Las Transferencias Federales Etiquetadas que al 31 de diciembre del ejercicio fiscal inmediato anterior se hayan comprometido y aquéllas devengadas pero que no hayan sido pagadas, deberán cubrir los pagos respectivos a más tardar durante el primer trimestre del ejercicio fiscal siguiente, o bien, de conformidad con el calendario de ejecución establecido en el convenio correspondiente; una vez cumplido el plazo referido, los recursos remanentes deberán reintegrarse a la Tesorería de la Federación, a más tardar dentro de los 15 días naturales siguientes;

XXIII. Los reintegros a que se refieren las fracciones XXI y XXII del presente artículo, deberán incluir los rendimientos financieros generados, más la actualización por no haberse utilizado;

XXIV. Cuando un programa comprenda más de un ejercicio fiscal, se sujetará a las cantidades asignadas en el Presupuesto de Egresos autorizado para cada ejercicio;

XXV. Las modificaciones autorizadas al Presupuesto de Egresos, deberán ser informadas a la Auditoría Superior de Fiscalización del Estado de Oaxaca, de conformidad con lo establecido en los artículos 127 y 128 último párrafo de la Ley Orgánica Municipal del Estado de Oaxaca;

XXVI. Para el caso de ayudas sociales, se estará a lo establecido en sus políticas o reglamentos internos; observando la definición de ayudas sociales, establecida en la Clasificación por Objeto del Gasto;

XXVII. Las ayudas sociales deberán identificar a la población objetivo, e integrar la información que se establece por el Consejo Nacional de Armonización Contable en los informes de Avance de Gestión Financiera y la Cuenta Pública Municipal;

XXVIII. Para efectos del pago de viáticos solo aplicará al personal adscrito al Municipio, por lo cual deberá apegarse al tabulador de viáticos autorizado;

XXIX. Las Agencias Municipales y de Policía, así como a las Entidades de la Administración Pública Paramunicipal, se le ministrarán los recursos únicamente

para gastos de operación aprobados en el presente Presupuesto de Egresos, mismos que deberán ser justificados y comprobados de conformidad con el Código Fiscal de la Federación, Ley General de Contabilidad Gubernamental, Ley Orgánica Municipal del Estado de Oaxaca, y demás disposiciones legales y administrativas que le sean aplicables, a efecto de integrar y consolidar la información contable y presupuestal;

XXX. Los gastos de obras, acciones sociales básicas e inversiones serán ejecutados por el Municipio, en función de los índices publicados por la Secretaría de Bienestar, de conformidad con la Ley de Coordinación Fiscal y demás normatividad vigente;

XXXI. El Presupuesto de Egresos deberá ser congruente con los Criterios Generales de Política Económica; y

XXXII. Se deberá verificar que la documentación comprobatoria del gasto cumpla con los requisitos que se establecen en el Código Fiscal de la Federación y su Reglamento, en tanto que la documentación justificativa deberá ser integrada de conformidad con las disposiciones legales y administrativas que le sean aplicables atendiendo a la fuente de financiamiento.

Además de contener el sello de “Operado” que identifique a la fuente de financiamiento en la que se ejerció y erogó, no contener tachaduras, enmendaduras o cualquier otro elemento que haga ilegible su contenido para el órgano de control interno y las autoridades fiscalizadoras federales o estatales.

Artículo 4. El gasto comprende las erogaciones por concepto de Gasto Corriente, Gasto de Inversión Amortización de la deuda y disminución de pasivos, Pensiones y Jubilaciones y Participaciones que realicen:

I. Las áreas administrativas de la Presidencia Municipal, Sindicaturas, Regidurías y Agencias Municipales y de Policía;

II. Organismos Auxiliares de la Presidencia Municipal;

III. Dependencias; y

IV. Entidades.

Artículo 5. Corresponderá a la Tesorería, a través de sus áreas administrativas subordinadas, establecer los mecanismos operativos que permitan llevar a cabo el manejo de la información relacionada con las operaciones que afecten el Presupuesto de Egresos, consolidación y formulación de los reportes en que se consignen los datos de los momentos presupuestales y contables.

El o la titular de la Tesorería remitirá a los integrantes de la Comisión de Hacienda a los quince días posteriores al cierre de cada mes calendario del que se trate, los estados financieros que reflejen los ingresos y egresos de la hacienda pública municipal.

Artículo 6. Los Ejecutores de gasto, en el ejercicio de Transferencias federales etiquetadas, se sujetarán a la normatividad federal aplicable. Tratándose de recursos estatales aplicarán las disposiciones legales estatales vigentes.

Artículo 7. Los titulares y demás servidores públicos de los Ejecutores de gasto, serán los responsables de la observancia de las disposiciones legales y administrativas aplicables, el incumplimiento dará origen a las sanciones que establece la Ley General de Responsabilidades Administrativas, la Ley de Responsabilidades de los Servidores Públicos del Estado y Municipios de Oaxaca y demás legislación aplicable.

Artículo 8. Los titulares de las Unidades Ejecutoras de gasto, serán los responsables del contenido, veracidad y autenticidad de la documentación justificativa y comprobatoria respectiva; los trámites de pago ante las áreas administrativas de la Tesorería, o cualquier otro documento que se remita deberá estar validado y autorizado por los mismos.

No se reconocerán adeudos ni se efectuarán pagos por cantidades reclamadas o erogaciones efectuadas en contravención a lo establecido en el presente artículo.

El desvío o incumplimiento en la ejecución de los recursos destinados a programas o proyectos serán responsabilidad directa de los titulares de las Unidades Ejecutoras de gasto, por lo que estarán obligados a solventar cualquier observación derivada de actos de fiscalización practicada por los órganos de control y fiscalización de los diferentes niveles de gobierno.

Artículo 9. Los titulares de las Unidades Ejecutoras de gasto, serán responsables de que el ejercicio de los recursos públicos se realice con apego a los principios de austeridad, planeación, eficiencia, eficacia, economía, transparencia y honradez, para dar cumplimiento a los objetivos a los que estén destinados, de conformidad con lo señalado en el artículo 137 párrafo segundo de la Constitución Política del Estado Libre y Soberano de Oaxaca.

Así mismo, serán responsables de las cantidades que indebidamente se paguen cuando la documentación comprobatoria del gasto no cumpla con los requisitos fiscales y administrativos o cuando rebasen el importe del presupuesto autorizado.

La evaluación de los programas para revelar los resultados corresponderá al Instituto Municipal de Planeación; el seguimiento programático y presupuestario la Tesorería, el control, inspección y vigilancia al Órgano Interno de Control.

Artículo 10. Los cambios de estructura organizacional de las Dependencias y Entidades, que afecten al Presupuesto de Egresos, deberán ser autorizados por el Presidente.

Artículo 11. Sólo se podrá contratar financiamientos para Inversión pública productiva hasta por el monto que se apruebe en la Legislación, la Ley de Ingresos o por Decreto específico emitido por el Congreso del Estado en la que se establezca la afectación de participaciones para garantizar dicha obligación.

Artículo 12. Se faculta al o la titular de la Tesorería para que, previo acuerdo con el Presidente, en casos de desastres naturales, fenómenos meteorológicos, casos fortuitos o de fuerza mayor, que pongan en riesgo a la población del Municipio, pueda destinar recursos del Presupuesto de Egresos para solventar las necesidades requeridas.

En caso de realizar adquisiciones directas para otorgar apoyos en especie u otorgar apoyos económicos directos a los damnificados o afectados, se estará a lo dispuesto en el artículo 46 fracción V de la Ley de Adquisiciones, Enajenaciones, Arrendamientos, Prestación de Servicios y Administración de Bienes Muebles e Inmuebles del Estado de Oaxaca. La comprobación de los apoyos económicos directos otorgados a los damnificados o afectados deberá ser en nómina de beneficiarios, deberá cumplir con lo establecido en el artículo 67 de la Ley General de Contabilidad Gubernamental y la Norma para establecer la estructura de información de montos pagados por ayudas y subsidios.

Artículo 13. Se faculta al o la titular de la Tesorería emitir los Lineamientos, que tendrán por objeto normar el ejercicio y control del gasto, con cargo al presupuesto de egresos, así como establecer medidas para la gestión eficiente, transparente y eficaz de los recursos públicos, en los que deberá establecer los procedimientos y criterios para autorizar las modificaciones al Presupuesto de Egresos atendiendo a lo que establece los artículos 8, 13 y 21 de la Ley de Disciplina Financiera de las Entidades Federativas y los Municipios y los principios de transparencia y rendición de cuentas, informando a la Comisión de Hacienda Municipal.

En el caso de efectuar adecuaciones presupuestales, diferimientos, reducciones o cancelaciones de programas y conceptos de gasto, cuando se presenten contingencias que repercutan en una disminución de los ingresos previstos o por erogaciones extraordinarias de carácter social, la Tesorería deberá informar a la Comisión de Hacienda Municipal sobre las acciones realizadas.

Los ajustes y reducciones en términos del párrafo anterior, deberán realizarse en forma selectiva, sin afectar los programas prioritarios de desarrollo social y los programas estratégicos, optando preferentemente en los casos de programas de inversión por aquellos de menor productividad e impacto social y económico. En el caso de efectuar adecuaciones presupuestales, diferimientos, reducciones o cancelaciones de programas y conceptos de gasto, cuando se presenten contingencias que repercutan en una disminución de los ingresos previstos o por erogaciones extraordinarias de carácter social, la Tesorería deberá informar a la Comisión de Hacienda Municipal sobre las acciones realizadas. Los ajustes y reducciones en términos del párrafo anterior, deberán realizarse en forma selectiva, sin afectar los programas prioritarios de desarrollo social y los programas estratégicos, optando preferentemente en los casos de programas de inversión por aquellos de menor productividad e impacto social y económico.

La Presidencia Municipal a través de la Tesorería, podrá modificar, suspender, diferir o cancelar programas, cuando deban destinarse recursos para solventar contingencias generadas por fenómenos naturales o contingencias a causa de casos fortuitos o fuerza mayor, que pongan en peligro a la ciudadanía o causen inestabilidad social, informando a la Comisión de Hacienda Municipal. En materia de recursos humanos, recursos materiales y servicios generales, se estará sujeto a las normas, políticas, lineamientos, procedimientos y demás disposiciones que para tal efecto emita el o la titular de la Oficialía Mayor

En materia de recursos humanos, recursos materiales y servicios generales, se estará sujeto a las normas, políticas, lineamientos, procedimientos y demás disposiciones que para tal efecto emita el o la titular de la Oficialía Mayor.

Artículo 14. Las adquisiciones de bienes y contratación de servicios que requiera la Administración Pública Municipal, deberán ser realizadas de conformidad con la Ley de Adquisiciones, Enajenaciones, Arrendamientos, Prestación de Servicios y Administración de Bienes Muebles e Inmuebles del Estado de Oaxaca y los Lineamientos que para tal efecto se emitan, además de exigir las garantías a las que se refiere dicha Ley, verificar su autenticidad e informar a la Tesorería trimestralmente de la situación que guardan.

Artículo 15. En materia de inversión se dará prioridad a las obras o acciones complementarias de proyectos en proceso que sean procedentes y congruentes con las estrategias plasmadas en el Plan Municipal de Desarrollo 2025-2027.

Artículo 16. La remodelación de edificios públicos e instalaciones de carácter administrativo deberá justificarse plenamente por el titular del Ejecutor de gasto que utiliza o utilizará las instalaciones, lo que procederá en aquellos casos en los que los servidores públicos no cuenten con espacios e instalaciones que les permita desempeñarse adecuadamente; asimismo, deberá estar soportada por un expediente técnico, previa autorización presupuestal de la Tesorería.

Artículo 17. Los proyectos de inversión deberán prever el aprovechamiento preferencial y óptimo de mano de obra e insumos locales, en la realización de obras nuevas y en la conservación y mantenimiento de infraestructura existente.

Artículo 18. Se deberá aprovechar al máximo la infraestructura y capacidad tanto material como humana con que cuenten los Ejecutores de gasto, coordinándose con las áreas encargadas de la ejecución de las obras y/o acciones a fin de evitar gastos adicionales.

Artículo 19. En los proyectos productivos se deberá prever en su formulación todos los apoyos y acciones complementarias, tanto de inversión como crediticias que se requieran para su desarrollo integral, a efecto de asegurar su cumplimiento.

Artículo 20. La documentación comprobatoria derivada de la ejecución de las obras, acciones y programas deberá ser presentada con el trámite presupuestario para pago, para su archivo, registro, y resguardo correspondiente.

La documentación justificativa de carácter técnico deberá quedar a resguardo del Ejecutor de gasto encargado de la planeación, programación, aplicación y ejecución del gasto, la cual deberá cumplir los requisitos de la Ley de Obras Públicas y Servicios Relacionados del Estado de Oaxaca, y demás legislación aplicable.

Tratándose de adquisición de bienes de activo fijo, tales como vehículos, equipo de cómputo, o cualquier otro que por su naturaleza deba ser resguardado, el comprobante fiscal digital por Internet original deberá enviarse al área responsable del Patrimonio Municipal, para su guarda y registro, hasta que los bienes de que se trate sean desincorporados del mismo de conformidad con la normatividad aplicable.

Artículo 21. Los Ejecutores de gasto informarán por escrito a la Tesorería del recurso necesario por concepto de Adeudos de Ejercicios Fiscales Anteriores (ADEFAS) dentro de los primeros cinco días del mes de diciembre del ejercicio 2026. El informe deberá estar debidamente autorizado y validado por el titular del Ejecutor del gasto que lo emite, siendo responsabilidad de dicho titular el contenido y veracidad del mismo.

Las solicitudes de ADEFAS serán analizadas por la Tesorería con la finalidad de considerar su procedencia y la capacidad de la hacienda municipal para otorgarles cobertura y disponibilidad presupuestal.

La Tesorería no reconocerá adeudos ni pagos por cantidades reclamadas o erogaciones efectuadas por los titulares de los Ejecutores de gasto que no hayan sido debidamente autorizados bajo este procedimiento, quedando bajo su más estricta responsabilidad el no acatar dicha disposición.

Artículo 22. Las Entidades administrarán el recurso público que les haya sido aprobado, y realizarán sus erogaciones a través de sus propios órganos administrativos, de acuerdo a la normatividad aplicable, siendo directamente responsables del incumplimiento a las disposiciones legales y administrativas que le sean aplicables a la fuente de financiamiento que ejerzan.

La asignación aprobada en el Presupuesto de Egresos en el capítulo de Servicios Personales se exceptúa de lo dispuesto en el párrafo anterior**.**

Artículo 23. Los Ejecutores de gasto, en lo relativo al ejercicio del gasto público, estarán obligados a proporcionar a la Tesorería toda la información que les solicite dentro de los plazos que para el efecto se les establezca de manera individual y a permitir a su personal la práctica de visitas de inspección, a fin de validar la información documental. De igual manera, deberán permitir al OIC, realizar las visitas para cumplir con sus objetivos y competencia otorgada en las leyes y demás disposiciones aplicables.

TÍTULO SEGUNDO

DE LAS ASIGNACIONES DEL PRESUPUESTO DE EGRESOS

Capítulo Único

De las Clasificaciones del Gasto

Artículo 24. El Presupuesto de Egresos del Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca, correspondiente al Ejercicio Fiscal 2026, asciende a la cantidad de **$2,006,707,306.18 (Dos mil seis millones setecientos siete mil trescientos seis pesos 18/100 M.N.)**, el cual se encuentra equilibrado con los ingresos estimados en la Ley de Ingresos.

Artículo 25. El Presupuesto de Egresos, con base a las prioridades del gasto del Municipio, se presenta de la siguiente manera:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026
Programas Prioritarios
Servicios Públicos Vecinales
Prevención y Seguridad Ciudadana
Infraestructura Municipal Sostenible
Fortalecimiento de las Finanzas Públicas
Bienestar Social y Participación Comunitaria
Bienestar Integral de Grupos de Prioritarios

De conformidad con lo establecido en el artículo 61 fracción II, inciso a) de la Ley General de Contabilidad Gubernamental y la Norma para armonizar la presentación de la información adicional del proyecto del Presupuesto de Egresos.

Artículo 26. Para la presentación de la información adicional del Proyecto de Presupuesto de Egresos, los programas presupuestarios a realizarse para el presente ejercicio fiscal, son:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.		
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026		
Clasificación por Programa Presupuestario		
ID	**Programa**	**Importe**
1	Administración Eficiente Municipal	18,610,078.32
2	Administración Eficiente de Recursos Institucionales	211,887,509.85
3	Fortalecimiento de las Finanzas Públicas	180,767,830.05

ID	Programa	Importe
4	Infraestructura Municipal Sostenible	336,611,912.00
5	Gobernabilidad y Gestión Integral de Riesgos	51,025,280.67
6	Ordenamiento y Regulación del Comercio	48,363,295.91
7	Prevención y Seguridad Ciudadana	313,907,494.47
8	Servicios Públicos Vecinales	464,589,514.12
9	Bienestar Social y Participación Comunitaria	53,513,963.99
10	Desarrollo Económico y Empleo	16,859,236.69
11	Promoción y Desarrollo Turístico	9,818,207.51
12	Educación y Cultura Municipal	19,643,957.66
13	Medio Ambiente y Gestión Hídrica Sostenible	12,122,801.66
14	Coordinación Estratégica e Innovación Gubernamental	83,904,154.89
15	Promoción y Defensa de los Derechos Humanos	39,178,012.33
16	Gobierno Digital e Innovación Tecnológica	5,472,908.62
17	Participación y Atención Vecinal	3,788,260.26
18	Comunicación Institucional y Social	22,388,422.95
19	Bienestar Integral de Grupos Prioritarios	38,915,520.07
20	Gestión de Pensiones y Seguridad Social Municipal	29,962,413.69
21	Igualdad Sustantiva y Derechos de las Mujeres	13,868,858.85
22	Planeación Estratégica Municipal	5,642,870.67
23	Desarrollo Integral de la Juventud	2,960,303.09
24	Fomento al Deporte y la Actividad Física	3,196,157.88
25	Interculturalidad y Lenguas Originarias	1,396,448.39
26	Transparencia y Combate a la Corrupción	9,405,512.26
27	Justicia Cívica y Convivencia Ciudadana	6,871,029.58
28	Transparencia y Rendición de Cuentas	2,035,349.75
TOTAL		**2,006,707,306.18**

De conformidad con lo dispuesto en el artículo 61, fracción II, inciso a), de la Ley General de Contabilidad Gubernamental y la Norma para armonizar la presentación de la información adicional del Proyecto del Presupuesto de Egresos.

Artículo 27. El Ayuntamiento, a través de las dependencias o unidades responsables del gasto, ejercerán las asignaciones presupuestales de las partidas, cuya Clasificación por Objeto del Gasto se asigna de la siguiente manera:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.					
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026					
Clasificador por Objeto del Gasto					
Cap	**Conc**	**Gener**	**Especif**	**Concepto**	**Importe**
1				SERVICIOS PERSONALES	**1,299,362,774.65**
1	11			REMUNERACIONES AL PERSONAL DE CARÁCTER PERMANENTE	**375,919,610.41**
1	11	111		Dietas	**4,157,307.60**
1	11	111	11111	DIETAS	4,157,307.60
1	11	113		Sueldos base al personal permanente	**371,762,302.81**
1	11	113	11311	SUELDOS BASE AL PERSONAL SINDICALIZADO	187,043,157.45
1	11	113	11321	SUELDOS BASE AL PERSONAL DE CONFIANZA	184,719,145.36
1	12			REMUNERACIONES AL PERSONAL DE CARÁCTER TRANSITORIO	**66,414,575.03**
1	12	121		Honorarios asimilables a salarios	**2,840,725.05**
1	12	121	12111	HONORARIOS ASIMILABLES A SALARIOS	2,840,725.05
1	12	122		Sueldos base al personal eventual	**63,573,849.98**
1	12	122	12211	SUELDOS BASE AL PERSONAL DE CONTRATO	39,565,619.69
1	12	122	12231	SUELDO A PERSONAL SUPLENTE	24,008,230.29
1	13			REMUNERACIONES ADICIONALES Y ESPECIALES	**417,041,815.44**
1	13	131		Primas por años de servicios efectivos prestados	**47,774,022.18**
1	13	131	13111	QUINQUENIOS PERSONAL SINDICALIZADO	26,880,941.21
1	13	131	13121	QUINQUENIOS PERSONAL DE CONFIANZA	20,893,080.97
1	13	132		Primas de vacaciones, dominical y gratificación de fin de año	**101,934,551.22**
1	13	132	13211	PRIMA VACACIONAL	17,534,111.35

Cap	Conc	Gener	Especif	Concepto	Importe
1	13	132	13221	GRATIFICACIÓN DE FIN DE AÑO	84,400,439.87
1	13	133		Horas extraordinarias	**104,709,418.80**
1	13	133	13311	REMUNERACIONES POR HORAS EXTRAORDINARIAS	104,709,418.80
1	13	134		Compensaciones	**162,623,823.24**
1	13	134	13411	REMUNERACIÓN AL DESEMPEÑO LABORAL	92,814,381.76
1	13	134	13421	COMPENSACIONES ADICIONALES POR SERVICIOS ESPECIALES	69,809,441.48
1	14			SEGURIDAD SOCIAL	**151,468,088.31**
1	14	141		Aportaciones de seguridad social	**120,230,645.11**
1	14	141	14111	APORTACIONES DE SEGURIDAD SOCIAL	103,129,721.59
1	14	141	14121	APORTACIONES PARA CESANTÍA Y VEJEZ	17,100,923.52
1	14	143		Aportaciones al sistema para el retiro	**28,137,443.20**
1	14	143	14311	APORTACIONES AL SISTEMA PARA EL RETIRO	28,137,443.20
1	14	144		Aportaciones para seguros	**3,100,000.00**
1	14	144	14411	SEGURO DE VIDA	3,100,000.00
1	15			OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	**275,264,434.30**
1	15	151		Cuotas para el fondo de ahorro y fondo de trabajo	**38,987,722.56**
1	15	151	15111	APORTACIONES AL FONDO DE PENSIONES	38,987,722.56
1	15	153		Prestaciones y haberes de retiro	**16,000,000.00**
1	15	153	15311	LIQUIDACIONES Y PRESTACIONES POR RETIRO	16,000,000.00
1	15	154		Prestaciones contractuales	**220,276,711.74**
1	15	154	15411	PRESTACIONES CONTRACTUALES	220,276,711.74
1	17			PAGO DE ESTÍMULOS A SERVIDORES PÚBLICOS	**13,254,251.16**
1	17	171		Estímulos	**13,254,251.16**
1	17	171	17121	INCENTIVOS A POLICIAS	13,254,251.16
2				MATERIALES Y SUMINISTROS	**186,358,937.97**
2	21			MATERIALES DE ADMINISTRACIÓN, EMISIÓN DE DOCUMENTOS Y ARTÍCULOS OFICIALES	**13,266,188.35**
2	21	211		Materiales, útiles y equipos menores de oficina	**5,641,863.97**
2	21	211	21111	MATERIALES, ÚTILES Y EQUIPOS MENORES DE OFICINA	5,641,863.97

Cap	Conc	Gener	Especif	Concepto	Importe
2	21	212		Materiales y útiles de impresión y reproducción	**499,846.98**
2	21	212	21211	MATERIALES Y ÚTILES DE IMPRESIÓN Y REPRODUCCIÓN	499,846.98
2	21	213		Material estadístico y geográfico	**37,973.26**
2	21	213	21311	MATERIAL ESTADÍSTICO Y GEOGRÁFICO	37,973.26
2	21	214		Materiales, útiles y equipos menores de tecnologías de la información y comunicaciones	**1,197,689.77**
2	21	214	21411	MATERIALES, ÚTILES Y EQUIPOS MENORES DE TECNOLOGÍAS DE LA INFORMACIÓN Y COMUNICACIONES	1,197,689.77
2	21	215		Material impreso e información digital	**1,180,244.34**
2	21	215	21511	MATERIAL IMPRESO E INFORMACIÓN DIGITAL	1,180,244.34
2	21	216		Material de limpieza	**4,060,278.04**
2	21	216	21611	MATERIAL DE LIMPIEZA	4,060,278.04
2	21	217		Materiales y útiles de enseñanza	**648,291.99**
2	21	217	21711	MATERIALES Y ÚTILES DE ENSEÑANZA	648,291.99
2	22			ALIMENTOS Y UTENSILIOS	**4,549,482.71**
2	22	221		Productos alimenticios para personas	**4,335,285.46**
2	22	221	22111	PRODUCTOS ALIMENTICIOS PARA PERSONAS	4,335,285.46
2	22	222		Productos alimenticios para animales	**92,905.20**
2	22	222	22211	PRODUCTOS ALIMENTICIOS PARA ANIMALES	92,905.20
2	22	223		Utensilios para el servicio de alimentación	**121,292.05**
2	22	223	22311	UTENSILIOS PARA EL SERVICIO DE ALIMENTACIÓN	121,292.05
2	24			MATERIALES Y ARTÍCULOS DE CONSTRUCCIÓN Y DE REPARACIÓN	**43,065,429.92**
2	24	241		Productos minerales no metálicos	**8,683,821.56**
2	24	241	24111	PRODUCTOS MINERALES NO METÁLICOS	8,683,821.56
2	24	242		Cemento y productos de concreto	**21,944,910.60**
2	24	242	24211	CEMENTO Y PRODUCTOS DE CONCRETO	21,944,910.60
2	24	244		Madera y productos de madera	**115,080.59**
2	24	244	24411	MADERA Y PRODUCTOS DE MADERA	115,080.59
2	24	246		Material eléctrico y electrónico	**603,691.16**
2	24	246	24611	MATERIAL ELÉCTRICO Y ELECTRÓNICO	603,691.16

Cap	Conc	Gener	Especif	Concepto	Importe
2	24	247		Artículos metálicos para la construcción	**2,000,000.00**
2	24	247	24711	ARTICULOS METÁLICOS PARA LA CONSTRUCCIÓN	2,000,000.00
2	24	249		Otros materiales y artículos de construcción y reparación	**9,717,926.01**
2	24	249	24911	OTROS MATERIALES Y ARTÍCULOS DE CONSTRUCCIÓN Y REPARACIÓN	9,717,926.01
2	25			PRODUCTOS QUÍMICOS, FARMACÉUTICOS Y DE LABORATORIO	**6,256,042.55**
2	25	253		Medicinas y productos farmacéuticos	**359,267.93**
2	25	253	25311	MEDICINAS Y PRODUCTOS FARMACÉUTICOS	359,267.93
2	25	254		Materiales, accesorios y suministros médicos	1,408,241.65
2	25	254	25411	MATERIALES, ACCESORIOS Y SUMINISTROS MÉDICOS	1,408,241.65
2	25	255		Materiales, accesorios y suministros de laboratorio	250,880.25
2	25	255	25511	MATERIALES, ACCESORIOS Y SUMINISTROS DE LABORATORIO	250,880.25
2	25	256		Fibras sintéticas, hules, plásticos y derivados	4,227,652.72
2	25	256	25611	FIBRAS SINTÉTICAS, HULES, PLÁSTICOS Y DERIVADOS	4,227,652.72
2	25	259		Otros productos químicos	10,000.00
2	25	259	25911	OTROS PRODUCTOS QUÍMICOS	10,000.00
2	26			COMBUSTIBLES, LUBRICANTES Y ADITIVOS	66,277,962.31
2	26	261		Combustibles, lubricantes y aditivos	66,277,962.31
2	26	261	26111	COMBUSTIBLES, LUBRICANTES Y ADITIVOS	66,277,962.31
2	27			VESTUARIO, BLANCOS, PRENDAS DE PROTECCIÓN Y ARTÍCULOS DEPORTIVOS	39,866,525.02
2	27	271		Vestuario y uniformes	39,065,055.58
2	27	271	27111	VESTUARIO Y UNIFORMES	39,065,055.58
2	27	272		Prendas de seguridad y protección personal	633,723.96
2	27	272	27211	PRENDAS DE SEGURIDAD Y PROTECCIÓN PERSONAL	633,723.96
2	27	273		Artículos deportivos	70,969.24
2	27	273	27311	ARTÍCULOS DEPORTIVOS	70,969.24
2	27	274		Productos textiles	91,614.84

Cap	Conc	Gener	Especif	Concepto	Importe
2	27	274	27411	PRODUCTOS TEXTILES	91,614.84
2	27	275		Blancos y otros productos textiles, excepto prendas de vestir	5,161.40
2	27	275	27511	BLANCOS Y OTROS PRODUTCTOS TEXTILES, EXCEPTO PRENDAS DE VESTIR	5,161.40
2	29			HERRAMIENTAS, REFACCIONES Y ACCESORIOS MENORES	13,077,307.11
2	29	291		Herramientas menores	1,094,619.62
2	29	291	29111	HERRAMIENTAS MENORES	1,094,619.62
2	29	292		Refacciones y accesorios menores de edificios	44,280.03
2	29	292	29211	REFACCIONES Y ACCESORIOS MENORES DE EDIFICIOS	44,280.03
2	29	294		Refacciones y accesorios menores de equipo de cómputo y tecnologías de la información	171,811.38
2	29	294	29411	REFACCIONES Y ACCESORIOS MENORES DE EQUIPO DE CÓMPUTO Y TECNOLOGIAS DE LA INFORMACIÓN	171,811.38
2	29	296		Refacciones y accesorios menores de equipo de transporte	11,419,069.74
2	29	296	29611	REFACCIONES Y ACCESORIOS MENORES DE EQUIPO DE TRANSPORTE	11,419,069.74
2	29	298		Refacciones y accesorios menores de maquinaria y otros equipos	342,266.99
2	29	298	29811	REFACCIONES Y ACCESORIOS MENORES DE MAQUINARIA Y OTROS EQUIPOS	342,266.99
2	29	299		Refacciones y accesorios menores otros bienes muebles	5,259.35
2	29	299	29911	REFACCIONES Y ACCESORIOS MENORES OTROS BIENES MUEBLES	5,259.35
3				SERVICIOS GENERALES	278,794,163.48
3	31			SERVICIOS BÁSICOS	65,902,441.52
3	31	311		Energía eléctrica	62,351,160.27
3	31	311	31111	ENERGIA ELÉCTRICA	6,908,971.21
3	31	311	31121	ALUMBRADO PÚBLICO	55,442,189.06
3	31	313		Agua	753,642.26
3	31	313	31311	AGUA	753,642.26
3	31	314		Telefonía tradicional	887,224.91

Cap	Conc	Gener	Especif	Concepto	Importe
3	31	314	31411	TELEFONÍA TRADICIONAL	887,224.91
3	31	317		Servicios de acceso de Internet, redes y procesamiento de información	1,798,076.85
3	31	317	31711	SERVICIOS DE ACCESO DE INTERNET, REDES Y PROCESAMIENTO DE INFORMACIÓN	1,798,076.85
3	31	318		Servicios postales y telegráficos	112,337.23
3	31	318	31811	SERVICIOS POSTALES Y TELEGRÁFICOS	112,337.23
3	32			SERVICIOS DE ARRENDAMIENTO	50,409,978.13
3	32	321		Arrendamiento de terrenos	3,372,543.17
3	32	321	32111	ARRENDAMIENTO DE TERRENOS	3,372,543.17
3	32	322		Arrendamiento de edificios	18,148,539.98
3	32	322	32211	ARRENDAMIENTO DE EDIFICIOS	18,148,539.98
3	32	326		Arrendamiento de maquinaria, otros equipos y herramientas	21,000,000.00
3	32	326	32611	ARRENDAMIENTO DE MAQUINARIA, OTROS EQUIPOS Y HERRAMIENTAS	21,000,000.00
3	32	327		Arrendamiento de activos intangibles	1,894,087.16
3	32	327	32711	ARRENDAMIENTOS DE ACTIVOS INTANGIBLES	1,894,087.16
3	32	329		Otros arrendamientos	5,994,807.82
3	32	329	32911	OTROS ARRENDAMIENTOS	5,994,807.82
3	33			SERVICIOS PROFESIONALES, CIENTÍFICOS, TÉCNICOS Y OTROS SERVICIOS	5,589,710.16
3	33	331		Servicios legales, de contabilidad, auditoría y relacionados	210,327.04
3	33	331	33111	SERVICIOS LEGALES, DE CONTABILIDAD, AUDITORÍA Y RELACIONADOS	210,327.04
3	33	332		Servicios de diseño, arquitectura, ingeniería y actividades relacionadas	1,000,000.00
3	33	332	33211	SERVICIOS DE DISEÑO, ARQUITECTURA, INGENIERÍA Y ACTIVIDADES RELACIONADAS	1,000,000.00
3	33	333		Servicios de consultoría administrativa, procesos, técnica y en tecnologías de la información	70,969.25
3	33	333	33311	SERVICIOS DE CONSULTORÍA ADMINISTRATIVA, PROCESOS, TÉCNICA Y EN TECNOLOGÍAS DE LA INFORMACIÓN	70,969.25
3	33	334		Servicios de capacitación	305,624.00

Cap	Conc	Gener	Especif	Concepto	Importe
3	33	334	33411	SERVICIOS DE CAPACITACIÓN	305,624.00
3	33	336		Servicios de apoyo administrativo, fotocopiado e impresión	2,313,322.45
3	33	336	33611	SERVICIOS DE APOYO ADMINISTRATIVO, TRADUCCIÓN, FOTOCOPIADO E IMPRESIÓN	2,313,322.45
3	33	339		Servicios profesionales, científicos y técnicos integrales	1,689,467.42
3	33	339	33911	SERVICIOS PROFESIONALES, CIENTÍFICOS Y TÉCNICOS INTEGRALES	1,689,467.42
3	34			SERVICIOS FINANCIEROS, BANCARIOS Y COMERCIALES	12,923,294.58
3	34	343		Servicios de recaudación, traslado y custodia de valores	6,923,294.58
3	34	343	34311	SERVICIOS DE RECAUDACIÓN, TRASLADO Y CUSTODIA DE VALORES	6,923,294.58
3	34	345		Seguro de bienes patrimoniales	6,000,000.00
3	34	345	34511	SEGURO DE BIENES PATRIMONIALES	6,000,000.00
3	35			SERVICIOS DE INSTALACIÓN, REPARACIÓN, MANTENIMIENTO Y CONSERVACIÓN	19,719,156.35
3	35	351		Conservación y mantenimiento menor de inmuebles	685,075.25
3	35	351	35111	CONSERVACIÓN Y MANTENIMIENTO MENOR DE INMUEBLES	685,075.25
3	35	353		Instalación, reparación y mantenimiento de equipo de cómputo y tecnología de la información	84,494.47
3	35	353	35311	INSTALACIÓN, REPARACIÓN Y MANTENIMIENTO DE EQUIPO DE CÓMPUTO Y TECNOLOGÍA DE LA INFORMACIÓN	84,494.47
3	35	354		Instalación, reparación y mantenimiento de equipo e instrumental médico y de laboratorio	23,200.00
3	35	354	35411	INSTALACIÓN, REPARACIÓN Y MANTENIMIENTO DE EQUIPO E INSTRUMENTAL MÉDICO Y DE LABORATORIO	23,200.00
3	35	355		Reparación y mantenimiento de equipo de transporte	7,226,297.59
3	35	355	35511	REPARACIÓN Y MANTENIMIENTO DE EQUIPO DE TRANSPORTE	7,226,297.59
3	35	357		Instalación, reparación y mantenimiento de maquinaria, otros equipos y herramienta	462,009.94

Cap	Conc	Gener	Especif	Concepto	Importe
3	35	357	35711	INSTALACIÓN, REPARACIÓN Y MANTENIMIENTO DE MAQUINARIA, OTROS EQUIPOS Y HERRAMIENTA	462,009.94
3	35	358		Servicios de limpieza y manejo de desechos	11,000,000.00
3	35	358	35811	SERVICIOS DE LIMPIEZA Y MANEJO DE DESECHOS	11,000,000.00
3	35	359		Servicios de jardinería y fumigación	238,079.10
3	35	359	35911	SERVICIOS DE JARDINERÍA Y FUMIGACIÓN	238,079.10
3	36			SERVICIOS DE COMUNICACIÓN SOCIAL Y PUBLICIDAD	7,193,221.77
3	36	361		Difusión por radio, televisión y otros medios de mensajes sobre programas y actividades gubernamentales	7,077,005.18
3	36	361	36111	DIFUSIÓN POR RADIO, TELEVISIÓN Y OTROS MEDIOS DE MENSAJES SOBRE PROGRAMAS Y ACTIVIDADES GUBERNAMENTALES	7,077,005.18
3	36	369		Otros servicios de información	116,216.59
3	36	369	36911	OTROS SERVICIOS DE INFORMACIÓN	116,216.59
3	37			SERVICIOS DE TRASLADO Y VIÁTICOS	1,652,203.31
3	37	371		Pasajes aéreos	656,762.23
3	37	371	37111	PASAJES AÉREOS	656,762.23
3	37	372		Pasajes terrestres	166,129.03
3	37	372	37211	PASAJES TERRESTRES	166,129.03
3	37	375		Viáticos en el país	674,470.06
3	37	375	37511	VIÁTICOS EN EL PAÍS	674,470.06
3	37	376		Viáticos en el extranjero	154,841.99
3	37	376	37611	VIÁTICOS EN EL EXTRANJERO	154,841.99
3	38			SERVICIOS OFICIALES	6,417,950.33
3	38	381		Gastos ceremoniales	198,080.22
3	38	381	38111	GASTOS CEREMONIALES	198,080.22
3	38	382		Gastos de orden social y cultural	6,219,870.11
3	38	382	38211	GASTOS DE ORDEN SOCIAL Y CULTURAL	6,219,870.11
3	39			OTROS SERVICIOS GENERALES	108,986,207.33
3	39	392		Impuestos y derechos	1,685,480.00
3	39	392	39211	IMPUESTOS Y DERECHOS	1,685,480.00

Cap	Conc	Gener	Especif	Concepto	Importe
3	39	394		Sentencias y resoluciones por autoridad competente	21,941,718.66
3	39	394	39411	SENTENCIAS Y RESOLUCIONES POR AUTORIDAD COMPETENTE	21,941,718.66
3	39	395		Penas, multas, accesorios y actualizaciones	31,148.75
3	39	395	39511	PENAS, MULTAS, ACCESORIOS Y ACTUALIZACIONES	31,148.75
3	39	398		Impuesto sobre nóminas y otros que se deriven de una relación laboral	40,209,207.62
3	39	398	39811	IMPUESTO SOBRE NÓMINAS Y OTROS QUE SE DERIVEN DE UNA RELACIÓN LABORAL	40,209,207.62
3	39	399		Otros servicios generales	45,118,652.30
3	39	399	39911	OTROS SERVICIOS GENERALES	45,118,652.30
4				TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	38,901,512.12
4	41			TRANSFERENCIAS INTERNAS Y ASIGNACIONES AL SECTOR PÚBLICO	38,881,512.12
4	41	414		Asignaciones presupuestarias a Órganos Autónomos	38,881,512.12
4	41	414	41411	ASIGNACIONES A ORGANISMOS DESCENTRALIZADOS	38,881,512.12
4	44			AYUDAS SOCIALES	20,000.00
4	44	441		Ayudas sociales a personas	20,000.00
4	44	441	44111	AYUDAS SOCIALES A PERSONAS	20,000.00
5				BIENES MUEBLES, INMUEBLES E INTANGIBLES	9,165,939.18
5	51			MOBILIARIO Y EQUIPO DE ADMINISTRACIÓN	4,750,000.00
5	51	519		Otros mobiliarios y equipos de administración	4,750,000.00
5	51	519	51912	OTROS MOBILIARIOS Y EQUIPOS DE ADMINISTRACIÓN	4,750,000.00
5	52			MOBILIARIO Y EQUIPO EDUCACIONAL Y RECREATIVO	4,415,939.18
5	52	523		Cámaras fotográficas y de video	4,415,939.18
5	52	523	52312	CÁMARAS FOTOGRÁFICAS Y DE VIDEO	4,415,939.18
6				INVERSIÓN PÚBLICA	181,635,771.98
6	61			OBRA PÚBLICA EN BIENES DE DOMINIO PÚBLICO	181,635,771.98
6	61	614		División de terrenos y construcción de obras de urbanización	181,635,771.98

Cap	Conc	Gener	Especif	Concepto	Importe
6	61	614	61412	DIVISIÓN DE TERRENOS Y CONSTRUCCIÓN DE OBRAS DE URBANIZACIÓN	181,635,771.98
7				INVERSIONES FINANCIERAS Y OTRAS PROVISIONES	12,488,205.80
7	79			PROVISIONES PARA CONTINGENCIAS Y OTRAS EROGACIONES ESPECIALES	12,488,205.80
7	79	799		Otras erogaciones especiales	12,488,205.80
7	79	799	79911	OTRAS EROGACIONES ESPECIALES	12,488,205.80
9				DEUDA PÚBLICA	1.00
9	91			AMORTIZACIÓN DE LA DEUDA PÚBLICA	1.00
9	91	911		Amortización de la deuda interna con instituciones de crédito	1.00
9	91	911	91113	AMORTIZACIÓN DE LA DEUDA INTERNA CON INSTITUCIONES DE CRÉDITO	1.00
TOTAL					**2,006,707,306.18**

De conformidad con lo dispuesto en el artículo 61, fracción II de la Ley General de Contabilidad Gubernamental y la Norma para armonizar la presentación de la información adicional del Proyecto del Presupuesto de Egresos.

Artículo 28. El Presupuesto de Egresos, con base en la Clasificación Administrativa, se distribuye de la siguiente manera:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.		
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026		
Clasificación Administrativa		
ID	**Unidad Responsable**	**Importe**
101	PRESIDENCIA MUNICIPAL	9,091,534.67
102	SINDICATURAS	6,266,700.32
103	REGIDURÍAS	41,682,348.38
201	AGENCIA DE DONAJÍ	561,932.19
202	AGENCIA DE PUEBLO NUEVO	844,929.05
203	AGENCIA DE SAN FELIPE DEL AGUA	629,008.76

ID	Unidad Responsable	Importe
204	AGENCIA DE SAN JUAN CHAPULTEPEC	732,556.43
205	AGENCIA DE TRINIDAD DE VIGUERA	560,609.19
206	AGENCIA DE SANTA ROSA PANZACOLA	1,903,288.27
207	AGENCIA DE MONTOYA	797,961.14
208	AGENCIA DE CANDIANI	543,322.61
209	AGENCIA DE CINCO SEÑORES	597,435.69
210	AGENCIA DE DOLORES	573,625.53
211	AGENCIA DE GUADALUPE VICTORIA	762,822.61
212	AGENCIA DE SAN MARTIN MEXICAPAM DE CÁRDENAS	1,603,163.82
213	AGENCIA DE SAN LUIS BELTRÁN	554,970.69
301	SECRETARÍA MUNICIPAL	18,610,078.32
302	SECRETARÍA DE ADMINISTRACIÓN Y FINANZAS	392,655,339.90
303	SECRETARÍA DE OBRAS PÚBLICAS Y DESARROLLO URBANO	336,611,912.00
304	SECRETARÍA DE GOBIERNO Y TERRITORIO	99,388,576.58
306	SECRETARÍA DE SEGURIDAD VECINAL	313,907,494.47
307	SECRETARÍA DE SERVICIOS VECINALES	464,589,514.12
308	SECRETARÍA DE BIENESTAR Y TEQUIOS VECINALES	53,513,963.99
309	SECRETARÍA DE PROSPERIDAD ECONÓMICA VECINAL	16,859,236.69
310	SECRETARÍA DE TURISMO	9,818,207.51
311	SECRETARÍA DE CULTURA, EDUCACIÓN Y FOMENTO A LA LECTURA	19,643,957.66
312	SECRETARÍA DE MEDIO AMBIENTE Y GESTIÓN HÍDRICA.	12,122,801.66
401	JEFATURA DE LA OFICINA DE LA PRESIDENCIA	3,313,924.21
402	SECRETARIA PARTICULAR	5,981,607.53
403	SECRETARIA TÉCNICA	2,977,482.09
404	CONSEJERÍA JURÍDICA	39,178,012.33
405	AGENCIA DE TRANSFORMACIÓN DIGITAL	5,472,908.62

ID	Unidad Responsable	Importe
406	COORDINACIÓN DE ATENCIÓN VECINAL	3,788,260.26
407	COORDINACIÓN DE COMUNICACIÓN SOCIAL	22,388,422.95
408	UNIDAD DE ATENCIÓN DE ASUNTOS METROPOLITANOS	1,831,962.76
409	COORDINACIÓN DE RELACIONES INTERGUBERNAMENTALES E INTERNACIONALES	2,092,968.95
501	COMITÉ MUNICIPAL DEL SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA (DIF)	38,915,520.07
502	DIRECCIÓN DE PENSIONES MUNICIPALES	29,962,413.69
503	INSTITUTO MUNICIPAL DE LA MUJER	13,868,858.85
504	INSTITUTO MUNICIPAL DE PLANEACIÓN	5,642,870.67
505	INSTITUTO MUNICIPAL DE LA JUVENTUD	2,960,303.09
506	INSTITUTO MUNICIPAL DEL DEPORTE	3,196,157.88
507	INSTITUTO MUNICIPAL DE LAS LENGUAS INDÍGENAS	1,396,448.39
601	ÓRGANO INTERNO DE CONTROL MUNICIPAL	9,405,512.26
701	ALCALDÍA MUNICIPAL CÍVICA	6,871,029.58
801	UNIDAD DE TRANSPARENCIA	2,035,349.75
TOTAL		**2,006,707,306.18**

De conformidad con lo establecido en el artículo 61 fracción II, inciso c) de la Ley General de Contabilidad Gubernamental, Título Quinto, Capítulo I de la Ley Orgánica Municipal del Estado de Oaxaca y la Norma para armonizar la presentación de la información adicional del Proyecto del Presupuesto de Egresos.

Artículo 29. La Clasificación Funcional del Gasto del Presupuesto de Egresos, se distribuye de la siguiente manera:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.				
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026				
Clasificación Funcional del Gasto				
Fin	**Func**	**SubFunc**	**Concepto**	**Importe**
1			GOBIERNO	**945,623,545.79**
1	2		Justicia	**39,178,012.33**
1	2	4	Derechos Humanos	39,178,012.33
1	3		Coordinación de la política de gobierno	**168,587,896.81**
1	3	1	Presidencia / Gubernatura	83,904,154.89
1	3	2	Política Interior	51,025,280.67
1	3	4	Función Pública	9,405,512.26
1	3	9	Otros	24,252,948.99
1	5		Asuntos financieros y hacendarios	**180,767,830.05**
1	5	2	Asuntos Hacendarios	180,767,830.05
1	7		Asuntos de orden público y de seguridad interior	**320,778,524.05**
1	7	1	Policía	313,907,494.47
1	7	3	Otros Asuntos de Orden Público y Seguridad	6,871,029.58
1	8		Otros servicios generales	**236,311,282.55**
1	8	1	Servicios Registrales, Administrativos y Patrimoniales	211,887,509.85
1	8	3	Servicios de Comunicación y Medios	22,388,422.95
1	8	4	Acceso a la Información Pública Gubernamental	2,035,349.75
2			DESARROLLO SOCIAL	**1,028,933,407.57**
2	1		Protección ambiental	**476,712,315.78**
2	1	1	Ordenación de Desechos	464,589,514.12
2	1	6	Otros de Protección Ambiental	12,122,801.66
2	2		Vivienda y servicios a la comunidad	**384,975,207.91**
2	2	1	Urbanización	336,611,912.00
2	2	6	Servicios Comunales	48,363,295.91

Fin	Func	SubFunc	Concepto	Importe
2	4		Recreación, cultura y otras manifestaciones sociales	**24,236,563.93**
2	4	1	Deporte y Recreación	3,196,157.88
2	4	2	Cultura	21,040,406.05
2	6		Protección social	**139,221,059.69**
2	6	8	Otros Grupos Vulnerables	38,915,520.07
2	6	9	Otros de Seguridad Social y Asistencia Social	100,305,539.62
2	7		Otros asuntos sociales	**3,788,260.26**
2	7	1	Otros Asuntos Sociales	3,788,260.26
3			DESARROLLO ECONOMICO	**32,150,352.82**
3	1		Asuntos económicos, comerciales y laborales en general	**16,859,236.69**
3	1	1	Asuntos Económicos y Comerciales en General	16,859,236.69
3	7		Turismo	**9,818,207.51**
3	7	1	Turismo	9,818,207.51
3	8		Ciencia, tecnología e innovación	**5,472,908.62**
3	8	3	Servicios Científicos y Tecnológicos	5,472,908.62
TOTAL				**2,006,707,306.18**

De conformidad con lo establecido en el artículo 61 fracción II, inciso c) de la Ley General de Contabilidad Gubernamental y la Norma para armonizar la presentación de la información adicional del Proyecto del Presupuesto de Egresos.

Artículo 30. Las asignaciones de la Clasificación Programática para el Ejercicio Fiscal 2026, se distribuye de la siguiente manera:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.				
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026				
Clasificación Programática del Gasto				
Tipo	**SubTipo**	**Programa**	**Concepto**	**Importe**
1			Programas	**2,006,707,306.18**
1	2		Bienes, Servicios e Infraestructura Pública	**1,691,729,787.99**
1	2	E	Prestación de Servicios Públicos	1,355,117,875.99
1	2	K	Proyectos de Inversión en Infraestructura y Obra Pública	336,611,912.00
1	3		Desempeño de las Funciones	**92,806,412.44**
1	3	F	Fomento, Promoción y Servicios para el Desarrollo Económico y Social	26,677,444.20
1	3	G	Regulación y supervisión	48,363,295.91
1	3	P	Articulación, coordinación e instrumentación de políticas públicas	5,642,870.67
1	3	V	Servicios de protección y conservación ambiental	12,122,801.66
1	4		Administrativos y de Apoyo a la Gestión Presupuestaria	**192,208,692.06**
1	4	M	Apoyo para el desarrollo de las funciones de gobierno	180,767,830.05
1	4	O	Apoyo al buen gobierno y mejoramiento de la gestión	11,440,862.01
1	5		Compromisos, Cumplimiento de Obligaciones y otras Aportaciones	**29,962,413.69**
1	5	J	Pensiones y jubilaciones	29,962,413.69

De conformidad con lo establecido en el artículo 61 fracción II, inciso c) de la Ley General de Contabilidad Gubernamental y el Acuerdo por el que se emite la Clasificación Programática.

Artículo 31. El Presupuesto de Egresos, con base en la Clasificación por Tipo de Gasto, se distribuye de la siguiente manera:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.		
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026		
Clasificador por Tipo de Gasto		
Tipo Gasto	**Concepto**	**Importe**
1	Gasto Corriente	**1,815,905,594.02**
	SERVICIOS PERSONALES	1,299,362,774.65
	MATERIALES Y SUMINISTROS	186,358,937.97
	SERVICIOS GENERALES	278,794,163.48
	TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	38,901,512.12
	INVERSIONES FINANCIERAS Y OTRAS PROVISIONES	12,488,205.80
2	Gasto de Capital	**190,801,711.16**
	BIENES MUEBLES, INMUEBLES E INTANGIBLES	9,165,939.18
	INVERSIÓN PÚBLICA	181,635,771.98
3	Amortización de la deuda y disminución de los pasivos	**1.00**
	DEUDA PÚBLICA	1.00
TOTAL		**2,006,707,306.18**

De conformidad con lo establecido en el artículo 61 fracción II, inciso c) de la Ley General de Contabilidad Gubernamental y la Norma para armonizar la presentación de la información adicional del Proyecto del Presupuesto de Egresos.

Artículo 32. Para la presentación de la información adicional del Proyecto de Presupuesto de Egresos, y en cumplimiento a lo establecido en el Acuerdo por el que se emite el Clasificador por Fuentes de Financiamiento, se presenta el presupuesto de acuerdo a lo siguiente:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.		
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026		
Clasificación por Fuente de Financiamiento		
Fuente	**Concepto**	**Importe**
1	**GASTO NO ETIQUETADO**	**1,556,168,436.74**
11	RECURSOS FISCALES	442,073,809.19
12	FINANCIAMIENTOS INTERNOS	1
15	RECURSOS FEDERALES	1,114,094,626.55
2	**GASTO ETIQUETADO**	**450,538,869.44**
25	RECURSOS FEDERALES	450,538,869.44
TOTAL		**2,006,707,306.18**

De conformidad con lo establecido en el artículo tercero transitorio fracción III, de la Ley General de Contabilidad Gubernamental y la Norma para armonizar la presentación de la información adicional del Proyecto del Presupuesto de Egresos.

Artículo 33. El Fondo de Aportaciones para la Infraestructura Social Municipal y de las Demarcaciones Territoriales del Distrito Federal (FAISMUN), asciende a la cantidad de $181,635,771.98 (Ciento ochenta y un millones seiscientos treinta y cinco mil setecientos setenta y un pesos 98/100 M.N.)

Artículo 34. El Fondo de Aportaciones para el Fortalecimiento de los Municipios y de las Demarcaciones Territoriales del Distrito Federal (FORTAMUN), se estima en $268,903,096.45 (Doscientos sesenta y ocho millones novecientos tres mil noventa y seis pesos 45/100 M.N.).

TÍTULO TERCERO

DEL EJERCICIO DEL PRESUPUESTO DE EGRESOS

Capítulo Primero

De las Disposiciones de Racionalidad, Austeridad y Disciplina Presupuestaria

Artículo 35. Sin perjuicio de lo que establece este Presupuesto de Egresos y las demás disposiciones aplicables a la materia, los titulares de los Ejecutores de gasto serán responsables de la estricta observancia de las disposiciones y ejercicio de los recursos públicos, se realicen con apego a los principios de austeridad, planeación, eficiencia, eficacia, economía, transparencia, honradez, racionalidad y disciplina presupuestaria para satisfacer los objetivos a los que estén destinado, su incumplimiento motivará el fincamiento de las responsabilidades a que haya lugar de conformidad con las disposiciones legales aplicables.

Los titulares de los Ejecutores de gasto serán los responsables del contenido, veracidad y autenticidad de la documentación justificativa y comprobatoria respectiva; los trámites de pago ante las áreas administrativas de la Tesorería, o cualquier otro documento que se remita deberá estar validado y autorizado por los mismos.

El desvío o incumplimiento de los recursos destinados a programas y/o proyectos serán responsabilidad directa de los titulares de los Ejecutores del gasto, por lo que estarán obligados a solventar cualquier observación derivada de actos de fiscalización practicada por los órganos de control y fiscalización de los diferentes niveles de gobierno.

Artículo 36. Los titulares de las Unidades Ejecutoras de gasto, deberán reducir selectiva y eficientemente los gastos de administración, sin detrimento de la realización oportuna y eficiente de los programas a su cargo y de la adecuada prestación de los bienes y servicios de su competencia; así como, cubrir con la debida oportunidad sus compromisos reales de pago, con estricto apego a las demás disposiciones del Presupuesto de Egresos y las que resulten aplicables a la materia.

Artículo 37. Los Ejecutores de gasto deberán optimizar la utilización de los espacios físicos disponibles y el aprovechamiento de los bienes y servicios que se dispongan, reduciendo al mínimo adquisiciones o nuevos arrendamientos de bienes inmuebles para oficinas públicas.

Artículo 38. Las erogaciones por los conceptos indicados a continuación deberán sujetarse a criterios de racionalidad y selectividad que determine la Tesorería:

I. Gastos ceremoniales y Gastos de orden social;

II. Combustibles, lubricantes y aditivos, reparación y mantenimiento de equipo de transporte;

III. Contratación de asesoría, estudios e investigaciones a que se refiere el rubro de Servicios profesionales, científicos, técnicos y otros servicios;

IV. Publicidad, propaganda, publicaciones oficiales y, en general, lo relacionado con actividades de comunicación social; y

V. Congresos, convenciones, ferias, festivales y exposiciones.

Artículo 39. Los viáticos que se asignen cuando sea indispensable que los servidores públicos viajen en el desempeño de actividades oficiales, se calcularán de acuerdo a los tabuladores autorizados y lineamientos aplicables.

Es responsabilidad de los titulares de las Unidades Ejecutoras de gasto la aplicación estricta de las diferentes partidas presupuestales del gasto público de conformidad con las disposiciones aplicables.

Artículo 40. Los titulares de las Unidades Ejecutoras del gasto, son responsables de las cantidades que indebidamente paguen cuando la documentación comprobatoria del gasto no cumpla con los requisitos fiscales y administrativos vigentes o cuando rebasen el importe del presupuesto aprobado.

Capitulo Segundo

Rangos para Adquisición de Bienes y Servicios

Artículo 41. Las Unidades responsables y las Unidades Ejecutoras, para la adquisición de bienes y servicios, deberán observar la Ley de Adquisiciones, el Código de Ética y el Código de Conducta, aplicando las modalidades de contratación, de acuerdo a los montos de los rangos mínimos y máximos siguientes:

Compra directa menor por partida, únicamente hasta por el monto de $100,000.00 pesos, sin incluir el impuesto al valor agregado de acuerdo a lo siguiente:

Modalidad (Compra Directa Menor)	Rangos (Pesos)	
	Mínimo	Máximo
a) Sin cotización	0.01	5,000.00
b) Adquisición directa con dos cotizaciones	5,000.01	50,000.00
c) Adquisición directa con tres cotizaciones	50,000.01	100,000.00

Las adquisiciones de bienes y servicios por un monto mayor a $100,000.00 pesos, deberán llevarse a cabo a través del Comité de Adquisiciones conforme a lo siguiente:

Modalidad	Rangos (Pesos)	
	Mínimo	Máximo
a) Adjudicación directa, por lo menos con tres cotizaciones	100,000.01	500,000.00
b) Invitación restringida	500,000.01	1,000,000.00
c) Invitación abierta estatal	1,000,000.01	1,500,000.00
d) Licitación pública estatal	1,500,000.01	15,000,000.00
e) Licitación pública nacional o internacional	15,000,000.01	En adelante

Los montos antes señalados deberán considerarse sin incluir el Valor Agregado (IVA).

Capitulo Tercero

De los Servicios Personales

Artículo 42. Los ejecutores del gasto, en el ejercicio del Presupuesto de Egresos correspondiente a Servicios personales, deberán cumplir:

I. Apegarse estrictamente a los niveles establecidos en los tabuladores de sueldos y salarios autorizados por el Ayuntamiento;

II. Las remuneraciones adicionales por jornadas u horas extraordinarias, se regularán por las disposiciones legales y administrativas aplicables e invariablemente atenderán al presupuesto aprobado. Asimismo, se deberán poner en práctica mecanismos de trabajo que permitan reducir al mínimo su pago;

III. No podrá incorporarse personal para el desempeño de labores iguales o similares a las que realiza el personal de base o confianza correspondiente a la plantilla del Ejecutor de gasto, mediante la celebración de contratos en la modalidad de pago de honorarios, que se asimilan a ingresos por salarios.

La celebración de contratos en la modalidad de pago de honorarios que se asimilan a ingresos por salarios procederá en casos debidamente justificados y siempre que el ejecutor de gasto no pueda satisfacer las necesidades de servicios públicos con el personal con que cuente. Los contratos autorizados no podrán rebasar el ejercicio fiscal 2026.

Los ejecutores de gasto que cuenten con asignaciones presupuestarias para el pago de personal en modalidad de pago de honorarios que se asimilan a ingresos por salarios, deberán gestionar ante el área responsable en materia de recursos humanos, dentro de los treinta días siguientes a la entrada en vigor del presente Presupuesto de Egresos, la revisión y, en su caso, autorización de los contratos respectivos;

IV. Las condiciones de trabajo, los beneficios económicos y las demás prestaciones derivadas en los que se fijen las condiciones generales de trabajo del personal de base, no se harán extensivas a favor de los servidores públicos de mandos medios y superiores ni personal de enlace;

V. Abstenerse de proponer traspasos de recursos de otros capítulos de gasto al capítulo de Servicios personales y viceversa;

VI. Los sueldos, gastos o asignaciones previstos en el Presente Presupuesto de Egresos tendrán un plazo de sesenta días naturales para hacerlos efectivos, transcurrido el plazo quedarán disponibles a favor del Municipio;

VII. La acción para exigir el pago de las remuneraciones prescribirá en un año contado a partir de la fecha en que sean devengados o se tenga derecho a percibirlas. El mismo término será aplicable a las recompensas y las pensiones a cargo del Erario Municipal.

La prescripción sólo interrumpe por gestión de cobro realizada por escrito;

VIII. Abstenerse de contratar recursos humanos que generen incompatibilidad en el empleo. Se considera la existencia de incompatibilidad en el empleo, cuando una sola persona ocupe dos o más puestos o comisiones remuneradas con cargo al Presupuesto de Egresos, de conformidad con lo dispuesto por el artículo 136 de la Constitución Política de Estado Libre y Soberano de Oaxaca;

IX. Los recursos previstos en Servicios Personales que por alguna causa no se ejerzan, se considerarán economías presupuestarias y serán cancelados sin que para ello se requiera aprobación por parte del Ejecutor de gasto;

X. Abstenerse de traspasar a otras partidas presupuestales el recurso destinado a programas de capacitación; y

XI. Efectuar las altas del personal de nuevo ingreso en la modalidad de contrato por tiempo determinado dentro de los quince días naturales siguientes de la autorización para su contratación; los adeudos que se generan por este hecho correrán por cuenta del servidor público que haya incumplido con el periodo establecido.

Capitulo Cuarto

Del Gasto de Inversión

Artículo 43. En el ejercicio del Gasto de inversión se deberán observar las siguientes disposiciones:

I. Sujetarse a la estructura programática o destino del gasto de la fuente de financiamiento que corresponda;

II. Para iniciar los proyectos nuevos, los ejecutores de gasto deberán prever la disponibilidad de recursos para su terminación, puesta en operación y mantenimiento;

III. Se promoverá la organización social y su capacitación para encausar la participación corresponsable de la sociedad en las acciones del Gobierno Municipal;

IV. Procurar la ampliación y diversificación de las fuentes de financiamiento alternativas o complementarias al Presupuesto de Egresos;

V. Incorporar la participación ciudadana en las obras, mediante la aportación de mano de obra y materiales de la región;

VI. Se considerará preferentemente la adquisición de productos y la utilización de las tecnologías locales con uso intensivo de mano de obra;

VII. La ejecución de obra pública, acciones sociales, inversiones, proyectos productivos y de fomento, requerirá de la autorización del expediente técnico respectivo por el área competente en cada materia, así como la autorización de los recursos por parte de la Tesorería;

VIII. Cualquier acción iniciada o ejecutada sin cumplir con lo establecido anteriormente, será responsabilidad exclusiva del titular de la Unidad Ejecutora de gasto que la realiza; y

IX. Los procedimientos para la ejecución de la obra pública, proyectos productivos y de fomento se sujetará a las disposiciones que al efecto determine el Comité de Obras.

Tratándose de recursos convenidos o concertados con la Federación o el Estado, se observarán las disposiciones legales y administrativas que al efecto señalen los instrumentos legales respectivos.

Artículo 44. Al concluir las obras, acciones, programas o proyectos, se deberá presentar el acta de terminación o el acta de entrega recepción correspondiente y, en caso sea aplicable, el expediente técnico final. La documentación antes descrita deberá contener el visto bueno y reporte de liberación por parte del OIC.

Capítulo Quinto

Del ejercicio de Transferencias Federales Etiquetadas

Artículo 45. Los Ramos Generales son recursos destinados a cumplir propósitos específicos, cuya previsión y asignación se encuentra en el Presupuesto de Egresos de la Federación y de la Ley de Coordinación Fiscal, transferidos al Municipio.

Los fondos de Aportaciones se constituyen con los recursos que para el Ejercicio Fiscal 2026, el Gobierno Federal transfiere al Estado, y por conducto de este al Municipio, condicionando su gasto al cumplimiento de los objetivos que para cada tipo de aportación se establezca.

La planeación, programación, aplicación, ejercicio, comprobación y evaluación se realizará aplicando las disposiciones federales.

Artículo 46. Los recursos federales que percibe el Municipio derivado de subsidios, convenios o acuerdos de coordinación suscritos anualmente con las diferentes Dependencias Federales o Estatales se ejercerán atendiendo a los Lineamientos, reglas de operación y demás disposiciones federales o estatales aplicables.

Capítulo Sexto

De las Transferencias a Organismos Paramunicipales

Artículo 47. Las erogaciones por concepto de transferencias con cargo al Presupuesto de Egresos promoverán programas de beneficio social, desarrollo integral de la familia, equidad de género, así como otros programas o acciones que se determinen, y se ejercerán atendiendo:

I. El otorgamiento se hará con base en criterios de selectividad, temporalidad y transparencia en su asignación, considerando su contribución efectiva a la oferta de los bienes, servicios e insumos estratégicos o prioritarios;

II. Las transferencias se deberán orientar selectivamente hacia actividades estratégicas para la producción, la prestación de servicios y la generación de empleos temporales y productivos;

III. Se considera preferenciales las transferencias destinadas a programas de beneficio social, al desarrollo integral de la familia y a la equidad de género;

IV. Los Ejecutores de gasto a los que se les asigne transferencias deberán buscar fuentes de financiamiento a fin de lograr, en el mediano plazo, una mayor autosuficiencia y una disminución correlativa de los apoyos con cargo a recursos presupuestarios;

V. No se otorgarán transferencias cuando no se encuentren claramente especificados los objetivos, metas, beneficiarios, destino, temporalidad y condiciones de los mismos; y

VI. Las ministraciones por transferencias podrán efectuarse dentro de los primeros diez días de cada mes, siempre y cuando presenten la documentación comprobatoria debidamente requisitada, para estar en condiciones de autorizar el pago de las ministraciones subsecuentes.

Artículo 48. El Ayuntamiento impulsará, de manera transversal, la igualdad de oportunidades entre mujeres y hombres a través de la incorporación de la perspectiva de género en el diseño, elaboración, aplicación, seguimiento y evaluación de resultados de los programas dentro de la Administración Pública Municipal, para tal efecto, los Ejecutores del gasto deberán observar:

I. Incorporar la perspectiva de género y reflejarla en la Matriz de Indicadores para Resultados de los programas bajo su responsabilidad;

II. Identificar y registrar a la población objetivo y atendida, diferenciada por sexo, edad y en su caso, ubicación geográfica;

III. Fomentar la perspectiva de género en el diseño y la ejecución de programas en los que, aun cuando no estén dirigidos a mitigar o solventar desigualdades de género, se puedan identificar de forma diferenciada los beneficios específicos para mujeres y hombres;

IV. Promover metodologías que generen información relacionada con indicadores para resultados con perspectiva de género; e

V. Incorporar la perspectiva de género en las evaluaciones de los programas con los criterios que emita el Instituto Municipal de la Mujer.

Capítulo Séptimo

Del Presupuesto Basado en Resultados

Artículo 49. El presente Presupuesto de Egresos con enfoque en resultados, se formula bajo los principios básicos del Presupuesto basado en Resultados (PbR), el cual establece la utilización de la Matriz de Indicadores para Resultados (MIR) y la implementación de Sistema de Evaluación del Desempeño (SED).

Artículo 50. Los titulares de las Unidades Ejecutoras del gasto deberán contar con una MIR para cada programa a su cargo, formulados con base en la MML, salvo casos excepcionales donde el Cabildo disponga lo contrario. Consecuentemente únicamente los programas orientados a resultados cuentan con MIR; en contraposición, aquellos programas que se constituyen como actividades de gestión institucional.

La MIR conformará el marco de referencia para el seguimiento y evaluación de los programas.

Artículo 51. La MIR de los programas se deberá actualizar anualmente, tomando en cuenta los avances obtenidos del seguimiento, los resultados y recomendaciones derivadas de las evaluaciones, los cambios sustantivos en la estructura organizacional, y en su caso, la modificación de las disposiciones normativas aplicables a los recursos públicos autorizados.

Artículo 52. En el ejercicio del gasto, los Ejecutores de gasto deberán ejecutar sus programas con sujeción a los ejes, objetivos, estrategias y líneas de acción que se establezcan en el Plan Municipal de Desarrollo vigente.

Los ejecutores de gasto, serán responsables del cumplimiento de los indicadores y metas comprendidos en la MIR de los programas aprobados en el presente Presupuesto de Egresos, para lo cual deberán reportar dicho avance y cumplimiento conforme a los plazos y términos que establezca el Instituto de Planeación Municipal.

Artículo 53. El OIC, en el ámbito de su competencia, verificará los resultados de la ejecución de los programas y la aplicación de los recursos a cargo de los Ejecutores de gasto, de manera tal que se pueda evaluar la eficiencia, eficacia, economía y calidad del gasto.

Capítulo Octavo

Del Control y Vigilancia

Artículo 54. La inspección de la Hacienda Pública compete de manera directa al OIC, quien en el ejercicio de sus atribuciones efectuara la inspección, control y vigilancia en la aplicación de los recursos del Presupuesto de Egresos.

El OIC procurará implementar en las diversas etapas del ejercicio y aplicación de gasto, programas de revisión preventiva.

Podrá proponer al Presidente la contratación de los servicios de auditoría externa para efectos de realizar la inspección y revisión del ejercicio del Presupuesto de Egresos.

Artículo 55. El auditor externo contratado verificará al realizar la revisión e inspección del ejercicio del gasto, de manera enunciativa y no limitativa, lo siguiente:

I. Precisará el ingreso y el gasto público;

II. Determinará el resultado de la gestión financiera;

III. Comprobará si el gasto público municipal se ajustó al Presupuesto de Egresos;

IV. Verificará el cumplimiento de metas y acciones con la aplicación del Presupuesto de Egresos, y que éstas sean acordes con el Plan Municipal de Desarrollo vigente;

V. Practicará una revisión económica y contable del ingreso y del gasto público;

VI. Verificará la exactitud y justificación de los cobros y pagos efectuados con cargo al Presupuesto de Egresos; y

VII. Verificará la correcta aplicación de los ingresos, egresos y su comprobación de acuerdo a las disposiciones legales y administrativas que le sean aplicables.

Si del resultado de esa revisión se detectaran diferencias o irregularidades, en el dictamen final deberá indicarse, a efecto de que el OIC realice las acciones procedentes.

Artículo 56. El OIC constituirá las responsabilidades definitivas, previo fincamiento de pliegos preventivos de responsabilidad, cuando se detecten irregularidades por actos u omisiones de los servidores públicos municipales en el manejo, aplicación, administración de fondos, valores y recursos económicos del Municipio, que se traduzcan en daños y perjuicios estimables en dinero, que afecten a la Hacienda pública, así como por el incumplimiento de las disposiciones del presente Presupuesto de Egresos y de las que se expidan con base en ella.

Artículo 57. Las responsabilidades a las que se alude en el artículo anterior se constituirán y fincarán en forma directa a los servidores públicos que hayan cometido las irregularidades relativas; en forma subsidiaria a los servidores públicos que por la índole de sus funciones hayan omitido la revisión o autorizado los actos irregulares, sea en forma dolosa, culposa o por negligencia, y en forma solidaria a los particulares que hayan participado con los servidores públicos en las irregularidades que originen responsabilidad.

Artículo 58. Las responsabilidades que se constituyan tendrán por objeto reparar o indemnizar los daños y perjuicios que se ocasionen a la Hacienda Pública, las cuales se fijarán en cantidad líquida.

Lo que se hará efectivo por la Tesorería a través del área administrativa competente.

Artículo 59. Cuando la Tesorería detecte irregularidades en el ejercicio del Presupuesto de Egresos dará aviso al OIC para que ésta proceda al fincamiento del pliego preventivo de responsabilidad correspondiente.

La constitución definitiva de las responsabilidades, se resolverá por el OIC, a través del procedimiento administrativo disciplinario establecido en la Ley General de Responsabilidades Administrativas y la Ley de Responsabilidades Administrativas del Estado y Municipios de Oaxaca y demás legislación aplicable, independientemente de los delitos que en su caso lleguen a configurarse en términos del Código Penal para el Estado Libre y Soberano de Oaxaca.

TÍTULO CUARTO

DE LA INFORMACIÓN Y TRANSPARENCIA

Capítulo Único

Artículo 60. En cumplimiento a lo establecido en el artículo 18, fracción III, de la Ley de Disciplina financiera y los Criterios para la elaboración y presentación homogénea de la información financiera y de los formatos que hace referencia la Ley de Disciplina Financiera, se presentan los resultados de egresos siguientes:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.				
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026				
Resultados de Egresos				
Pesos				
Concepto	**2022**	**2023**	**2024**	**2025**
1. GASTO NO ETIQUETADO	**1,436,778,815.23**	**1,380,113,259.82**	**1,526,878,192.32**	**1,879,109,346.50**
A. SERVICIOS PERSONALES	1,014,742,622.63	829,739,095.96	972,172,319.84	1,207,527,143.36
B. MATERIALES Y SUMINISTROS	124,788,629.45	115,359,638.34	132,240,393.01	142,341,087.59
C. SERVICIOS GENERALES	225,127,337.87	363,266,314.07	339,058,066.21	439,917,034.25
D. TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	37,819,040.56	41,894,348.41	41,158,621.00	73,954,051.58
E. BIENES MUEBLES, INMUEBLES E INTANGIBLES	14,615,896.85	7,673,008.16	5,807,461.66	2,499,767.96
F. INVERSIÓN PÚBLICA	5,964,631.38	8,254,478.83	9,959,025.67	12,773,590.76
I. DEUDA PÚBLICA	13,720,656.49	13,926,376.05	26,482,304.93	96,671.00
2. GASTO ETIQUETADO	**391,067,421.66**	**333,317,027.77**	**451,010,602.34**	**541,109,093.73**
A. SERVICIOS PERSONALES	173,212,721.36	173,121,939.31	200,388,264.88	229,245,609.64
B. MATERIALES Y SUMINISTROS	14,033,106.73	7,865,048.13	17,157,961.26	19,273,801.28
C. SERVICIOS GENERALES	29,094,816.78	4,038,664.22	6,562,856.75	5,462,709.38
D. TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	1,712,083.77	8,867,524.29	3,659,442.52	1,376,566.74
E. BIENES MUEBLES, INMUEBLES E INTANGIBLES	2,381,229.64	-	3,546,385.41	20,225,328.35
F. INVERSIÓN PÚBLICA	170,633,463.38	139,423,851.82	218,853,402.10	265,525,078.34
I. DEUDA PÚBLICA	-	-	842,289.42	-
TOTAL GENERAL	**1,827,846,236.89**	**1,713,430,287.59**	**1,977,888,794.66**	**2,420,218,440.23**

Artículo 61. En cumplimiento a lo establecido en el artículo 18, fracción I, de la Ley de Disciplina Financiera y los Criterios para la elaboración y presentación homogénea de la información financiera y de los formatos que hace referencia la Ley de Disciplina Financiera, se presentan las proyecciones de egresos siguientes:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.				
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026				
Proyección de Egresos				
Pesos				
CONCEPTO	**2026**	**2027**	**2028**	**2029**
1. GASTO NO ETIQUETADO	**1,556,168,436.74**	**1,539,809,922.15**	**1,566,756,595.77**	**1,598,091,724.61**
A. SERVICIOS PERSONALES	1,049,734,498.46	1,045,199,639.18	1,063,490,632.86	1,084,760,445.52
B. MATERIALES Y SUMINISTROS	167,084,117.70	179,515,482.92	182,657,000.87	186,310,140.89
C. SERVICIOS GENERALES	278,794,163.48	255,617,940.44	260,091,254.40	265,293,079.49
D. TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	38,901,512.12	37,549,597.39	38,206,715.34	38,970,849.65
E. BIENES MUEBLES, INMUEBLES E INTANGIBLES	9,165,939.18	21,927,261.23	22,310,988.30	22,757,208.07
F. INVERSIÓN PÚBLICA	-	-	-	-
G. INVERSIONES FINANCIERAS Y OTRAS PROVISIONES	12,488,204.80	-	-	-
H. PARTICIPACIONES Y APORTACIONES	-	-	-	-
I. DEUDA PÚBLICA	1.00	1.00	1.00	1.00
2. GASTO ETIQUETADO	**450,538,869.44**	**487,633,773.93**	**496,167,364.95**	**506,090,712.23**
A. SERVICIOS PERSONALES	249,628,276.19	260,360,836.14	264,917,150.77	270,215,493.79
B. MATERIALES Y SUMINISTROS	19,274,820.27	20,103,525.13	20,455,336.82	20,864,443.56
C. SERVICIOS GENERALES	1.00	1.00	1.00	1.00
D. TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	-	-	-	-
E. BIENES MUEBLES, INMUEBLES E INTANGIBLES	-	-	-	-
F. INVERSIÓN PÚBLICA	181,635,771.98	207,169,411.66	210,794,876.36	215,010,773.89
G. INVERSIONES FINANCIERAS Y OTRAS PROVISIONES	-	-	-	-
H. PARTICIPACIONES Y APORTACIONES	-	-	-	-
I. DEUDA PÚBLICA	-	-	-	-
TOTAL GENERAL	**2,006,707,306.18**	**2,027,443,696.08**	**2,062,923,960.72**	**2,104,182,436.83**

Artículo 62. De conformidad a lo establecido en el artículo 18, fracción II, de la Ley de Disciplina Financiera, se presenta la descripción de los riesgos relevantes para las finanzas públicas municipales:

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca	
Cédula de Riesgos Relevantes del Presupuesto de Egresos	
Riesgo 1. Contaminación ambiental y riegos a la salud por la incorrecta disposición final de Residuos Sólidos en el Municipio de Oaxaca de Juárez y municipios conurbados de la Zona Metropolitana de Oaxaca (ZMO).	**Monto de la Deuda Contingente:** $120,000,000.00

Descripción	Líneas de Acción
El crecimiento constante de la población y sus hábitos de consumo han provocado un aumento en la generación de residuos sólidos, los cuales para el municipio de Oaxaca de Juárez se estiman en casi 500 toneladas diarias, y en lo que respecta a la ZMO en 1,000 toneladas diarias. En la actualidad el Municipio de Oaxaca de Juárez no cuenta con un Sitio de Disposición Final del Residuos Sólidos que cumpla con lo establecido en la Norma Oficial Mexicana NOM-083 de la SEMARNAT-2003. Como medida emergente y ante la falta de un espacio donde se pueda llevarse a cabo un Modelo Integral de Residuos Sólidos Urbanos (MIRSU), el Municipio de Oaxaca de Juárez está realizando la separación de residuos sólidos orgánicos, para la generación de composta; y desde mediados del mes de noviembre de 2022, está efectuando el traslado diario de más de 200 toneladas de residuos sólidos inorgánicos a sitios de disposición final fuera del estado que cumplen con lo establecido en el NOM-083 SEMARNAT-2003; y a partir de mayo del presente año se realiza la transferencia y disposición final de residuos al Centro Integral de Revalorización de San Pedro Totolápam, Oaxaca.	Se requiere un sitio dentro del Municipio de Oaxaca de Juárez, para llevar a cabo la Gestión Integral de los Residuos Sólidos, con miras a la implementación de un Modelo Integral de Residuos Sólidos Urbanos (MIRSU). Para poner en marcha el MIRSU, se requiere una superficie mínima de 10 hectáreas, que permita llevar a cabo la separación diferenciada de RSU desde el origen y la instalación de Centros de Gestión Integral de Residuos Sólidos Urbanos para el municipio de Oaxaca de Juárez. Se requiere llevar a cabo un estudio integral para realizar la caracterización los RSU desde su origen, en cual se consideren las acciones para efectuar su separación y confinamiento. En caso de no cortar en el corto plazo con un sitio cercano para llevar a cabo la Gestión Integral de los Residuos Sólidos del Municipio de Oaxaca de Juárez, se tendrá que seguir realizando el traslado de los RSU a sitios de disposición final fuera de la Ciudad de Oaxaca, lo cual generará un alto costo, poniendo en peligro las finanzas municipales. Asimismo, por la falta de espacio para la gestión integral de los RSU, se estará propiciando la contaminación ambiental y la propagación de enfermedades, corriendo el riesgo de generar brotes de enfermedades, las cuales obliguen a la administración municipal a solicitar a las instancias estatales y federales la declaración de emergencia sanitaria.

Riesgo 2. Desastres Naturales	**Monto de la Deuda Contingente:** $465,000,000.00
Descripción	**Líneas de Acción**
Emergencias por la ocurrencia de fenómenos naturales perturbadores. Oaxaca es uno de los estados más sísmicos de México, con miles de eventos anuales, lo que representa aproximadamente el 25% de la sismicidad total del país; por lo que estos pueden afectar y dañar a la población y generar daños en la infraestructura pública y afectar de manera significante la economía del municipio, además del deterioró del medio ambiente.	En casos de desastres naturales, fenómenos fortuitos o de fuerza mayor, que pongan en riesgo a la población del municipio, se podrán realizar modificaciones presupuestales para hacer frente a la contingencia. Para atender los daños ocasionados por fenómenos naturales perturbadores, se podrán realizar adecuaciones presupuestarias considerables, lo que permita establecer los esquemas específicos que se requieran para atender las emergencias de la población, salvaguardando la vida y la salud. Bajo este supuesto se solicitaría al Gobierno Federal, la Declaratoria de Desastre Natural, a efecto de gestionar ante la Federación y el Gobierno del Estado transferencias extraordinarias de los recursos económicos necesarios.
Riesgo 3. Disminución de Transferencias Federales.	**Monto de la Deuda Contingente:** No cuantificable.
Descripción	**Líneas de Acción**
Las finanzas públicas del Municipio mantienen una gran dependencia de los ingresos provenientes de las Participaciones y Aportaciones Federales, de tal manera que una disminución por dichos conceptos afectaría los ingresos que requiera el Municipio para poder cumplir con sus objetivos y metas fijados.	De existir una disminución de las transferencias federales, se pondrán realizar las adecuaciones presupuestarias que se consideren necesarias para hacer frente a dicho riesgo, de igual manera, se buscará fortalecer la recaudación de ingresos propios, que permitan disminuir la dependencia de los recursos federales, mediante programas de regularización de contribuciones, incentivos fiscales y redoblando el esfuerzo en el procedimiento administrativo de ejecución para hacer exigibles los créditos fiscales municipales.

Riesgo 3. Movilizaciones sociales	**Monto de la Deuda Contingente:** $600,000,000.00
Descripción	**Líneas de Acción**
Las finanzas públicas del Municipio de Oaxaca tienen un soporte importante en los recursos propios recaudados por el pago de contribuciones de los habitantes, los cuales son destinados para servicios públicos, mantenimiento, seguridad, educación y desarrollo económico. Ante algún movimiento social que altere el orden y vida cotidiana, económica, laboral, educativa, etc. en el municipio de Oaxaca de Juárez o dentro de la Ciudad de Oaxaca, se verían afectados los ingresos propios del municipio.	De existir una disminución en la recaudación de ingresos propios, se buscará fortalecer la recaudación de ingresos mediante programas de estímulos fiscales en diferentes conceptos de los ingresos.

Artículo 63. En cumplimiento a lo establecido en el artículo 66, fracción II, de la Ley General de Contabilidad Gubernamental y la norma para establecer la estructura del calendario del Presupuesto de egresos base mensual, se presenta el Anexo 1.

Artículo 64. Conforme a lo que establece el artículo 61, fracción II, inciso a) de la Ley General de Contabilidad Gubernamental y Norma para armonizar la presentación de la información adicional del Proyecto del Presupuesto de Egresos, se incluye en el Anexo 2, el analítico de plazas.

Artículo 65. De conformidad a lo establecido en el artículo 10, fracción II, inciso a), de la Ley de Disciplina Financiera, se presenta en el Anexo 3, las erogaciones al Gasto en Servicios Personales.

Las Previsiones Salariales y Económicas, se presentan en el Anexo 4, en cumplimiento con lo establecido en el artículo 10, fracción II, inciso b), de la Ley de Disciplina Financiera.

Artículo 66. Los formatos establecidos por la Auditoría Superior de Fiscalización del Estado de Oaxaca, se integran en el Anexo 5.

En el anexo señalado en el párrafo anterior se incluyen las MIR de Programas, los Árboles de Problemas, Árboles de Objetivos, Cédulas de Programas Presupuestales, Plantilla de Personal, e Informe sobre Estudios Actuariales.

Artículo 67. Se integra como anexo 6, la distribución del presupuesto en los Objetivos de Desarrollo Sostenible para el cumplimiento de la Agenda 2030 de la Organización de las Naciones Unidas.

TRANSITORIOS

PRIMERO: El presente Presupuesto de Egresos 2026 y sus Anexos, entrarán en vigor al día siguiente de su publicación en la Gaceta Municipal.

SEGUNDO: Publíquese en la Gaceta Municipal.

TERCERO: Se deja sin efecto cualquier disposición de igual o menor rango que se oponga al presente Presupuesto de Egresos 2026.

CUARTO: Las cantidades por concepto de Participaciones, Incentivos fiscales por colaboración administrativa y Transferencias federales etiquetadas a que se refiere el presente Presupuesto de Egresos, deberán actualizarse únicamente en lo conducente por el Ayuntamiento de Oaxaca de Juárez, de acuerdo a lo aprobado en el Presupuesto de Egresos de la Federación para el Ejercicio Fiscal 2026 y al Acuerdo por el que se realiza la distribución de los Fondos de Participaciones Fiscales Federales, así como de los Fondos de Aportaciones de Infraestructura Social Municipal y Fortalecimiento Municipal expedidos por la Secretaría de Finanzas del Gobierno del Estado, debiendo publicar en la Gaceta Municipal y en la página electrónica del Municipio un extracto de las modificaciones a que se refiere este párrafo.

Los montos de Participaciones y Transferencias Federales etiquetadas no se considerarán excedentes en términos de la Ley de Disciplina Financiera de las Entidades Federativas y los Municipios y se destinarán a los fines autorizados en las disposiciones legales y administrativas que le dan origen, y en el Presupuesto de Egresos del Municipio de Oaxaca de Juárez para el Ejercicio Fiscal 2026.

QUINTO: Aprobado en sesión extraordinaria de Cabildo de fecha 11 de diciembre de dos mil veinticinco.

ANEXO 1: CALENDARIO DE PRESUPUESTO DE EGRESOS DEL EJERCICIO FISCAL 2026.

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.

Calendario de Presupuesto de Egresos del Ejercicio Fiscal 2026

Id	Objeto del Gasto	Importe	Ene	Feb	Mar	Abr	May	Jun	Jul	Ago	Sep	Oct	Nov	Dic
	TOTAL	**2,006,707,306.18**	**162,496,040.22**	**154,970,092.33**	**162,496,039.22**	**154,956,311.33**	**162,509,820.22**	**154,956,311.33**	**171,263,095.12**	**154,970,092.33**	**162,496,039.22**	**154,956,311.33**	**162,509,820.60**	**248,127,332.93**
	SERVICIOS PERSONALES	**1,299,362,774.65**	**103,555,548.22**	**96,015,820.33**	**103,555,548.22**	**96,015,820.33**	**103,555,548.22**	**96,015,820.33**	**112,322,604.12**	**96,015,820.33**	**103,555,548.22**	**96,015,820.33**	**103,555,547.60**	**189,183,328.40**
11	REMUNERACIONES AL PERSONAL DE CARÁCTER PERMANENTE	375,919,610.41	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,634.27	31,326,633.44
12	REMUNERACIONES AL PERSONAL DE CARÁCTER TRANSITORIO	66,414,575.03	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.97	5,534,547.36
13	REMUNERACIONES ADICIONALES Y ESPECIALES	417,041,815.44	26,258,938.84	26,258,938.84	26,258,938.84	26,258,938.84	26,258,938.84	26,258,938.84	35,025,994.74	26,258,938.84	26,258,938.84	26,258,938.84	26,258,938.84	119,426,432.30
14	SEGURIDAD SOCIAL	151,468,088.31	16,392,204.41	8,852,476.52	16,392,204.41	8,852,476.52	16,392,204.41	8,852,476.52	16,392,204.41	8,852,476.52	16,392,204.41	8,852,476.52	16,392,203.79	8,852,479.87
15	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	275,264,434.30	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,701.80	22,938,714.50
17	PAGO DE ESTÍMULOS A SERVIDORES PÚBLICOS	13,254,251.16	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93	1,104,520.93
	MATERIALES Y SUMINISTROS	**186,358,937.97**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,529,767.00**	**15,531,500.97**
21	MATERIALES DE ADMINISTRACIÓN, EMISIÓN DE DOCUMENTOS Y ARTÍCULOS OFICIALES	13,266,188.35	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,105,448.00	1,106,260.35
22	ALIMENTOS Y UTENSILIOS	4,549,482.71	379,111.00	379,111.00	379,111.00	379,111.00	379,111.00	379,111.00	379,111.00	379,111.00	379,111.00	379,111.00	379,111.00	379,261.71
24	MATERIALES Y ARTÍCULOS DE CONSTRUCCIÓN Y DE REPARACIÓN	43,065,429.92	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,771.00	3,588,948.92
25	PRODUCTOS QUÍMICOS, FARMACÉUTICOS Y DE LABORATORIO	6,256,042.55	521,325.00	521,325.00	521,325.00	521,325.00	521,325.00	521,325.00	521,325.00	521,325.00	521,325.00	521,325.00	521,325.00	521,467.55
26	COMBUSTIBLES, LUBRICANTES Y ADITIVOS	66,277,962.31	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,151.00	5,523,301.31
27	VESTUARIO, BLANCOS, PRENDAS DE PROTECCIÓN Y ARTÍCULOS DEPORTIVOS	39,866,525.02	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,207.00	3,322,248.02
29	HERRAMIENTAS, REFACCIONES Y ACCESORIOS MENORES	13,077,307.11	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,089,754.00	1,090,013.11
	SERVICIOS GENERALES	**278,794,163.48**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,232,707.00**	**23,234,386.48**
31	SERVICIOS BÁSICOS	65,902,441.52	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,491,813.00	5,492,498.52
32	SERVICIOS DE ARRENDAMIENTO	50,409,978.13	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,818.00	4,200,980.13
33	SERVICIOS PROFESIONALES, CIENTÍFICOS, TÉCNICOS Y OTROS SERVICIOS	5,589,710.16	465,793.00	465,793.00	465,793.00	465,793.00	465,793.00	465,793.00	465,793.00	465,793.00	465,793.00	465,793.00	465,793.00	465,987.16
34	SERVICIOS FINANCIEROS, BANCARIOS Y COMERCIALES	12,923,294.58	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,940.00	1,076,954.58
35	SERVICIOS DE INSTALACIÓN, REPARACIÓN, MANTENIMIENTO Y CONSERVACIÓN	19,719,156.35	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,246.00	1,643,450.35
36	SERVICIOS DE COMUNICACIÓN SOCIAL Y PUBLICIDAD	7,193,221.77	599,434.00	599,434.00	599,434.00	599,434.00	599,434.00	599,434.00	599,434.00	599,434.00	599,434.00	599,434.00	599,434.00	599,447.77
37	SERVICIOS DE TRASLADO Y VIÁTICOS	1,652,203.31	137,673.00	137,673.00	137,673.00	137,673.00	137,673.00	137,673.00	137,673.00	137,673.00	137,673.00	137,673.00	137,673.00	137,800.31
38	SERVICIOS OFICIALES	6,417,950.33	534,813.00	534,813.00	534,813.00	534,813.00	534,813.00	534,813.00	534,813.00	534,813.00	534,813.00	534,813.00	534,813.00	535,007.33
39	OTROS SERVICIOS GENERALES	108,986,207.33	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,177.00	9,082,260.33
	TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	**38,901,512.12**	**3,237,194.00**	**3,250,975.00**	**3,237,194.00**	**3,237,194.00**	**3,250,975.00**	**3,237,194.00**	**3,237,194.00**	**3,250,975.00**	**3,237,194.00**	**3,237,194.00**	**3,250,976.00**	**3,237,253.12**
41	TRANSFERENCIAS INTERNAS Y ASIGNACIONES AL SECTOR PÚBLICO	38,881,512.12	3,235,528.00	3,249,309.00	3,235,528.00	3,235,528.00	3,249,309.00	3,235,528.00	3,235,528.00	3,249,309.00	3,235,528.00	3,235,528.00	3,249,310.00	3,235,579.12
44	AYUDAS SOCIALES	20,000.00	1,666.00	1,666.00	1,666.00	1,666.00	1,666.00	1,666.00	1,666.00	1,666.00	1,666.00	1,666.00	1,666.00	1,674.00
	BIENES MUEBLES, INMUEBLES E INTANGIBLES	**9,165,939.18**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,827.00**	**763,842.18**
51	MOBILIARIO Y EQUIPO DE ADMINISTRACIÓN	4,750,000.00	395,833.00	395,833.00	395,833.00	395,833.00	395,833.00	395,833.00	395,833.00	395,833.00	395,833.00	395,833.00	395,833.00	395,837.00
52	MOBILIARIO Y EQUIPO EDUCACIONAL Y RECREATIVO	4,415,939.18	367,994.00	367,994.00	367,994.00	367,994.00	367,994.00	367,994.00	367,994.00	367,994.00	367,994.00	367,994.00	367,994.00	368,005.18
	INVERSIÓN PÚBLICA	**181,635,771.98**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,314.00**	**15,136,317.98**
61	OBRA PÚBLICA EN BIENES DE DOMINIO PÚBLICO	181,635,771.98	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,314.00	15,136,317.98
	INVERSIONES FINANCIERAS Y OTRAS PROVISIONES	**12,488,205.80**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,682.00**	**1,040,703.80**
79	PROVISIONES PARA CONTINGENCIAS Y OTRAS EROGACIONES ESPECIALES	12,488,205.80	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,682.00	1,040,703.80
	DEUDA PÚBLICA	**1.00**	**1.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
91	AMORTIZACIÓN DE LA DEUDA PÚBLICA	1.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

ANEXO 2: ESTADO ANÁLITICO DE PLAZAS.

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca				
Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026				
Analítico de Plazas				
Clave de la categoría	Plaza / puesto	Número de plazas	Remuneraciones	
			De	Hasta
206	JEFE DE GRUPO	39	20,543.14	26,472.46
208	JEFE DE CUADRILLA	21	19,639.96	23,145.33
303	TECNICO ADMINISTRATIVO	46	16,523.49	20,680.82
304	OFICIAL ADMINISTRATIVO	19	15,143.44	19,329.75
305	AYUDANTE ADMINISTRATIVO	36	15,081.05	18,643.44
306	AUXILIAR ADMINISTRATIVO	67	13,991.93	18,127.35
312	AUXILIAR DE CAJA	24	15,459.06	19,908.73
313	AYUDANTE DE CONTABILIDAD	1	14,514.82	14,514.82
314	AUXILIAR DE TRABAJO SOCIAL	28	13,703.45	17,582.35
315	CAPTURADOR Y AUX. DE SERVICIOS	7	13,806.94	16,689.13
316	AUXILIAR BIBLIOTECARIO	5	14,250.66	15,170.14
317	AUXILIAR ARCHIVISTA	22	13,790.92	15,629.88
318	AUXILIAR DE EDUCACION	3	14,202.96	14,710.40
320	INSPECTOR	1	17,169.46	17,169.46
321	AUXILIAR DE ALMACEN	1	14,250.66	14,250.66
322	NOTIFICADOR	38	14,514.82	17,351.38
323	COBRADOR	2	14,901.06	15,840.08
403	AYUDANTE UNIVERSAL DE OFICINA	14	15,143.44	18,129.75
404	AUXILIAR UNIVERSAL DE OFICINA	60	14,479.19	20,959.06
407	TAQUIMECANOGRAFA	53	14,769.33	17,246.15
408	MECANOGRAFA	100	13,743.22	15,629.88
410	OFICINISTA "B"	9	14,686.20	16,663.55
506	AUXILIAR DE INGENIERO	3	14,250.66	14,710.40
509	EDUCADORA	16	14,285.39	17,310.40
603	CAPTURISTA "B"	4	14,826.43	16,343.71
605	OPERADOR DE COMPUTADORA	3	14,997.84	15,491.54
606	ARCHIVISTA	3	15,084.75	16,034.43
607	PROYECTISTA	6	19,044.12	20,518.45
609	TECNICO ARTESANAL	11	14,826.46	16,278.28
610	PIANISTA	1	13,537.57	13,537.57
612	TECNICO EN FOTOCOPIADO	1	15,310.40	15,310.40
613	TRABAJADORA SOCIAL	15	17,710.23	23,438.12
614	DIBUJANTE	10	14,969.12	16,928.86
615	TRAILERO	5	19,132.10	21,060.76

Clave de la categoría	Plaza / puesto	Número de plazas	Remuneraciones	
			De	De
616	OPERADOR DE MAQUINA PESADA	13	17,062.70	18,786.79
617	TRACTORISTA	3	18,304.62	20,723.42
618	CHOFER	16	15,210.83	17,755.69
619	TECNICO LABORATORISTA	5	16,701.64	18,952.62
621	TECNICO ASTRONOMO	2	20,306.80	20,306.80
622	TECNICO CONTABLE	90	17,408.62	26,760.45
627	OPER. MAQUINARIA PESADA "A"	5	19,199.67	21,791.08
628	OPER. MAQUINARIA PESADA "B"	5	19,321.73	21,974.19
629	OPER. MAQUINARIA PESADA "C"	14	21,261.95	25,304.41
630	AYUDANTE OPERADOR DE MAQUINARIA PESADA "C"	11	16,348.73	18,003.01
701	FOTOGRAFO	1	17,009.07	17,009.07
702	EMPLEADO DE CUADRILLA DE JARDINES	14	13,595.11	14,896.42
703	MECANICO "A"	3	15,907.49	20,069.14
704	OFICIAL DE TRABAJO SOCIAL	12	16,152.53	18,224.14
705	ELECTRICISTA DE BAJA TENSION	1	15,691.93	15,691.93
709	AUXILIAR DE MECANICA	4	14,208.45	15,124.38
710	AYUDANTE OPERADOR DE MAQUINARIA PESADA	2	16,849.22	17,859.72
711	AUXILIAR TOPOGRAFO	3	13,234.39	13,669.72
712	AUXILIAR FONTANERO	1	13,750.92	13,750.92
715	VERIFICADOR DE OBRA	3	15,767.22	17,274.31
716	EMPLEADO DE CUADRILLA MOVIL"A"	47	13,161.34	15,842.80
717	TRABAJADOR DE SANEAMIENTO	3	13,595.11	14,028.88
719	CABO	19	13,499.54	16,641.60
721	PANTEONERO SEPULTURERO	30	12,813.15	14,975.70
722	JARDINERO	99	12,813.15	14,975.70
723	MACHETERO	206	12,813.15	15,740.75
724	MAESTRO SOLDADOR	2	15,036.44	15,986.55
725	EMPLEADO DE CUADRILLA MOVIL"B"	16	14,202.88	16,041.83
726	EMPLEADO DE CUADRILLA MOVIL "C"	44	15,713.82	20,066.61
733	ENCARGADO DE MANTENIMIENTO	15	20,525.23	25,094.99
734	VERIFICADOR	6	15,159.26	16,155.11
739	CHOFER "A"	7	15,713.63	16,719.25
740	CHOFER "B"	24	15,973.70	18,027.55
741	CHOFER "C"	60	15,725.23	18,472.15
801	NIÑERA	24	13,740.38	14,951.28
802	AUXILIAR DE ENFERMERA	18	13,932.60	15,796.43
803	AFANADORA	14	12,813.15	13,649.61
804	INTENDENTE	174	12,813.15	15,322.52
805	COCINERA	13	13,740.38	14,655.43

Clave de la categoría	Plaza / puesto	Número de plazas	Remuneraciones	
			De	De
806	AUXILIAR DE COCINA	4	12,813.15	13,231.38
807	VELADOR	104	13,310.49	16,967.96
808	CONSERJE	24	13,740.38	14,655.43
809	ASEADOR	9	12,947.49	14,220.16
810	ASEADOR DE INODOROS	5	12,947.49	13,795.94
811	BARRENDERO	248	12,813.15	15,322.52
813	SELECCIONADOR DE BASURA	17	12,813.15	15,740.75
815	ARRIERO	16	12,813.15	14,067.84
816	JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	50	22,634.19	30,683.81
817	OPERADOR DE GRUA DE ALUMBRADO PUBLICO	7	18,714.95	20,592.33
818	ELECTRICISTA DE ALUMB.PUB.	15	15,658.05	17,838.90
203	JEFE DE OFICINA	8	8,412.59	10,981.93
204	JEFE DE INSPECTORES	1	11,004.51	11,004.51
210	JEFE DE SUPERVISORES	1	10,981.95	10,981.95
300	ADMINISTRADOR	4	12,526.05	13,146.44
301	ADMINISTRADOR "B"	8	9,261.65	12,406.67
302	ADMINISTRADOR "A"	2	8,995.28	11,018.03
307	COORDINADOR	5	8,354.76	10,560.79
308	ESPECIALISTA ADMINISTRATIVO "A"	4	7,504.22	8,790.92
309	ESPECIALISTA ADMINISTRATIVO "B"	5	8,193.66	10,588.58
311	CAJERO	1	11,167.64	11,167.64
319	SUPERVISOR	21	7,559.39	10,364.38
320	INSPECTOR	10	7,803.30	10,364.39
323	COBRADOR	1	9,975.90	9,975.90
325	INSPECTOR	5	9,388.30	10,120.46
326	SUPERVISOR "B"	1	8,627.93	8,627.93
401	SECRETARIO PARTICULAR	5	9,986.44	13,424.07
402	OFICIAL UNIVERSAL DE OFICINA	3	7,816.10	9,651.84
409	OFICINISTA "A"	12	6,835.03	9,555.03
410	OFICINISTA "B"	9	7,101.47	9,876.48
411	SECRETARIA "A"	5	7,559.39	9,660.11
412	SECRETARIA "B"	10	7,464.36	10,529.80
413	SECRETARIA "C"	4	7,655.04	10,445.03
416	OFICINISTA "E"	3	5,828.16	6,358.64
501	ANALISTA	44	8,408.01	12,418.74
502	AUDITOR	4	8,683.01	12,113.38
507	MEDICO	4	8,988.38	9,904.47
510	ASESOR	4	8,683.01	11,808.02
511	JUEZ	2	11,474.23	11,890.07

Clave de la categoría	Plaza / puesto	Número de plazas	Remuneraciones	
			De	De
516	ASESOR "B"	3	9,265.28	11,339.76
601	PROGRAMADOR "B"	8	8,683.01	11,733.18
603	CAPTURISTA "B"	8	7,418.99	9,975.90
606	TECNICO EN EQUIPO DE COMPUTO	3	7,137.59	7,373.85
620	PROMOTOR DEPORTIVO	2	8,430.44	8,665.23
623	INSPECTOR DE OBRAS	4	7,315.48	10,320.04
624	PROMOTOR SOCIAL	7	8,201.07	11,081.07
801	NIÑERA	1	7,978.74	7,978.74
806	AUXILIAR DE COCINA	1	6,523.25	6,523.25
101	PRESIDENTE MUNICIPAL	1	71,592.21	71,592.21
102	SINDICO	2	50,740.98	50,740.98
103	REGIDOR	13	45,055.58	45,055.58
140	SECRETARIO	21	38,914.83	39,310.98
141	COORDINADOR	7	29,086.77	29,482.92
142	TITULAR DE OPD	7	29,482.92	29,482.92
143	DIRECTOR	30	17,311.32	29,482.92
144	JEFE DE UNIDAD	48	7,461.76	21,767.39
145	JEFE DE DEPARTAMENTO	193	7,461.76	28,472.42
900	COORDINADOR "A"	2	6,200.00	6,200.00
902	COORDINADOR "C"	30	7,640.00	7,640.00
903	ADMINISTRADOR "A"	1	6,200.00	6,200.00
905	ADMINISTRADOR "C"	17	7,640.00	7,640.00
906	ASESOR "A"	7	6,200.00	6,200.00
907	ASESOR "B"	3	6,500.00	6,500.00
908	ASESOR "C"	194	7,640.00	7,640.00
909	ANALISTA "A"	5	6,200.00	6,200.00
910	ANALISTA "B"	4	6,500.00	6,500.00
911	ANALISTA "C"	176	7,640.00	7,640.00
921	CAPACITADOR "A"	3	5,200.00	5,200.00
924	MEDICO "A"	1	5,200.00	5,200.00
926	MEDICO "C"	3	6,000.00	6,000.00
927	AUDITOR "A"	1	5,200.00	5,200.00
930	JUEZ	1	7,640.00	7,640.00
931	SECRETARIO DE JUZGADO	4	6,500.00	6,500.00
932	RECAUDADOR	25	5,000.00	5,000.00
946	INSPECTOR ADMINISTRATIVO "C"	13	5,000.00	5,000.00
952	CAJERO "C"	49	5,000.00	5,000.00
954	CAPTURISTA DE DATOS "B"	1	4,500.00	4,500.00
958	SUPERVISOR "C"	2	5,000.00	5,000.00

Clave de la categoría	Plaza / puesto	Número de plazas	Remuneraciones	
			De	De
963	ENFERMERO "C"	3	4,000.00	4,000.00
969	PROMOTOR "C"	1	4,000.00	4,000.00
972	ASISTENTE OPERATIVO "C"	17	4,000.00	4,000.00
975	INSPECTOR "C"	129	4,000.00	4,000.00
983	BOLETERO "C"	7	3,100.00	3,100.00
998	COBRADOR "C"	1	3,100.00	3,100.00
307	COORDINADOR	6	14,666.64	16,081.75
415	OFICINISTA D	5	12,485.84	13,233.45
421	INSPECTOR DE RIESGOS	1	12,550.65	12,550.65
422	MECANICO	1	13,908.93	13,908.93
423	PROGRAMADOR DE COMPUTADORA	2	13,908.93	13,908.93
424	ASESOR "A"	2	13,908.93	13,908.93
425	ANALISTA "A"	6	13,908.93	13,908.93
501	ANALISTA	3	12,112.03	12,859.64
512	JUEZ B	3	12,780.03	14,715.09
513	ANALISTA B	3	12,485.84	13,233.45
515	MEDICO B	4	12,485.84	13,607.25
727	POLICIA	48	11,836.49	15,083.82
729	POLICIA 2o.	4	13,122.30	13,980.11
731	SUB-OFICIAL	3	15,705.02	17,200.11
902	SUBOFICIAL	6	33,285.06	34,368.23
903	POLICIA 1o	9	26,972.98	28,762.76
904	POLICIA 2o	45	21,170.26	24,875.62
905	POLICIA 3o JEFE DE UNIDAD	1	20,339.83	20,339.83
907	POLICIA 3o	130	17,107.72	20,713.68
908	POLICIA UNIDAD DE REACCION	6	16,880.42	17,427.64
909	POLICIA UNIDAD DE ANALISIS	5	15,643.33	16,690.10
910	POLICIA	389	13,263.64	16,855.33
113	SUBDIRECTOR OPERATIVO	1	15,123.55	15,123.55
203	JEFE DE OFICINA	1	15,116.49	15,116.49
205	COMANDANTE SUPERVISOR	1	16,977.54	16,977.54
211	JEFE DE DEPARTAMENTO B	11	12,576.97	14,512.03
414	SECRETARIA DE JUEZ B	2	12,282.78	12,656.58
416	OFICINISTA E	1	12,656.58	12,656.58
513	ANALISTA B	2	12,282.78	12,656.58
731	SUB-OFICIAL	1	16,481.83	16,481.83
732	OFICIAL	1	14,416.78	14,416.78
735	AGENTE	30	12,769.77	14,880.74
737	AGENTE 2o.	1	13,002.55	13,002.55

Clave de la categoría	Plaza / puesto	Número de plazas	Remuneraciones	
			De	De
751	OFICIAL VIAL	1	45,018.85	45,018.85
752	SUBOFICIAL VIAL	1	34,368.23	34,368.23
753	POLICIA 1o VIAL	8	27,867.87	28,762.76
754	POLICIA 2o VIAL	22	22,651.49	24,133.56
757	POLICIA 3o VIAL	55	17,708.72	20,112.69
760	POLICIA VIAL	176	14,245.77	16,855.33
	AGENTE MUNICIPAL	13	29,697.20	29,697.20
Total de Plazas		**4457**		

ANEXO 3: EROGACIONES PREVISTAS PARA GASTOS EN SERVICIOS PERSONALES.

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca.

Erogaciones al Gasto en Servicios Personales

			Percepciones ordinarias														Percepciones Extraordinarias																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
JEFE DE GRUPO	SEC C ED Y FO A	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	440,903.99
OFICIAL DE TRABAJO SOCIAL	DIR DE MERCADOS	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	37,289.05	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	15,191.84	10,178.53	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	356,716.24
PROMOTOR DEPORTIVO	INST MPAL DEL D	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	4,200.00	12,316.20	0.00	16,905.11	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	4,113.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	163,734.55
TAQUIMECANOGRAFA	D REC MA Y SE G	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	34,843.61	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	14,195.54	9,511.01	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	342,314.76
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,112.16	53,964.83	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	200.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	428,554.71
ENCARGADO DE MANTENIMIENT	DIR DE MTO URBA	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,112.16	53,964.83	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	154,185.24	0.00	6,198.00	9,120.00	0.00	400.00	200.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	582,739.95
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	27,600.00	0.00	31,112.16	53,964.83	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	458,419.21
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	45,704.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	566,429.56
CHOFER C	PRESIDENCIA MPA	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	37,784.59	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	15,393.72	10,313.79	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	360,565.14
OFICIAL DE TRABAJO SOCIAL	SECRETARIA MPAL	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	37,289.05	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	15,191.84	10,178.53	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	359,803.74
OFICIAL ADMINISTRATIVO	DIR DE CAP HUM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	35,802.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	349,174.56
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	398,537.45
JEFE DE GRUPO	DIR PLA URB Y L	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	46,303.74	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	421,186.70
AUXILIAR UNIVERSAL DE OFI	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	35,275.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	14,371.41	9,628.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	341,839.54
TECNICO CONTABLE	DIR DE CAP HUM	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	59,841.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	429,061.21
JEFE DE GRUPO	DIR DE MERCADOS	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	431,991.49
JEFE DE GRUPO	SEC DE SERV VEC	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	4,800.00	0.00	31,134.36	46,303.74	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	425,986.70
JEFE DE GRUPO	OFICIALIA MAYOR	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	23,397.60	0.00	31,134.36	61,738.32	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	463,106.38
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	31,112.16	53,964.83	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	454,819.21
JEFE DE GRUPO	DIR PLA URB Y L	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	77,172.90	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	452,055.86
JEFE DE GRUPO	SECRETARIA MPAL	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	13,285.20	0.00	31,134.36	77,172.90	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	465,561.06
TECNICO CONTABLE	DIR DE PATRIMON	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	8,400.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	419,413.30
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	31,112.16	61,674.10	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	460,063.97
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	762,237.77
TECNICO ADMINISTRATIVO	D REC MA Y SE G	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	398,537.45
TECNICO CONTABLE	D REC MA Y SE G	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	421,691.01
JEFE DE GRUPO	DIR C SEG CT OB	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	431,516.49
TECNICO ADMINISTRATIVO	REG SEG VEC Y C	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	6,000.00	0.00	29,005.20	27,821.66	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	383,671.20
TECNICO ADMINISTRATIVO	SIND SEGUNDA MP	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	9,600.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	394,226.62
ENCARGADO DE MANTENIMIENTO	D REC MA Y SE G	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	31,112.16	38,546.31	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	426,925.69
JEFE DE GRUPO	DIR PLA URB Y L	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	443,991.49
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	45,326.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	181,304.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	649,931.51
PROGRAMADOR B	AG DE TRANS DIG	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	15,102.00	12,316.20	0.00	21,986.32	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	5,349.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	205,859.57
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	343,207.42
TECNICO CONTABLE	DIR DE MERCADOS	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	59,841.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	429,061.21
AYUDANTE OPER/MAQ.PESADA	SEC OB PU DE UR	BASE	121,259.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,511.00	36,377.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,684.16	12,462.77	25,262.38	14,820.59	9,929.80	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,020.99	19,401.50	20,307.84	2,781.60	9,296.16	351,189.37
TRABAJADORA SOCIAL	SISTEMA MPAL DE	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	48,781.11	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	17,034.67	11,413.23	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	398,646.95
JEFE DE UNIDAD	TESORERIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	22,868.96	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	4,981.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	326,664.69
PROYECTISTA	DIR OB PUB Y MA	BASE	140,919.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,258.04	42,275.77	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,957.21	14,483.37	29,358.18	17,223.46	11,539.72	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,348.65	22,547.08	20,307.84	2,781.60	9,296.16	392,379.68
JEFE DE GRUPO	DIR C SEG CT OB	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	428,903.99
TECNICO CONTABLE	DIR DE INGRESOS	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	411,013.30
TECNICO CONTABLE	DIR DE CAP HUM	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	3,356.88	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	424,937.89
INSPECTOR (MDO. 20 DE NOV	DIR DE INGRESOS	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	18,678.00	12,316.20	0.00	17,561.64	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,246.79
ASISTENTE OPERATIVO "C"	D REC MA Y SE G	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
OFICIAL DE TRABAJO SOCIAL	DIR DE AG BARR	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	37,289.05	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	15,191.84	10,178.53	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	359,803.74
TECNICO CONTABLE	DIR C SEG CT OB	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	414,100.80
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	35,802.83	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,657.54	9,613.72	27,515.14	14,586.34	9,772.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	348,354.56
TECNICO CONTABLE	SECRETARIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	426,100.80
ANALISTA	SEC DE GOB Y TE	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	37,135.68	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	208,920.14
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,582.04
TECNICO CONTABLE	DIR F A LA LEC	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	59,841.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	429,061.21
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	421,581.01
TECNICO CONTABLE	SEC C ED Y FO A	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	2,400.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	423,981.01
JEFE DE GRUPO	DIR OB PUB Y MA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	428,903.99
JEFE DE GRUPO	DIR DE ASEO PUB	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	69,455.61	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	447,426.07
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	489,029.94
JEFE DE GRUPO	SISTEMA MPAL DE	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	6,000.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	435,783.99
AUXILIAR DE CAJA	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	25,997.64	41,154.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	14,371.41	9,628.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	375,281.25
PROYECTISTA	SECRETARIA MPAL	BASE	140,919.24	0.00	0.00	0.00	12,990.24	5,423.40	3,600.00	0.00	29,258.04	42,275.77	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,957.21	14,483.37	29,358.18	17,223.46	11,539.72	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,348.65	22,547.08	20,307.84	2,781.60	9,296.16	399,067.18
TECNICO CONTABLE	DIR PLA URB Y L	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	414,100.80
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	414,100.80
CABO	DIR DE ASEO PUB	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	32,318.35	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	13,166.74	8,821.71	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	476,877.23
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	33,900.70	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,569.48	9,102.96	26,053.31	13,811.39	9,253.63	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	334,751.08
AYUDANTE UNIVERSAL DE OFI	DIR DE CAP HUM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	6,000.00	0.00	26,243.04	35,802.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	352,087.06
JEFE DE GRUPO	DIR PLA URB Y L	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	428,903.99
JEFE DE GRUPO	SECRETARIA MPAL	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	61,738.32	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	439,708.78
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,582.04
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,605.04	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,246.89
INSPECTOR (UNID.INSPECCIO	DIR DE MERCADOS	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,605.04	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,246.89
AUXILIAR ADMINISTRATIVO	TESORERIA MPAL	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	28,250.58	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	13,811.39	9,253.63	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	326,833.47
TECNICO CONTABLE	DIR DE SANIDAD	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	23,934.04	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	18,284.87	12,250.87	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	429,023.30
AYUDANTE ADMINISTRATIVO	SEC DE PRO ECO	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	35,802.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	348,699.56
NINERA	DIR F A LA LEC	CONFIANZA	0.00	57,015.72	0.00	0.00	6,892.44	0.00	0.00	2,400.00	12,316.20	0.00	13,398.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	791.89	0.00	11,878.28	0.00	3,911.91	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,122.52	20,307.84	2,781.60	9,296.16	154,650.04
INSPECTOR	DIR DE MER DE A	BASE	119,661.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,287.68	29,915.49	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,661.97	12,298.59	24,929.58	14,625.35	9,798.98	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,994.37	19,145.91	20,307.84	2,781.60	9,296.16	343,876.34
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	66,000.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	476,538.30
TECNICO ADMINISTRATIVO	D REC MA Y SE G	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	398,782.04
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,582.04
TRABAJADORA SOCIAL	INST MPAL DE LA	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	34,843.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	15,486.07	10,375.66	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	382,598.31
TECNICO CONTABLE	DIR DE CAP HUM	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	6,000.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	427,106.01
TRABAJADORA SOCIAL	SEC DE GOB Y TE	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	4,800.00	0.00	29,042.28	34,843.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	17,034.67	11,413.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	389,984.49
TECNICO CONTABLE	REG CULT Y EDUC	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	421,581.01
TECNICO CONTABLE	D REC MA Y SE G	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	59,841.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	425,973.71
JEFE DE GRUPO	DIR DE INGRESOS	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	431,991.49
TECNICO ASTRONOMO	SEC C ED Y FO A	BASE	134,154.12	0.00	0.00	0.00	12,990.24	5,423.40	10,800.00	0.00	28,312.92	40,246.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,863.25	13,788.06	27,948.78	16,396.61	10,985.73	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,235.90	21,464.66	20,307.84	2,781.60	9,296.16	388,665.23
EMPLEADO DE CUADRILLA MOVIL "C"	DIR PLA URB Y L	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	39,175.09	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	370,314.56
ENCARGADO DE MANTENIMIENTO	REG PROS COMP Y	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	6,000.00	0.00	31,112.16	46,255.57	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	429,109.95
CHOFER	SEC OB PU DE UR	BASE	124,723.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,995.20	31,180.95	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,732.28	12,818.84	25,984.13	15,244.02	10,213.49	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	195.00	0.00	2,078.73	19,955.81	20,307.84	2,781.60	9,296.16	351,591.20
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	BASE	181,304.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	34,901.52	63,456.58	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,518.12	18,634.08	37,771.78	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	488,972.28
JEFE DE GRUPO	DIR C SEG CT OB	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	431,991.49
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	395,449.95
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	421,581.01
JEFE DE GRUPO	DIR C SEG CT OB	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	4,800.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	433,228.99
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	52,233.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	87,055.76	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	471,393.69
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	45,704.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	377,808.75
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	600.00	0.00	27,813.84	45,704.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	130,583.64	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	508,992.39
JEFE DE GRUPO	DIR OB PUB Y MA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	431,991.49

OAXACA DE JUÁREZ GOBIERNO MUNICIPAL 2025-2027

HONORABLE AYUNTAMIENTO OAXACA DE JUÁREZ — PATRIMONIO CULTURAL DE LA HUMANIDAD 2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																							Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
JEFE DE GRUPO	DIR F A LA LEC	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	61,738.32	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	439,708.78
TECNICO ADMINISTRATIVO	DIR DE MERCADOS	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	395,449.95
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	395,449.95
TRABAJADORA SOCIAL	INST MPAL DEL D	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	34,843.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	17,034.67	11,413.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	385,184.49
TECNICO ADMINISTRATIVO	COORD DE COM SO	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,582.04
JEFE DE GRUPO	SIND SEGUNDA MP	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	479,991.49
JEFE DE GRUPO	DIR DE MTO URBA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	431,991.49
JEFE DE GRUPO	SECRETARIA MPAL	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	19,440.00	0.00	31,134.36	46,303.74	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	441,506.70
TECNICO CONTABLE	DIR DE MERCADOS	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	418,493.51
TECNICO CONTABLE	D REC MA Y SE G	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	421,581.01
TECNICO CONTABLE	DIR DE CAP HUM	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	421,300.80
OPER. DE MAQUINARIA PESADA "A"	DIR PLA URB Y L	BASE	148,857.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,367.20	52,100.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,067.46	15,299.23	31,011.95	18,193.68	12,189.76	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,480.96	23,817.18	20,307.84	2,781.60	9,296.16	416,853.81
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	29,036.34	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	14,195.54	9,511.01	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	336,507.49
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	384,151.62
TECNICO CONTABLE	SEC DE PRO ECO	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	59,841.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	429,061.21
JEFE DE GRUPO	DIR EGR CON PRE	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	18,000.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	449,991.49
ENCARGADO DE MANTENIMIENTO	DIR DE MERCADOS	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	29,380.80	0.00	31,112.16	53,964.83	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	460,200.01
TECNICO ASTRONOMO	SEC C ED Y FO A	BASE	134,154.12	0.00	0.00	0.00	12,990.24	5,423.40	10,800.00	0.00	28,312.92	40,246.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,863.25	13,788.06	27,948.78	16,396.61	10,985.73	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,235.90	21,464.66	20,307.84	2,781.60	9,296.16	388,190.23
OFICIAL ADMINISTRATIVO	DIR EGR CON PRE	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	26,243.04	35,802.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	361,174.56
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,582.04
TECNICO ADMINISTRATIVO	DIR OB PUB Y MA	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,107.04
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	25,200.00	0.00	31,112.16	46,255.57	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	18,844.86	12,626.06	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	200.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	446,045.45
ENCARGADO DE MANTENIMIENT	SEC DE SERV VEC	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,112.16	46,255.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,141.46	15,846.82	32,121.93	18,844.86	12,626.06	0.00	154,185.24	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	575,907.69
JEFE DE GRUPO	ALC MPAL CIVICA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	431,991.49
TECNICO CONTABLE	DIR PLA URB Y L	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	421,106.01
JEFE DE GRUPO	DIR DE MTO URBA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	61,738.32	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	77,172.90	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	514,869.18
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	398,537.45
JEFE DE GRUPO	DIR PLA URB Y L	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	429,308.99
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	BASE	181,304.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	34,901.52	54,391.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,518.12	18,634.08	37,771.78	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	479,907.06
TECNICO CONTABLE	INST MPAL DE PL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	454,620.59
JEFE DE GRUPO	SECRETARIA MPAL	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	46,303.74	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	421,186.70
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	26,931.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	13,166.74	8,821.71	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	471,095.84
TRABAJADORA SOCIAL	DIR DE MERCADOS	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	48,781.11	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	17,034.67	11,413.23	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	398,646.95
TRACTORISTA	DIR F A LA LEC	BASE	145,128.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,846.16	43,538.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,015.67	14,915.95	30,235.03	17,737.88	11,884.38	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,418.80	23,220.50	20,307.84	2,781.60	9,296.16	404,497.38
OFICIAL ADMINISTRATIVO	DIR EGR CON PRE	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	20,400.00	0.00	26,243.04	35,802.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	369,574.56
AUXILIAR DE CAJA	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	9,600.00	0.00	25,997.64	29,396.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	14,371.41	9,628.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	346,035.32
OFICIAL DE TRABAJO SOCIAL	SEC OB PU DE UR	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	37,289.05	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	15,191.84	10,178.53	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	359,803.74
TRABAJADORA SOCIAL	AG SAN FEL DEL	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	41,812.38	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	17,034.67	11,413.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	392,153.22
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	138.00	0.00	25,357.08	39,550.81	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	13,811.39	9,253.63	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	338,271.70
AYUDANTE UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	41,769.97	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	352,054.19
TECNICO CONTABLE	D REC MA Y SE G	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	6,000.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	402,162.89
OPER. MAQUINARIA PESADA "C"	SEC OB PU DE UR	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	24,214.80	0.00	32,557.32	56,687.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	471,162.26
OFICINISTA B	DIR F A LA LEC	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	2,340.00	12,316.20	0.00	16,905.11	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	4,113.04	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	162,349.55
SUPERVISOR	SEC DE GOB Y TE	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,605.04	12,316.20	0.00	17,561.64	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	185,173.83
TRABAJADOR SOCIAL	DIR PLA URB Y L	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	32,328.00	0.00	29,042.28	41,812.38	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	17,034.67	11,413.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	424,591.22
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,692.04
TECNICO ADMINISTRATIVO	REG OB PUB Y DE	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,107.04
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	330.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	381,869.12
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	29,396.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	14,371.41	9,628.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	339,522.82
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,582.04
EMPLEADO DE CUADRILLA MOVIL"C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	28,785.36	39,175.09	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	558,983.66
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	398,537.45
CHOFER "C"	DIR C SEG CT OB	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	37,784.59	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	15,393.72	10,313.79	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	360,455.14
INSPECTOR (UNID.INSPECCIO	DIR DE MTO URBA	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,600.00	12,316.20	0.00	8,780.82	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	176,188.32
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	14,195.54	9,511.01	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	321,330.46
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,492.89
MECANOGRAFO	REG SEG VEC Y C	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,557.28
TECNICO CONTABLE	DIR DE CAP HUM	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	18,284.87	12,250.87	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	405,089.26
AUXILIAR UNIVERSAL DE OFI	SEC DE GOB Y TE	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	35,275.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	14,371.41	9,628.85	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	345,402.04
AYUDANTE ADMINISTRATIVO	CONSEJ JURIDICA	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	8,400.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	342,552.78
SECRETARIA B	SEC DE TURISMO	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	12,000.00	12,316.20	0.00	12,021.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	4,387.12	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	172,921.12
JEFE DE GRUPO	DIR F A LA LEC	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	36,000.00	0.00	31,134.36	61,738.32	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	475,708.78
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	28,250.58	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	13,811.39	9,253.63	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	326,833.47
TECNICO CONTABLE	D REC MA Y SE G	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	3,600.00	0.00	30,471.72	44,881.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	417,810.80
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SISTEMA MPAL DE	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	479,504.72
OFICIAL DE TRABAJO SOCIAL	REG GOB DE TER	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	37,289.05	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	15,191.84	10,178.53	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	359,913.74
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	34,843.61	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	14,195.54	9,511.01	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	342,314.76
ANALISTA	SEC DE BIE Y TE	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	21,986.32	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	5,349.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	194,057.57
FOTOGRAFO	COORD DE COM SO	BASE	118,277.04	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,094.12	29,569.26	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,642.74	12,156.25	24,641.05	14,456.08	9,685.58	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,971.28	18,924.33	20,307.84	2,781.60	9,296.16	337,886.69
OFICIAL UNIVERSAL DE OFIC	DIR DE SANIDAD	CONFIANZA	0.00	62,360.88	0.00	0.00	6,892.44	0.00	0.00	2,640.00	12,316.20	0.00	5,861.92	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	866.12	0.00	12,991.85	0.00	3,603.07	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,977.74	20,307.84	2,781.60	9,296.16	154,432.63
AUXILIAR UNIVERSAL DE OFICINA	DIR DE CAP HUM	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	40,800.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,633.12	9,472.07	27,109.71	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	361,198.87
AYUDANTE UNIVERSAL DE OFICINA	DIR DE BIE COM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	340,119.92
TRABAJADORA SOCIAL	REG DE PROTEC C	BASE	139,374.60	0.00	0.00	0.00	12,597.36	5,423.40	42,000.00	0.00	29,842.08	41,812.38	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,935.76	9,291.64	34,069.35	17,034.67	11,413.23	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	432,932.98
AYUDANTE ADMINISTRATIVO	D REC MA Y SE G	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	35,802.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	346,087.06
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	542,751.04
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	45,057.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	612,214.52
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	141,361.40	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,109.71
JEFE DE CUADRILLA ALUMB PUB	DIR DE MERCADOS	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	753,172.54
OPER. MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	64,785.94	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	228,100.48	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	680,983.68
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	52,566.53	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	619,724.02
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	28,785.36	39,175.09	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	558,983.66
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	536,233.60
JEFE DE CUADRILLA ALUMB.P	CONSEJ JURIDICA	BASE	181,304.52	0.00	0.00	0.00	12,990.24	5,423.40	67,440.00	0.00	34,901.52	54,391.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,518.12	18,634.08	37,771.78	22,159.44	14,846.83	0.00	0.00	220.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	547,567.06
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,780.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,670.74
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	31,142.04	67,585.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	635,341.03
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	542,531.04
TECNICO CONTABLE	DIR DE MERCADOS	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	3,600.00	0.00	30,471.72	59,841.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	429,573.71
OPER. DE MAQUINARIA PESADA "A"	DIR DE ASEO PUB	BASE	148,857.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	30,981.72	44,657.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,067.46	9,923.82	36,387.35	18,193.68	12,189.76	0.00	209,640.78	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,480.96	23,817.18	20,307.84	2,781.60	9,296.16	618,461.21
TECNICO CONTABLE	REG GOB DE TER	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	30,471.72	52,361.44	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	18,284.95	12,250.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	442,493.51
OPER. MAQUINARIA PESADA "C"	DIR OB PUB Y MA	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	48,589.45	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	664,677.20
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	541,933.04
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,122.96
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	32,941.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	13,420.69	8,991.86	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	473,412.77

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
EMPLEADO DE CUADRILLA MOVIL "B"	TESORERIA MPAL	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	27,584.28	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	13,485.65	9,035.38	0.00	159,375.84	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	480,786.89
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	761,735.97
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,214.21
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	12,000.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	181,304.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	670,996.74
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	39,175.09	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	87,055.76	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	458,335.32
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	762,333.97
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	604,705.02
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,670.74
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	26,116.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	545,423.49
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	72,521.81	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	496,420.67
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	753,488.74
JEFE DE GRUPO	DIR DE MTO URBA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	598.00	0.00	31,134.36	46,303.74	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	206,223.14	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	628,007.83
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	45,057.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	612,214.52
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR OB PUB Y MA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,969.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC OB PU DE UR	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	2,394.60	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	480,196.82
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	384,151.62
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	27,195.68	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	181,304.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	631,801.06
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,122.96
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,635.60
JEFE DE CUADRILLA	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	604,705.02
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	299.00	0.00	24,910.56	38,431.97	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	13,420.69	8,991.86	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	479,202.05
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	32,941.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	13,420.69	8,991.86	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	473,412.77
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	533,783.65
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	32,941.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	13,420.69	8,991.86	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	473,412.77
CABO	DIR DE ASEO PUB	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	32,318.35	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	13,166.74	8,821.71	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	476,877.23
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	45,057.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	612,214.52
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
OPERADOR DE MAQUINARIA PESADA	DIR DE MERCADOS	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	33,485.25	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	16,370.57	10,968.28	0.00	188,633.58	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	558,935.25
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	26,425.65	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	12,919.21	8,655.87	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	452,910.09
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	477,692.22
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	31,142.04	60,076.03	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	627,831.53
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	33,485.25	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	16,370.57	10,968.28	0.00	188,633.58	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	558,935.25
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	39,175.09	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	558,481.86
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	761,735.97
JEFE DE GRUPO	DIR DE MTO URBA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	69,455.61	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	206,223.14	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	651,636.70
JEFE DE GRUPO	DIR DE MTO URBA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	54,021.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	428,903.99
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	52,361.23	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	18,284.87	12,250.87	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	420,049.61
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	1,200.00	0.00	29,005.20	48,687.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	397,529.95
AYUDANTE ADMINISTRATIVO	DIR DE MTO URBA	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	14,586.34	9,772.85	0.00	163,764.79	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	497,917.57
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	542,531.04
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,122.96
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,122.96
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	541,933.04
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	305,638.30
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	227,788.29	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	631,822.67
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	44,881.06	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	18,284.87	12,250.87	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	409,021.94
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	300,619.56
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	32,645.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	553,371.19
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	30,807.78	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	15,061.58	10,091.26	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	526,068.91
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	305,638.30
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	45,057.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	611,819.52
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	604,705.02
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	31,142.04	67,585.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	635,451.03
OPERADOR DE MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	32,557.32	40,491.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	657,176.96
OPERADOR DE MAQUINARIA PESADA	DIR DE ASEO PUB	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	29,188.92	33,485.25	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	16,370.57	10,968.28	0.00	188,633.58	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	559,533.25
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	81,587.03	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	780,464.42
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	542,531.04
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	67,585.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	634,743.03
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	52,566.53	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	419,053.39
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MERCADOS	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	34,881.72	45,326.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	743,904.51
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	34,881.72	72,521.81	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	496,121.67
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	35,131.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	462,497.41
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,635.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	305,638.30
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	280,149.56
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	541,933.04
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	28,785.36	39,175.09	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	558,983.66
VELADOR	SEC OB PU DE UR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	299.00	0.00	24,910.56	27,451.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	13,420.69	8,991.86	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	321,508.95
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,635.60
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,745.60
TECNICO CONTABLE	DIR PLA URB Y L	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	18,284.87	12,250.87	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	404,629.26
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	604,705.02
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,232.96
OPER. MAQUINARIA PESADA "B"	DIR DE ASEO PUB	BASE	156,157.56	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	31,859.16	46,847.27	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,168.86	10,410.50	38,171.85	19,085.92	12,787.57	0.00	219,921.90	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,602.63	24,985.21	20,307.84	2,781.60	9,296.16	644,355.34
JEFE DE GRUPO	DIR DE MTO URBA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	10,761.92	0.00	31,134.36	46,303.74	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	206,223.14	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	639,246.75
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	477,692.22
CHOFER C	DIR C SEG CT OB	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	37,784.59	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	15,393.72	10,313.79	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	361,335.14
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	605,413.02
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	542,531.04
JEFE DE GRUPO	DIR PLA URB Y L	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	138.00	0.00	31,134.36	61,738.32	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	436,759.28
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,785.36	45,704.27	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	565,719.04
OPER. MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	48,589.45	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	0.00	0.00	4,500.00	10,000.00	0.00	360.00	150.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	435,511.72
CABO	DIR DE ASEO PUB	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	37,704.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	13,166.74	8,821.71	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	481,868.62
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	36,969.34	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	15,061.58	10,091.26	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	532,230.47
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	32,645.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	552,896.19
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	300,619.56
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	27,451.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	13,420.69	8,991.86	0.00	146,712.54	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	468,032.49
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	45,326.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	744,203.51
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	536,233.60
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	30,038.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	597,195.51
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	60,076.03	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	627,233.53
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	330.20	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	762,066.17
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	39,175.09	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	558,481.86
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	138.00	0.00	29,005.20	41,732.50	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	388,632.54
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	35,131.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	470,141.71

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	528,943.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	300,619.56
CHOFER C	DIR DE AG BARR	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	598.00	0.00	27,166.20	37,784.59	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	15,393.72	10,313.79	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	361,053.14
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	35,275.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	14,371.41	9,628.85	0.00	0.00	330.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	342,644.54
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	300,619.56
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,635.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,122.96
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	39,175.09	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	559,900.38
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	32,941.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	13,420.69	8,991.86	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	473,412.77
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,890.74
CHOFER "C"	DIR DE MTO URBA	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	541,933.04
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	37,784.59	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	542,043.04
OPER. DE MAQUINARIA PESA	DIR DE ASEO PUB	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	64,785.94	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	680,873.68
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	605,303.02
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	4,500.00	10,000.00	0.00	360.00	150.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	485,692.44
JEFE DE CUADRILLA ALUMB PUB	DIR OB PUB Y MA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	761,735.97
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	762,333.97
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC C ED Y FO A	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,969.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	63,456.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	761,735.97
OPER. MAQUINARIA PESADA "C"	DIR OB PUB Y MA	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	56,687.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	444,674.96
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC DE SERV VEC	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	477,991.22
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	460,104.21
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	29,396.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	14,371.41	9,628.85	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	335,960.32
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	305,638.30
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	7,806.94	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	307,495.24
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,232.96
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	45,326.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	181,304.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	649,931.51
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	18,484.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	15,061.58	10,091.26	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	513,745.80
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	17,002.13	11,391.43	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	381,759.12
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,122.96
CHOFER C	DIR DE MERCADOS	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	6,297.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	9,120.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	510,893.80
JEFE DE CUADRILLA DE ALUM	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,990.24	5,423.40	299.00	0.00	34,901.52	81,587.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,518.12	18,634.08	37,771.78	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	782,380.26
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	753,268.74
OPERADOR DE MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	32,557.32	64,785.94	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	19,795.70	13,263.12	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	681,471.68
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	34,881.72	81,587.03	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	780,464.42
JEFE DE GRUPO	DIR DE MTO URBA	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	69,455.61	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,864.49	12,639.21	0.00	206,223.14	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	650,561.70
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	39,175.09	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	558,481.86
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	31,142.04	37,547.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	605,413.02
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	39,175.09	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	558,481.86
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,670.74
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	45,704.27	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	15,960.22	10,693.35	0.00	188,620.81	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	566,823.54
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,122.96
INTENDENTE	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	134,112.10	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,970.40
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC OB PU DE UR	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	54,391.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	22,159.44	14,846.83	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	477,692.22
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	30,112.49	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,232.96
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	459,819.21
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,635.60
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	12,268.05	8,219.59	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,854.91
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	15,393.72	10,313.79	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,635.60
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	13,811.39	9,253.63	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	321,183.35
MECANOGRAFA	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	16,550.68	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	10,420.80	6,981.93	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	308,185.36
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	310,401.18
TECNICO CONTABLE	SISTEMA MPAL DE	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	22,440.62	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,129.28	9,466.62	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	384,720.21
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,030.10
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	16,470.85	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	10,370.53	6,948.26	0.00	109,805.64	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	414,941.26
AYUDANTE UNIVERSAL DE OFICINA	SEC DE M AM Y G	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	325,736.96
CABO	DIR DE MTO URBA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	32,318.35	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	13,166.74	8,821.71	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	476,877.23
OPERADOR DE MAQ. PESADA "A"	DIR F A LA LEC	BASE	148,857.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	30,981.72	29,771.47	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,067.46	9,923.82	36,387.35	14,885.74	9,973.44	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,480.96	23,817.18	20,307.84	2,781.60	9,296.16	390,572.93
JEFE DE CUADRILLA	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	30,038.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	597,195.51
JEFE DE CUADRILLA	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	3,590.60	0.00	31,142.04	22,528.51	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	18,356.57	12,298.90	0.00	200,670.63	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	593,496.61
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE ASEO PUB	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	22,067.42	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	11,033.71	7,392.59	7,355.81	159,375.84	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	480,693.61
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,903.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,903.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,748.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,748.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
SUBOFICIAL	SEC DE SEG VECI	POLICIA	0.00	276,554.16	0.00	0.00	0.00	0.00	16,764.72	13,219.68	27,891.96	0.00	77,988.27	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,841.03	1,150.00	57,615.45	0.00	10,002.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	532,590.35
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinarias																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,501.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,501.83
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,903.28
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	62,250.09	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	396,110.20
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	62,250.09	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	396,110.20
SUBOFICIAL	SEC DE SEG VECI	POLICIA	0.00	276,554.16	0.00	0.00	0.00	0.00	16,764.72	13,219.68	27,891.96	0.00	77,988.27	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,841.03	1,150.00	57,615.45	0.00	10,002.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	532,590.35
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	329,948.25
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,748.33
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	453,381.47
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	50,483.39	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	336,925.65
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	0.00	0.00	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,087.62	0.00	0.00	20,307.84	2,781.60	9,296.16	305,100.09
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	1,901.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	245,383.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
SUBOFICIAL	SEC DE SEG VECI	POLICIA	0.00	276,554.16	0.00	0.00	0.00	0.00	16,764.72	13,219.68	27,891.96	0.00	77,988.27	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,841.03	1,150.00	57,615.45	0.00	10,002.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	532,590.35
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,748.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
SUB-OFICIAL	SEC DE SEG VECI	POLICIA	0.00	127,241.76	0.00	0.00	0.00	0.00	5,375.04	8,725.44	29,176.92	0.00	35,882.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,767.25	1,150.00	26,508.70	0.00	4,601.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	285,882.22
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,434.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,434.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,501.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,713.74
JUEZ B	SEC DE SEG VECI	POLICIA	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	27,864.87	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	3,573.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,957.59
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,357.22	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,843.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	387,217.33
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	53,693.25	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	7,730.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	441,162.51
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	17,453.81	11,694.06	11,635.88	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	464,048.48
TRABAJADORA SOCIAL	DIR OB PUB Y MA	BASE	139,374.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,842.08	34,843.65	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,935.76	9,291.64	34,069.35	16,260.37	10,894.45	10,840.25	0.00	0.00	6,569.50	11,138.00	460.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	393,221.41
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	14,694.01	9,844.99	9,796.01	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	544,263.09
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
ANALISTA	DIR EGR CON PRE	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	37,135.68	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	212,866.07
TECNICO ADMINISTRATIVO	DIR DE MTO URBA	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	16,229.30	10,873.63	10,819.54	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	391,068.04
INSPECTOR (MDO. 20 DE NOV	DIR DE MERCADOS	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,605.04	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	4,843.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	187,090.53
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	7,806.94	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	466,979.90
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
COBRADOR	DIR DE INGRESOS	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	21,716.16	12,316.20	0.00	14,283.47	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	4,170.23	4,727.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	184,565.75
VERIFICADOR DE OBRA	DIR DE INGRESOS	BASE	120,567.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,414.28	30,141.81	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,674.55	12,391.63	25,118.18	14,066.18	9,424.34	9,377.45	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,009.45	19,290.76	20,307.84	2,781.60	9,296.16	350,944.82
JEFE DE GRUPO	SECRETARIA MPAL	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	38,586.45	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	18,007.01	12,064.70	12,004.67	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	426,654.59
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	32,645.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,234.76	10,207.29	10,156.51	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	562,316.17
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	29,396.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	13,718.17	9,191.17	9,145.44	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	347,577.35
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	27,451.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	12,810.66	8,583.14	8,540.44	146,712.54	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	475,554.17
VELADOR	DIR DE MTO URBA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	26,425.65	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	12,331.97	8,262.42	8,221.31	141,230.42	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	459,755.72
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	7,806.94	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	467,089.90
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
TECNICO ADMINISTRATIVO	OFICIALIA MAYOR	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	16,229.30	10,873.63	10,819.54	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	394,265.54
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	32,645.91	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	15,234.76	10,207.29	10,156.51	87,055.76	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	460,751.12
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	36,260.90	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	21,152.19	14,171.97	14,101.46	274,978.52	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	747,069.65
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	322,378.30
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	378,103.70
OFICIAL DE TRABAJO SOCIAL	DIR DE MTO URBA	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	24,859.37	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	12,429.68	8,327.89	8,286.46	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	347,960.22
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	0.00	6,569.50	11,138.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	321,834.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,882.97
CHOFER C	DIR DE MTO URBA	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	31,487.16	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	14,694.01	9,844.99	9,796.01	181,925.81	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	545,701.01
AYUDANTE ADMINISTRATIVO	SEC DE SERV VEC	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,923.32	9,328.63	9,282.21	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	348,294.90
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	21,961.13	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	12,810.66	8,583.14	8,540.44	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	469,953.89
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE ASEO PUB	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	27,584.28	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	12,872.66	8,624.68	8,581.78	159,375.84	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	490,507.48
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	16,229.30	10,873.63	10,819.54	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	394,155.54
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	29,741.52	12,316.20	0.00	15,224.84	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	4,971.47	5,398.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	222,929.53
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	13,183.60	8,833.01	8,789.07	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	329,034.01
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	27,451.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	12,810.66	8,583.14	8,540.44	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	475,444.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
INSPECTOR DE OBRAS	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	24,000.00	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	4,843.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	189,485.49
AUXILIAR UNIVERSAL DE OFICINA	SEC DE M AM Y G	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	312,362.15
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	29,396.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	13,718.17	9,191.17	9,145.44	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	347,577.35
INSPECTOR	DIR DE MER DE A	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,605.04	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	4,843.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	187,090.53
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	17,453.74	11,694.01	11,635.83	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	415,337.10
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	18,809.28	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	4,843.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	184,294.77
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,882.97
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
PROMOTOR DEPORTIVO	INST MPAL DEL D	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	4,200.00	12,316.20	0.00	14,087.59	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	4,113.04	4,662.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	165,579.59
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	27,451.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	12,810.66	8,583.14	8,540.44	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	475,444.17
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	316,650.58
ASESOR "C"	SIND PRIMERA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	6,300.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	16,229.30	10,873.63	10,819.54	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	397,368.04
TAQUIMECANOGRAFA	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,505.10
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	53,693.25	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	7,730.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	441,631.51
SECRETARIA B	SEC DE M AM Y G	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	12,603.12	12,316.20	0.00	15,026.34	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	4,387.12	4,973.26	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	181,502.77
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	28,250.58	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	13,183.60	8,833.01	8,789.07	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	334,684.13
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	7,806.94	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	466,979.90
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	7,806.94	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	466,979.90
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	7,806.94	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	466,979.90
CAPTURISTA B	D REC MA Y SEG	BASE	116,731.68	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,120.60	17,509.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,621.27	7,782.11	28,534.41	11,024.66	7,386.52	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,945.53	18,677.07	20,307.84	2,781.60	9,296.16	319,870.02
OFICIAL DE TRABAJO SOCIAL	DIR DE AG BARR	BASE	124,297.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,029.96	18,644.56	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,726.35	8,286.47	30,383.73	11,739.17	7,865.24	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,071.62	19,887.53	20,307.84	2,781.60	9,296.16	334,358.14
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,923.32	9,328.63	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	342,100.18
TAQUIMECANOGRAFA	CONSEJ JURIDICA	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,505.10
MECANOGRAFA	DIR DE CAP HUM	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
SUBOFICIAL	SEC DE SEG VECI	POLICIA	0.00	276,554.16	0.00	0.00	0.00	0.00	16,764.72	13,219.68	27,891.96	0.00	64,990.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,841.03	1,150.00	57,615.45	0.00	9,356.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	518,947.01
CAPTURISTA B	SEC OB PU DE UR	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	12,000.00	12,316.20	0.00	14,283.47	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	4,170.23	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	170,597.20
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	135,059.04	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	28,439.28	33,764.76	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,875.82	13,881.07	28,137.30	15,756.89	10,557.11	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,250.98	21,609.45	20,307.84	2,781.60	9,296.16	374,888.16
CHOFER C	DIR DE INGRESOS	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	25,189.73	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	14,694.01	9,844.99	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	349,584.26
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	459,282.96
OFICIAL ADMINISTRATIVO	SEC DE BIE Y TE	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	325,846.96
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	459,282.96
AYUDANTE ADMINISTRATIVO	REG OB PUB Y DE	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,923.32	9,328.63	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	341,625.18
SECRETARIA B	ORG INT DE CON	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	21,453.36	12,316.20	0.00	15,026.34	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	4,387.12	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	185,379.75
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,314.32	0.00	0.00	20,307.84	2,781.60	9,296.16	273,545.08
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
TECNICO CONTABLE	DIR DE CONTABIL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	17,453.81	11,694.06	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	405,232.60
DIBUJANTE	SEC OB PU DE UR	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	29,396.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	13,718.17	9,191.17	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	334,869.40
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	17,453.74	11,694.01	0.00	0.00	0.00	5,500.00	9,120.00	0.00	395.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	400,548.77
AUXILIAR DE CAJA	SEC DE M AM Y G	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	29,396.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	13,718.17	9,191.17	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	338,431.90
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	598.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	14,694.01	9,844.99	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	535,065.08
OFICIAL DE TRABAJO SOCIAL	DIR DE SANIDAD	BASE	124,297.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,029.96	18,644.56	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,726.35	8,286.47	30,383.73	11,739.17	7,865.24	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,071.62	19,887.53	20,307.84	2,781.60	9,296.16	334,468.14
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,882.97
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MERCADOS	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	27,051.63	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	12,624.09	8,458.14	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	318,867.57
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	0.00	159,484.66	410.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	459,582.96
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	459,172.96
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	13,718.17	9,191.17	0.00	58,792.14	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	388,257.33
TAQUIMECANOGRAFA	SEC DE SERV VEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	29,036.34	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	13,550.29	9,078.70	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	334,954.92
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	45,326.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	21,152.19	14,171.97	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	741,528.41
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	378,103.70
TECNICO CONTABLE	DIR C SEG CT OB	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	17,453.81	11,694.06	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	405,232.60
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,882.97
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
SUBOFICIAL	SEC DE SEG VECI	POLICIA	0.00	276,554.16	0.00	0.00	0.00	0.00	16,764.72	13,219.68	27,891.96	0.00	64,990.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,841.03	1,150.00	57,615.45	0.00	9,356.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	518,947.01
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	322,621.98
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,710.41	7,845.98	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	459,172.96
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,882.97
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	16,229.30	10,873.63	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	383,336.00
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	27,451.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	12,810.66	8,583.14	0.00	146,712.54	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	467,013.73
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	45,326.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	21,152.19	14,171.97	0.00	181,304.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	648,249.41
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	139,108.32	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,810.16	13,910.83	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,932.06	9,273.89	34,004.26	13,138.01	8,802.47	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	355,982.21
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	321,218.87
AYUDANTE UNIVERSAL DE OFICINA	DIR F A LA LEC	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	325,736.96
JEFE DE OFICINA	SECRETARIA MPAL	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	20,361.12	12,316.20	0.00	16,838.45	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	4,916.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	196,812.11
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	458,241.70
SECRETARIO PARTICULAR	DIR DE PATRIMON	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	31,558.32	12,316.20	0.00	13,173.18	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	5,398.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	235,397.19
MECANICO A	DIR DE ASEO PUB	BASE	118,702.44	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,153.52	29,675.61	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,648.65	12,199.97	24,729.68	13,189.16	8,836.74	0.00	118,702.44	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,978.37	18,992.39	20,307.84	2,781.60	9,296.16	455,277.92
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	34,777.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	15,456.48	10,355.84	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	379,067.89
AUXILIAR DE CAJA	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	13,064.92	8,753.50	0.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	313,754.27

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
CAPTURISTA B	COORD DE GEST V	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	21,716.16	12,316.20	0.00	14,283.47	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	4,170.23	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	180,313.36
TECNICO CONTABLE	SECRETARIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	16,622.68	11,137.20	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	403,844.61
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	306,590.37
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,400.19
AYUDANTE ADMINISTRATIVO	DIR DE CONTABIL	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,260.31	8,884.41	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	340,517.95
OFICIAL ADMINISTRATIVO	SEC DE SERV VEC	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,260.31	8,884.41	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	335,025.81
OFICINISTA B	DIR DE INGRESOS	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	21,552.48	12,316.20	0.00	14,087.59	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	4,113.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	178,269.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
SUB-OFICIAL	DIR DE MOVILIDA	TRANSITO	0.00	127,241.76	0.00	0.00	0.00	0.00	5,172.72	6,288.72	29,176.92	0.00	29,901.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,767.25	1,150.00	26,508.70	0.00	4,305.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,965.92
OPER. MAQUINARIA PESADA "A"	SEC OB PU DE UR	BASE	148,857.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	30,981.72	37,214.34	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,067.46	9,923.82	36,387.35	16,539.71	11,081.60	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,480.96	23,817.18	20,307.84	2,781.60	9,296.16	400,777.93
TECNICO CONTABLE	SECRETARIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	16,622.68	11,137.20	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	407,957.11
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
TECNICO CONTABLE	DIR DE MERCADOS	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	16,622.68	11,137.20	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	400,757.11
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,400.19
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	25,331.72	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,647.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	247,706.99
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	53,693.25	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	7,730.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	441,631.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,883.83	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,443.56
INSPECTOR	DIR DE MER DE A	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,605.04	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,246.89
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	16,622.68	11,137.20	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	407,957.11
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
JUEZ B	SEC DE SEG VECI	POLICIA	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	23,220.73	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	3,343.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	247,082.88
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,605.04	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,246.89
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	16,622.61	11,137.15	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	402,313.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,931.88
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	16,622.61	11,137.15	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	402,313.28
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
AYUDANTE ADMINISTRATIVO	DIR DE SANIDAD	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,260.31	8,884.41	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	340,992.95
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	291,318.80
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	31,487.16	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,994.29	9,376.18	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	533,298.56
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	28,785.36	32,645.91	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	14,509.29	9,721.23	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	550,141.42
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	29,036.34	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	12,905.04	8,646.38	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	334,462.35
SECRETARIA B	ORG INT DE CON	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	21,453.36	12,316.20	0.00	15,026.34	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	4,387.12	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	185,379.75
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	458,241.70
ADMINISTRADOR	DIR DE CAP HUM	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	19,444.56	12,316.20	0.00	21,955.31	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	6,410.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	232,602.68
VELADOR	SEC C ED Y FO A	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	25,794.96	26,425.65	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	11,744.73	7,868.97	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	450,852.72
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,260.31	8,884.41	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	340,992.95
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	322,378.30
SUBOFICIAL	SEC DE SEG VECI	POLICIA	0.00	276,554.16	0.00	0.00	0.00	0.00	16,764.72	13,219.68	27,891.96	0.00	64,990.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,841.03	1,150.00	57,615.45	0.00	9,356.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	518,947.01
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,876.94	0.00	0.00	20,307.84	2,781.60	9,296.16	273,107.70
OPERADOR DE COMPUTADORA	AG DE TRANS DIG	BASE	118,489.32	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,331.92	11,848.93	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,645.69	7,899.29	28,964.06	11,190.66	7,497.74	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,974.82	18,958.29	20,307.84	2,781.60	9,296.16	317,337.13
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	442,204.19
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	458,241.70
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
TECNICO ADMINISTRATIVO	SECRETARIA MPAL	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	20,866.25	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	13,138.01	8,802.47	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	364,372.71
AUXILIAR UNIVERSAL DE OFICINA	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	321,438.87
NOTIFICADOR	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,250.04
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
ANALISTA	SEC DE SERV VEC	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	29,806.80	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	209,483.12
VELADOR	TESORERIA MPAL	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	26,425.65	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	11,744.73	7,868.97	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	450,948.72
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	378,103.70
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	293,848.30
TECNICO CONTABLE	COORD DE COM SO	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	22,440.62	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	14,129.28	9,466.62	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	383,900.21
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	9,600.00	12,316.20	0.00	8,780.82	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	163,713.32
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,994.29	9,376.18	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	527,001.13
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	453,222.95
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,598.68
JEFE DE GRUPO	DIR F A LA LEC	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	23,229.60	0.00	31,134.36	23,151.87	0.00	0.00	7,440.12	4,314.69	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	14,577.10	9,766.66	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	417,412.00
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,272.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	163,221.85
MACHETERO	D. SIS LIMPIA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	419,297.94
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,413.97
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	16,550.57	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	10,420.73	6,981.89	0.00	159,375.84	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	466,907.26
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	307,361.93
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	19,587.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	12,332.90	8,263.04	0.00	188,620.81	220.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	534,280.20
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
TECNICO CONTABLE	SECRETARIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	19,440.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	16,622.68	11,137.20	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	420,197.11
ANALISTA	DIR C SEG CT OB	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	26,142.48	12,316.20	0.00	14,657.55	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	5,349.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	209,571.28
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,882.97
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	25,794.96	21,140.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	11,744.73	7,868.97	0.00	141,230.42	110.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	445,677.59
TECNICO CONTABLE	DIR DE SANIDAD	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	16,622.68	11,137.20	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	403,564.40
OFICINISTA B	DIR F A LA LEC	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	2,340.00	12,316.20	0.00	11,270.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	4,113.04	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	156,714.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,931.88
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,295.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	315,166.39
OPERADOR DE MAQUINARIA PESADA	DIR DE MERCADOS	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	14,882.33	9,971.16	0.00	188,633.58	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	552,025.35
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	315,166.39
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	21,961.13	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	12,200.63	8,174.42	0.00	146,712.54	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	460,504.70
AYUDANTE ADMINISTRATIVO	COORD DE COM SO	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,260.31	8,884.41	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	332,158.31
CHOFER C	DIR DE MTO URBA	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	598.00	0.00	27,166.20	25,189.73	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	13,994.29	9,376.18	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	528,927.05
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,295.38

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,529.89
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,462.88
OFICIAL ADMINISTRATIVO	DIR DE SANIDAD	BASE	119,342.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,434.40	29,835.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,657.54	7,956.18	29,172.67	13,260.31	8,884.41	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	340,164.27
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	21,641.30	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	12,022.95	8,055.37	0.00	156,298.31	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	466,739.14
AYUDANTE UNIVERSAL DE OFI	DIR DE BIE COM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	5,967.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	313,025.45
CHOFER C	DIR OB PUB Y MA	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,994.29	9,376.18	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	527,001.13
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,826.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,529.89
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,994.29	9,376.18	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	527,001.13
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,462.88
OFICINISTA B	SECRETARIA MPAL	BASE	115,293.48	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,947.92	17,294.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,601.30	7,686.23	28,182.85	11,529.35	7,724.66	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	317,594.75
ENCARGADO DE MANTENIMIENTO	TESORERIA MPAL	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,112.16	30,837.05	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	17,131.69	11,478.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	404,830.43
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,994.29	9,376.18	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	527,001.13
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,295.38
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	453,442.95
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	35,569.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	368,507.76
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	322,639.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,931.88
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,295.38
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	453,222.95
VELADOR	SEC DE SERV VEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	298,626.59
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	35,571.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	368,990.10
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,295.38
DIBUJANTE	DIR F A LA LEC	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	13,064.92	8,753.50	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	331,461.77
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	453,332.95
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,615.10
TRACTORISTA	SEC DE BIE Y TE	BASE	145,128.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,846.16	14,512.81	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,015.67	14,915.95	30,235.03	13,706.54	9,183.38	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,418.80	23,220.50	20,307.84	2,781.60	9,296.16	368,739.42
AUXILIAR UNIVERSAL DE OFI	DIR C SEG CT OB	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	330.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	319,552.29
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	316,650.58
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
ADMINISTRADOR B	DIR DE INGRESOS	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	25,935.36	12,316.20	0.00	19,031.05	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	5,263.91	5,623.83	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	223,921.97
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	15,615.72	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,832.12	6,587.52	0.00	150,373.60	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	445,769.05
AUXILIAR DE EDUCACION	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	10,420.80	6,981.93	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	302,668.47
OPER. DE MAQUINARIA PESA	DIR DE ASEO PUB	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	2,992.60	0.00	32,557.32	40,491.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	17,996.09	12,057.38	11,247.56	228,100.48	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	668,033.77
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	23,220.73	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	3,343.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	244,646.16
CHOFER "B"	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	18,484.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	11,638.49	7,797.79	0.00	178,000.51	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	508,139.25
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	25,331.72	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,647.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	247,706.99
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	6,970.48	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,212.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
OFICINISTA "B"	DIR DE INGRESOS	BASE	115,293.48	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,677.36	28,823.37	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,601.30	11,849.61	24,019.48	12,810.39	8,582.96	8,006.49	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	337,721.90
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MERCADOS	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	12,332.90	8,263.04	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	527,726.02
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	322,143.79
AUDITOR	ORG INT DE CON	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	26,142.48	12,316.20	0.00	18,321.93	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	5,067.77	5,414.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	218,368.40
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
OFICINISTA A	REG BIE TEQ VEC	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	2,160.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,083.70	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	140,064.54
TRACTORISTA	REG D LAS M CD	BASE	145,128.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,846.16	21,769.22	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,015.67	14,915.95	30,235.03	12,900.28	8,643.19	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,418.80	23,220.50	20,307.84	2,781.60	9,296.16	374,649.36
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,314.32	0.00	0.00	20,307.84	2,781.60	9,296.16	273,545.08
INSPECTOR (MDO. 20 DE NOV	DIR DE MTO URBA	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	14,280.00	12,316.20	0.00	14,634.70	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,047.90	4,324.68	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	179,496.64
TRAILERO	DIR DE ASEO PUB	BASE	154,292.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,635.12	38,573.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,142.95	10,286.17	37,715.95	17,143.61	11,486.22	10,714.76	217,295.30	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,571.54	24,686.80	20,307.84	2,781.60	9,296.16	637,808.00
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
AUXILIAR ADMINISTRATIVO	OFICIALIA MAYOR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	28,250.58	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	12,555.81	8,412.39	7,847.38	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	335,671.53
TECNICO CONTABLE	DIR DE MERCADOS	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	37,401.03	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	16,622.68	11,137.20	10,389.18	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	413,758.78
VELADOR	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,343.81
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	6,970.48	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,322.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	32,645.91	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	14,509.29	9,721.23	9,068.31	87,055.76	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	457,142.88
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	45,326.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,518.12	12,086.97	44,318.88	20,144.95	13,497.11	12,590.59	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	752,831.90
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	25,093.74	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	11,152.77	7,472.36	6,970.48	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	465,212.19
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	10,410.48	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,832.12	6,587.52	0.00	150,373.60	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	440,563.81
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	322,378.30
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	441,842.93
TECNICO CONTABLE	DIR DE SANIDAD	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	37,400.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	16,622.61	11,137.15	10,389.13	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	412,702.42
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
ASESOR "C"	SIND PRIMERA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
TAQUIMECANOGRAFA	SECRETARIA MPAL	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,615.10
PROMOTOR SOCIAL	REG SEG VEC Y C	CONFIANZA	0.00	72,362.40	0.00	0.00	6,892.44	0.00	0.00	15,876.00	12,316.20	0.00	17,005.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,005.03	0.00	15,075.50	0.00	4,703.56	5,025.17	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,577.98	20,307.84	2,781.60	9,296.16	198,761.84
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,464.35	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	6,401.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	377,413.97
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	25,331.72	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,647.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	250,143.95
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	322,621.98
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	26,468.47	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	13,969.47	9,359.55	0.00	186,382.16	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	543,284.60
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	156,157.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,859.16	31,231.51	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,168.86	10,410.50	38,171.85	16,483.30	11,043.81	0.00	219,921.90	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,602.63	24,985.21	20,307.84	2,781.60	9,296.16	624,190.20
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,832.60
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	32,392.97	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	17,096.29	11,454.51	0.00	228,100.48	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	644,082.69
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	526,092.60
OFICINISTA B	SEC C ED Y FO A	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	2,340.00	12,316.20	0.00	14,087.59	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	3,896.57	4,163.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	163,478.55
ADMINISTRADOR	DIR F A LA LEC	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	12,000.00	12,316.20	0.00	21,955.31	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	6,072.74	6,487.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	231,308.72
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	291,735.49
OFICIAL ADMINISTRATIVO	ALC MPAL CIVICA	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	13,260.31	8,884.41	8,287.69	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	349,280.64
AUXILIAR DE TRABAJO SOCIAL	PRESIDENCIA MPA	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	24,925.32	21,982.42	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	11,601.83	7,773.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	338,070.56
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	322,378.30

			Percepciones ordinarias														Percepciones Extraordinaras				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
ENCARGADO DE MANTENIMIENT	SISTEMA MPAL DE	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,112.16	38,546.31	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	36,059.57	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
OFICIAL ADMINISTRATIVO	DIR DE PATRIMON	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	29,835.69	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
TAQUIMECANOGRAFA	REG DE HDA MPAL	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	32,392.97	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
PROGRAMADOR B	DIR C SEG CT OB	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	9,600.00	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
AYUDANTE UNIVERSAL DE OFI	SEC OB PU DE UR	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
CONSERJE	OFICIALIA MAYOR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
VELADOR	DIR DE SANIDAD	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
TAQUIMECANOGRAFA	DIR DE AG BARR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
SECRETARIO PARTICULAR	SEC OB PU DE UR	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	15,456.00	12,316.20	0.00	17,564.25	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
COCINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
ANALISTA	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	26,142.48	12,316.20	0.00	14,657.55	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
NOTIFICADOR	SEC OB PU DE UR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	156,157.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,859.16	15,615.76	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
SECRETARIA C	OFICIALIA MAYOR	CONFIANZA	0.00	65,810.04	0.00	0.00	6,892.44	0.00	0.00	2,760.00	12,316.20	0.00	12,372.29	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
AYDTE. OPER. MAQ. PESADA	DIR DE ASEO PUB	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	26,468.47	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	21,140.52	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
TECNICO CONTABLE	SEC OB PU DE UR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
ANALISTA	SEC DE BIE Y TE	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	33,471.36	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	20,820.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
PROYECTISTA	SISTEMA MPAL DE	BASE	140,919.24	0.00	0.00	0.00	12,990.24	5,423.40	19,440.00	0.00	29,258.04	21,137.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	6,480.00	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	26,116.73	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
JEFE DE GRUPO	DIR DE CAP HUM	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	22,537.20	15,000.00	31,134.36	30,869.16	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	26,116.73	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
AYUDANTE ADMINISTRATIVO	DIR PLA URB Y L	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
EMPLEADO DE CUADRILLA MO	DIR DE SANIDAD	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	19,587.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	32,392.97	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	26,170.15	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
SECRETARIA C	DIR C SEG CT OB	CONFIANZA	0.00	65,810.04	0.00	0.00	6,892.44	0.00	0.00	14,400.00	12,316.20	0.00	12,372.29	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	156,157.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,859.16	31,231.51	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	32,392.97	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	13,394.10	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
POLICIA 1o	SEC DE SEG VECI	POLICIA	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	42,954.60	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	156,157.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,859.16	31,231.51	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	18,484.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
ASEADOR	DIR DE ASEO PUB	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	15,272.06	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
TECNICO CONTABLE	SISTEMA MPAL DE	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	29,920.70	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	24,532.08	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	15,855.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
EMPLEADO DE CUADRILLA MO	DIR DE ASEO PUB	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	20,820.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	36,260.90	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	35,571.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
TAQUIMECANOGRAFA	REG SEG VEC Y C	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
AUXILIAR ADMINISTRATIVO	SEC DE GOB Y TE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
OFICIAL UNIVERSAL DE OFIC	DIR C SEG CT OB	CONFIANZA	0.00	62,360.88	0.00	0.00	6,892.44	0.00	0.00	18,806.88	12,316.20	0.00	11,723.85	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
AYUDANTE UNIVERSAL DE OFI	DIR C SEG CT OB	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00
AUXILIAR UNIVERSAL DE OFI	SEC OB PU DE UR	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	23,516.86	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00
CAJERO	DIR DE INGRESOS	CONFIANZA	0.00	73,281.36	0.00	0.00	6,892.44	0.00	0.00	24,023.04	12,316.20	0.00	13,776.90	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR OB PUB Y MA	BASE	181,304.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	34,881.72	27,195.68	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	35,571.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00

	Percepciones Extraordinaras																Erogaciones				
Plaza/Puesto	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	276,719.19
ENCARGADO DE MANTENIMIENT	190.00	250.00	2,141.46	15,846.82	32,121.93	17,131.69	11,478.23	10,707.31	0.00	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	421,384.50
POLICIA 3o VIAL	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,191.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	321,674.79
OFICIAL ADMINISTRATIVO	190.00	250.00	1,657.54	12,265.78	24,863.08	13,260.31	8,884.41	8,287.69	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	346,413.14
TAQUIMECANOGRAFA	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,615.10
OPERADOR DE MAQUINA PESAD	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	188,633.58	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	548,510.17
OPER. DE MAQUINARIA PESA	195.00	250.00	2,249.51	10,797.66	39,591.41	17,096.29	11,454.51	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	643,577.69
PROGRAMADOR B	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	188,519.78
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
AYUDANTE UNIVERSAL DE OFI	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	325,846.96
CONSERJE	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,258.81
VELADOR	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	292,661.31
TAQUIMECANOGRAFA	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,730.27
SECRETARIO PARTICULAR	0.00	0.00	1,297.60	0.00	19,463.93	0.00	6,072.74	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	224,360.68
COCINERA	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,111.30
BARRENDERO	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
ANALISTA	0.00	0.00	1,082.86	0.00	16,242.85	0.00	5,067.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	209,289.73
TAQUIMECANOGRAFA	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,615.10
OPERADOR DE MAQUINA PESAD	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	188,633.58	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	548,510.17
NOTIFICADOR	190.00	250.00	1,569.48	11,614.13	23,542.15	11,928.02	7,991.78	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	321,125.62
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
OPER. DE MAQUINARIA PESA	195.00	250.00	2,168.86	10,410.50	38,171.85	16,483.30	11,043.81	0.00	219,921.90	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,602.63	24,985.21	20,307.84	2,781.60	9,296.16	608,904.44
SECRETARIA C	0.00	0.00	914.03	0.00	13,710.43	0.00	4,277.65	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,529.61	20,307.84	2,781.60	9,296.16	166,505.08
AYDTE. OPER. MAQ. PESADA	195.00	250.00	1,838.09	8,822.82	32,350.35	13,969.47	9,359.55	0.00	186,382.16	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	543,064.60
VELADOR	195.00	250.00	1,468.09	7,046.84	25,838.41	11,157.50	7,475.52	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	444,682.91
TECNICO CONTABLE	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	392,108.91
ANALISTA	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	208,726.75
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
POLICIA	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,395.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	244,826.08
POLICIA VIAL	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
EMPL. DE CUADRILLA DE JAR	195.00	250.00	1,445.90	6,940.32	25,447.84	10,988.84	7,362.52	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	450,633.51
OPERADOR DE MAQUINA PESAD	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	188,633.58	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	548,620.17
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
PROYECTISTA	190.00	250.00	1,957.21	14,483.37	29,358.18	13,309.04	8,917.06	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,348.65	22,547.08	20,307.84	2,781.60	9,296.16	384,254.71
BARRENDERO	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
CHOFER C	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,942.60
AYUDANTE ADMINISTRATIVO	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	315,575.09
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
INSPECTOR (UNID.INSPECCIO	0.00	0.00	864.94	0.00	12,974.03	0.00	4,047.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	163,970.03
EMPLEADO DE CUADRILLA MO "C"	190.00	250.00	1,813.66	13,421.10	27,204.93	13,783.83	9,235.17	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	543,207.43
JEFE DE GRUPO	190.00	250.00	2,143.69	15,863.32	32,155.38	16,292.06	10,915.68	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	439,213.36
MACHETERO	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	451,896.70
EMPLEADO DE CUADRILLA MO "C"	190.00	250.00	1,813.66	13,421.10	27,204.93	13,783.83	9,235.17	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	543,207.43
AYUDANTE ADMINISTRATIVO	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	333,918.57
AUXILIAR DE CAJA	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	329,895.85
EMPLEADO DE CUADRILLA MO	190.00	250.00	1,813.66	13,421.10	27,204.93	13,783.83	9,235.17	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	348,057.44
AUXILIAR UNIVERSAL DE OFI	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	328,430.58
BARRENDERO	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,401.70
AUXILIAR ADMINISTRATIVO	190.00	250.00	1,569.48	11,614.13	23,542.15	11,928.02	7,991.78	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	317,563.12
OPER. DE MAQUINARIA PESA	195.00	250.00	2,249.51	10,797.66	39,591.41	17,096.29	11,454.51	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	643,972.69
ELECTRICISTA DE ALUMB.PUB	195.00	250.00	1,817.37	8,723.38	31,985.74	13,812.02	9,254.06	0.00	87,233.84	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	441,195.74
SECRETARIA C	0.00	0.00	914.03	0.00	13,710.43	0.00	4,277.65	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,529.61	20,307.84	2,781.60	9,296.16	178,145.08
OPER. DE MAQUINARIA PESA	195.00	250.00	2,168.86	10,410.50	38,171.85	16,483.30	11,043.81	0.00	219,921.90	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,602.63	24,985.21	20,307.84	2,781.60	9,296.16	624,410.20
OPER. DE MAQUINARIA PESA	195.00	250.00	2,249.51	10,797.66	39,591.41	17,096.29	11,454.51	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	643,972.69
OPERADOR DE MAQUINA PESAD	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	188,633.58	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	535,116.07
POLICIA 1o	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	7,197.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	430,359.73
BARRENDERO	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
MACHETERO	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
OPER. DE MAQUINARIA PESA	195.00	250.00	2,168.86	10,410.50	38,171.85	16,483.30	11,043.81	0.00	219,921.90	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,602.63	24,985.21	20,307.84	2,781.60	9,296.16	624,190.20
CHOFER B	195.00	250.00	1,711.54	8,215.41	30,123.16	13,007.73	8,715.18	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	510,315.87
POLICIA VIAL	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,237.34
ASEADOR	195.00	250.00	1,414.08	6,787.58	24,887.81	9,615.74	6,442.55	0.00	136,034.50	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	427,229.40
TECNICO CONTABLE	195.00	250.00	2,077.83	9,973.57	36,569.75	15,791.48	10,580.29	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	393,555.12
POLICIA 3o	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA 3o	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
SUPERVISOR	0.00	0.00	864.94	0.00	12,974.03	0.00	4,047.90	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,497.11
VELADOR	195.00	250.00	1,468.09	7,046.84	25,838.41	11,157.50	7,475.52	0.00	141,230.42	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	441,670.28
TECNICO CONTABLE	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	443,196.41
EMPLEADO DE CUADRILLA MO	195.00	250.00	1,445.90	6,940.32	25,447.84	10,988.84	7,362.52	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	450,633.51
MACHETERO	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
OPERADOR DE MAQUINA PESAD	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	188,633.58	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	548,510.17
CHOFER C	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,942.60
TECNICO ARTESANAL	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	315,942.60
JEFE DE CUADRILLA ALUMB.P	195.00	250.00	2,518.12	12,086.97	44,318.88	19,137.70	12,822.26	0.00	181,304.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	635,819.98
POLICIA	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,395.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	244,826.08
POLICIA 3o	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA 3o	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,314.32	0.00	0.00	20,307.84	2,781.60	9,296.16	267,359.72
POLICIA 3o	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA 2o	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	5,960.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	368,548.61
TAQUIMECANOGRAFA	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,030.10
AUXILIAR ADMINISTRATIVO	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,598.68
BARRENDERO	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
OFICIAL UNIVERSAL DE OFIC	0.00	0.00	866.12	0.00	12,991.85	0.00	4,053.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,977.74	20,307.84	2,781.60	9,296.16	176,436.82
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
AYUDANTE UNIVERSAL DE OFI	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	333,918.57
AUXILIAR UNIVERSAL DE OFI	195.00	250.00	1,633.12	7,838.95	28,742.82	12,411.67	8,315.82	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	329,396.37
POLICIA	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
CAJERO	0.00	0.00	1,017.80	0.00	15,266.95	0.00	4,763.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,725.02	20,307.84	2,781.60	9,296.16	199,510.39
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	195.00	250.00	2,518.12	12,086.97	44,318.88	19,137.70	12,822.26	0.00	274,978.52	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	3,021.74	29,008.72	20,307.84	2,781.60	9,296.16	720,428.75
CHOFER C	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,942.60
POLICIA 2o	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	5,960.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	368,548.61

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,112.16	30,837.05	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	16,275.11	10,904.32	0.00	154,185.24	0.00	6,198.00	9,120.00	0.00	400.00	200.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	555,320.67
TECNICO EN FOTOCOPIADO	AG PUE NVO	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	295,515.34
SECRETARIA B	SEC DE PRO ECO	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	22,800.00	12,316.20	0.00	12,021.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	4,156.22	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	183,490.22
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
DIBUJANTE	DIR DE MTO URBA	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	315,955.58
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,378.68
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	319,505.10
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,728.57
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	322,419.79
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	10,410.48	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,832.12	6,587.52	0.00	150,373.60	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	440,673.81
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
SECRETARIA A	D REC MA Y SE G	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	9,600.00	12,316.20	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,823.01	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	161,486.26
TECNICO ADMINISTRATIVO	INST MPAL DE LA	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	27,821.66	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	14,683.66	9,838.05	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	374,019.36
CHOFER A	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	24,134.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	12,737.76	8,534.30	0.00	174,306.25	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	507,782.77
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00	110.00	0.00	0.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	272,398.29
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,942.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
MACHETERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	15,671.75	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	460,756.41
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
CHOFER "A"	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	24,134.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	12,737.76	8,534.30	0.00	174,306.25	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	507,782.77
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,832.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,401.70
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	24,646.22	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	13,007.73	8,715.18	0.00	178,000.51	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	516,587.42
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	451,896.70
AYUDANTE UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	334,028.57
NOTIFICADOR	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	11,928.02	7,991.78	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	318,148.12
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	26,116.73	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	13,783.83	9,235.17	0.00	87,055.76	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	441,642.38
AUXILIAR ADMINISTRATIVO	DIR DE SANIDAD	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	11,928.02	7,991.78	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	321,125.62
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,042.39
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	20,895.67	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	11,028.27	7,388.94	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	304,121.98
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	292,807.04
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,395.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	242,389.12
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	20,820.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	10,988.84	7,362.52	0.00	150,373.60	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	450,853.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,104.84
OFICIAL ADMINISTRATIVO	SECRETARIA MPAL	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	333,918.57
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	292,807.04
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	20,820.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	10,988.84	7,362.52	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	450,633.51
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	161,964.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	32,557.32	32,392.97	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,249.51	10,797.66	39,591.41	17,096.29	11,454.51	0.00	228,100.48	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,699.41	25,914.37	20,307.84	2,781.60	9,296.16	643,972.69
SUPERVISOR	SEC DE GOB Y TE	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	24,532.08	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,047.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,022.11
NOTIFICADOR	ALC MPAL CIVICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,378.68
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	12,594.86	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	513,237.74
MEDICO B	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	17,942.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	3,006.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	237,197.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,401.70
MECANOGRAFA	DIR DE MTO URBA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
EMPLEADO DE CUADRILLA MO	DIR DE MERCADOS	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.86	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	10,420.73	6,981.89	0.00	159,375.84	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	455,763.55
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,701.68
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	20,866.25	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	13,138.01	8,802.47	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	364,262.71
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	315,052.03
TECNICO CONTABLE	DIR DE MTO URBA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	3,600.00	0.00	30,471.72	22,440.62	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	14,129.28	9,466.62	0.00	0.00	0.00	6,198.00	9,120.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	384,635.71
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,382.95
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	292,807.04
COORDINADOR	SEC DE SERV VEC	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	15,000.00	12,316.20	0.00	14,052.38	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,858.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	192,883.47
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,401.70
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	439,966.17
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	23,229.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	12,259.79	8,214.06	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	327,467.51
AUXILIAR DE CAJA	DIR DE ASEO PUB	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	330,370.85
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	327,503.35
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,104.84
AYUDANTE UNIVERSAL DE OFI	DIR EGR CON PRE	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	330,356.07
VELADOR	DIR DE MERCADOS	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	21,961.13	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	11,590.60	7,765.70	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	458,900.95
JEFE DE DEPARTAMENTO	UNIDAD DE TRANS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	6,533.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	4,194.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	267,288.38
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,832.12	6,587.52	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	433,086.07
TECNICO CONTABLE	SEC DE GOB Y TE	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	26,640.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	418,528.91
AFANADORA	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	134,112.10	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	415,900.37
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	24,646.22	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	12,323.11	8,256.49	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	515,334.11
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
TECNICO CONTABLE	DIR DE ASEO PUB	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	13,808.16	0.00	30,471.72	22,440.62	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,960.41	10,023.48	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	396,828.87
AUXILIAR UNIVERSAL DE OFI	DIR DE BIE COM	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	330,370.85
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	19,587.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	12,332.90	8,263.04	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	534,255.20
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	330,480.85
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	8,675.40	5,812.52	0.00	150,373.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	431,264.35
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,104.84
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	22,067.42	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	11,646.70	7,803.29	0.00	159,375.84	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	472,198.98
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
AUXILIAR ADMINISTRATIVO	SEC DE PRO ECO	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,378.68
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	104,531.40	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	390,086.49
AUXILIAR UNIVERSAL DE OFI	DIR DE BIE COM	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	309,460.44
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	441,322.94
AUXILIAR UNIVERSAL DE OFICINA	SISTEMA MPAL DE	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	321,218.87
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	24,000.00	12,316.20	0.00	15,224.84	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	5,263.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	212,081.57
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,903.50
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
CHOFER C	DIR OB PUB Y MA	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	18,892.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	12,594.86	8,438.56	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	518,366.65
ENCARGADO DE MANTENIMIENTO	D REC MA Y SE G	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,112.16	30,837.05	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	16,275.11	10,904.32	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	403,399.93

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

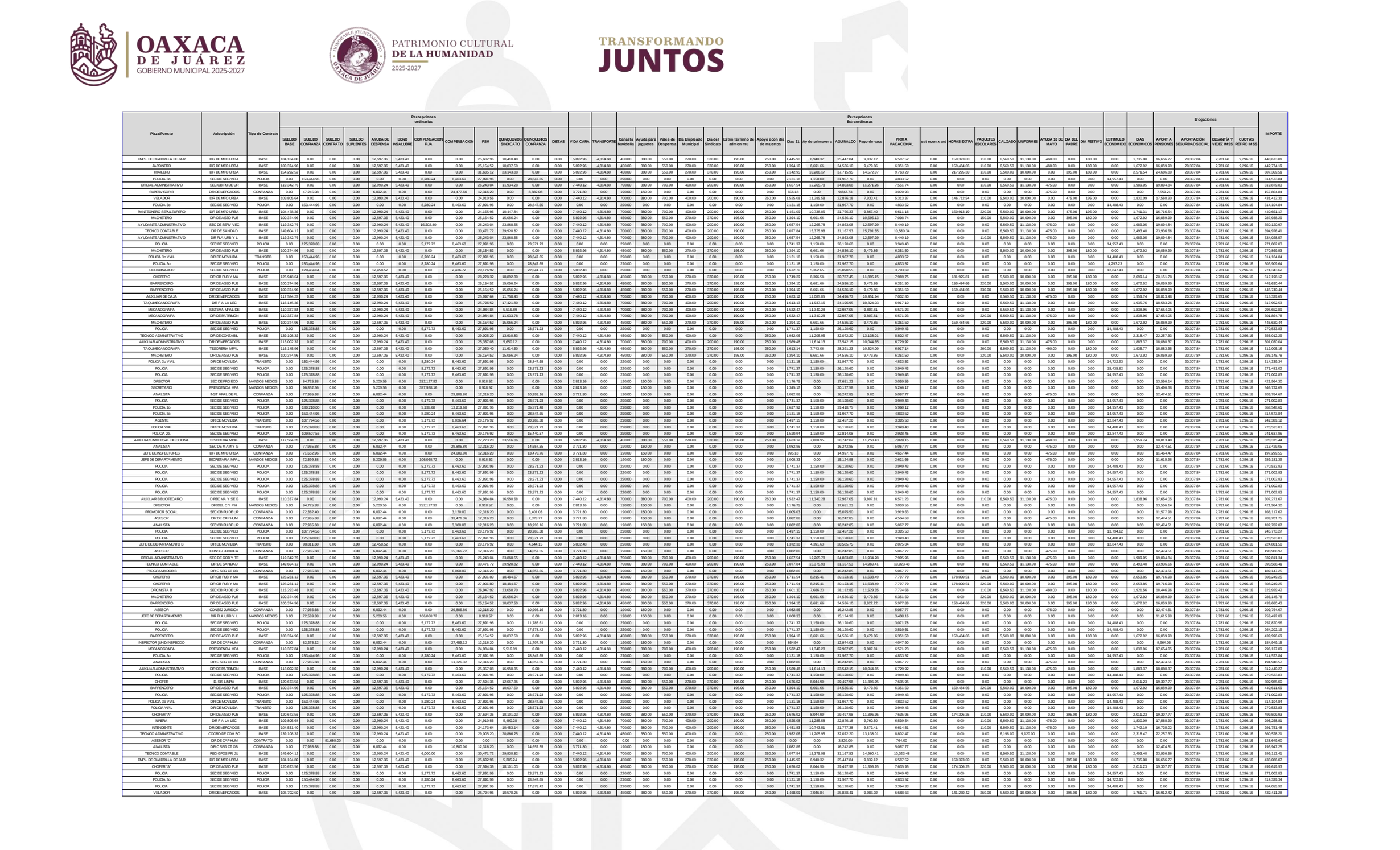
TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias													
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE
ENCARGADO DE MANTENIMIENTO	COORD DE COM SO	BASE	154,185.24	0.00	0.00	0.00	12,990.24	5,423.40	18,000.00	0.00	31,112.16	30,837.05	0.00	0.00	7,440.12	4,314.60
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	19,851.35	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60
AUXILIAR ARCHIVISTA	SEC C ED Y FO A	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	22,067.57	0.00	0.00	7,440.12	4,314.60
DIBUJANTE	DIR DE PATRIMON	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60
DIBUJANTE	DIR DE MTO URBA	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	26,116.73	0.00	0.00	7,440.12	4,314.60
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
CHOFER A	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	24,134.71	0.00	0.00	5,892.96	4,314.60
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60
COBRADOR	DIR DE MTO URBA	BASE	112,682.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,633.88	22,536.46	0.00	0.00	5,892.96	4,314.60
AUXILIAR DE MECANICA	SEC DE SERV VEC	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	10,991.21	0.00	0.00	7,440.12	4,314.60
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
CHOFER C	D. SIS LIMPIA	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	18,892.30	0.00	0.00	5,892.96	4,314.60
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	24,646.22	0.00	0.00	5,892.96	4,314.60
OPERADOR DE MAQUINA PESADA	DIR OB PUB Y MA	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60
AYUDANTE ADMINISTRATIVO	SIND SEGUNDA MP	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60
VELADOR	SEC OB PU DE UR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	21,961.13	0.00	0.00	7,440.12	4,314.60
TECNICO CONTABLE	DIR C SEG CT OB	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60
TECNICO CONTABLE	SEC OB PU DE UR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	BASE	119,342.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,434.40	11,934.28	0.00	0.00	5,892.96	4,314.60
TECNICO CONTABLE	DIR DE PATRIMON	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60
AUXILIAR UNIVERSAL DE OFI	SEC DE GOB Y TE	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60
"EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	16,550.57	0.00	0.00	5,892.96	4,314.60
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	299.00	0.00	25,794.96	21,140.52	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	15,615.72	0.00	0.00	5,892.96	4,314.60
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
CHOFER "C"	DIR OB PUB Y MA	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60
AUXILIAR ARCHIVISTA	REG PROS COMP Y	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60
AYUDANTE ADMINISTRATIVO	DIR C SEG CT OB	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60
OFICIAL ADMINISTRATIVO	INST MPAL DE LA	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	0.00	133,630.44	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	25,122.52	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00
ANALISTA	PRESIDENCIA MPA	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	14,657.55	0.00	3,721.80	0.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	24,572.88	12,316.20	0.00	11,426.78	0.00	3,721.80	0.00
CHOFER A	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	18,101.03	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60
AYUDANTE OPER/MAQ.PESADA	DIR OB PUB Y MA	BASE	121,259.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,511.00	24,251.88	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	35,569.74	0.00	0.00	0.00
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	20,265.38	0.00	0.00	0.00
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	20,265.38	0.00	0.00	0.00
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	135,059.04	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	28,439.28	20,258.86	0.00	0.00	7,440.12	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	24,532.08	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60
MAESTRO SOLDADOR	DIR DE ASEO PUB	BASE	114,013.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,793.72	22,802.76	0.00	0.00	5,892.96	4,314.60
CHOFER C	SISTEMA MPAL DE	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	18,892.30	0.00	0.00	7,440.12	4,314.60
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	23,229.07	0.00	0.00	7,440.12	4,314.60
TAQUIMECANOGRAFA	SEC DE SERV VEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	23,229.07	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	22,365.91	0.00	0.00	7,440.12	4,314.60
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	35,569.74	0.00	0.00	0.00
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60
TECNICO CONTABLE	DIR DE MTO URBA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	23,229.07	0.00	0.00	7,440.12	4,314.60

Plaza/Puesto	Percepciones Extraordinaras													
	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA
ENCARGADO DE MANTENIMIENTO	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,141.46	12,420.48	35,548.26	16,275.11	10,904.32	0.00	0.00
AYDTE. OPER. MAQ. PESADA	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	13,234.24	8,866.94	0.00	186,382.16
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	0.00
AUXILIAR ARCHIVISTA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	11,646.77	7,803.34	0.00	0.00
DIBUJANTE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00
DIBUJANTE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00
EMPLEADO DE CUADRILLA MO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	13,783.83	9,235.17	0.00	87,055.76
POLICIA 3o VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
CHOFER A	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	12,737.76	8,534.30	0.00	174,306.25
CHOFER C	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81
COBRADOR	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,565.03	7,512.15	27,544.56	11,894.24	7,969.14	0.00	154,625.13
AUXILIAR DE MECANICA	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	9,769.96	6,545.87	0.00	54,956.04
OPERADOR DE MAQUINA PESAD	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	188,633.58
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
CHOFER C	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	0.00
CHOFER B	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	13,007.73	8,715.18	0.00	178,000.51
OPERADOR DE MAQUINA PESADA	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	188,633.58
AYUDANTE ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00
VELADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	11,590.60	7,765.70	0.00	0.00
TECNICO CONTABLE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00
TECNICO CONTABLE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
OFICIAL ADMINISTRATIVO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,657.54	7,956.18	29,172.67	10,608.25	7,107.52	0.00	0.00
TECNICO CONTABLE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00
AUXILIAR UNIVERSAL DE OFI	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00
"EMPLEADO DE CUADRILLA MO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	11,033.71	7,392.59	0.00	159,375.84
VELADOR	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	11,157.50	7,475.52	0.00	141,230.42
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	159,484.66
EMPLEADO DE CUADRILLA MO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	10,410.48	6,975.02	0.00	150,373.60
PANTEONERO SEPULTURERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66
CHOFER "C"	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	12,594.86	8,438.56	8,396.58	181,925.81
AUXILIAR ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
POLICIA 3o VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00
EMPLEADO DE CUADRILLA MOVIL "C"	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	12,332.90	8,263.04	0.00	188,620.81
AUXILIAR ARCHIVISTA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
AYUDANTE ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00
OFICIAL ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	6,965.22	4,666.70	0.00	0.00
AUXILIAR DE CAJA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,758.43	7,878.15	0.00	58,792.14
POLICIA UNIDAD DE ANALISI	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,855.98	1,150.00	27,839.68	0.00	4,209.36	0.00	0.00
POLICIA 3o	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00
ANALISTA	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	5,067.77	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66
AUXILIAR ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
POLICIA VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00
CAPTURISTA B	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	3,950.75	0.00	0.00
CHOFER A	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	12,067.36	8,085.13	0.00	174,306.25
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	0.00
AYUDANTE OPER/MAQ.PESADA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,684.16	12,462.77	25,262.38	12,799.60	8,575.73	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	159,484.66
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00
POLICIA 3o	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00
POLICIA 2o VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	5,959.82	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51
POLICIA VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00
POLICIA 3o	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00
POLICIA 3o	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,395.53	0.00	0.00
AGENTE	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,395.53	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	0.00
JEFE DE DEPARTAMENTO	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00
CHOFER C	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81
TECNICO LABORATORISTA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,875.82	13,881.07	28,137.30	14,256.23	9,551.68	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66
POLICIA VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00
SUPERVISOR	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,047.90	0.00	0.00
AUXILIAR UNIVERSAL DE OFI	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00
MAESTRO SOLDADOR	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,583.53	7,600.92	27,870.04	11,401.38	7,638.92	7,600.92	164,686.60
CHOFER C	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	13,294.58	8,907.37	0.00	0.00
TECNICO ARTESANAL	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	12,259.79	8,214.06	0.00	0.00
TAQUIMECANOGRAFA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	12,259.79	8,214.06	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66
AUXILIAR DE ENFERMERA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	11,804.23	7,908.83	0.00	149,416.72
TECNICO CONTABLE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00
POLICIA 3o	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00
POLICIA 2o VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	5,959.82	0.00	0.00
EDUCADORA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
TECNICO CONTABLE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00
NOTIFICADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
AYUDANTE UNIVERSAL DE OFI	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00
EDUCADORA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	12,259.79	8,214.06	0.00	0.00

Plaza/Puesto	Percepciones Extraordinaras								Erogaciones				
	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
ENCARGADO DE MANTENIMIENTO	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	2,569.75	24,669.64	20,307.84	2,781.60	9,296.16	418,935.43
AYDTE. OPER. MAQ. PESADA	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	535,329.64
MACHETERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	287,077.03
AUXILIAR ARCHIVISTA	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	312,187.13
DIBUJANTE	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	327,283.35
DIBUJANTE	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	330,480.85
EMPLEADO DE CUADRILLA MO	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	441,862.38
POLICIA 3o VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,104.84
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	292,807.04
MACHETERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,401.70
CHOFER A	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	507,672.77
CHOFER C	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	526,052.60
COBRADOR	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,878.04	18,029.16	20,307.84	2,781.60	9,296.16	472,133.99
AUXILIAR DE MECANICA	0.00	6,198.00	9,120.00	0.00	400.00	200.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	352,711.67
OPERADOR DE MAQUINA PESAD	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	548,510.17
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
BARRENDERO	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,621.70
CHOFER C	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	321,534.36
CHOFER B	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	516,477.42
OPERADOR DE MAQUINA PESADA	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	548,115.17
AYUDANTE ADMINISTRATIVO	0.00	6,569.50	11,138.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	333,918.57
VELADOR	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	312,663.41
TECNICO CONTABLE	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	399,088.91
TECNICO CONTABLE	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	399,088.91
BARRENDERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
OFICIAL ADMINISTRATIVO	330.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,053.91
TECNICO CONTABLE	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	394,976.41
AUXILIAR UNIVERSAL DE OFI	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	316,650.58
"EMPLEADO DE CUADRILLA MO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	465,658.44
VELADOR	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	445,091.91
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	458,553.90
EMPLEADO DE CUADRILLA MO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	444,462.41
PANTEONERO SEPULTURERO	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	439,966.17
BARRENDERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	441,432.94
CHOFER "C"	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	533,060.65
AUXILIAR ADMINISTRATIVO	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,253.57
BARRENDERO	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,422.95
MACHETERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,511.70
POLICIA 3o VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
EMPLEADO DE CUADRILLA MOVIL "C"	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	527,531.02
AUXILIAR ARCHIVISTA	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	295,652.89
AYUDANTE ADMINISTRATIVO	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	324,629.73
OFICIAL ADMINISTRATIVO	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	319,989.83
JARDINERO	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	274,233.51
AUXILIAR DE CAJA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	382,192.85
POLICIA UNIDAD DE ANALISI	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,430.28
POLICIA 3o	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
ANALISTA	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	186,922.25
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	446,341.69
AUXILIAR ADMINISTRATIVO	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,378.68
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
CAPTURISTA B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	179,618.90
CHOFER A	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	500,739.51
MACHETERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	298,677.45
MACHETERO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	286,462.03
AYUDANTE OPER/MAQ.PESADA	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,020.99	19,401.50	20,307.84	2,781.60	9,296.16	337,895.88
BARRENDERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	458,052.10
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	283,511.20
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA 3o	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA 2o VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	368,066.29
JARDINERO	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	455,752.49
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
MACHETERO	0.00	4,500.00	10,000.00	0.00	0.00	150.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,829.20
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
BARRENDERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	446,451.69
BARRENDERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,272.95
MACHETERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	292,917.04
POLICIA 3o	0.00	0.00	0.00	0.00	0.00	0.00	9,501.54	0.00	0.00	20,307.84	2,781.60	9,296.16	301,906.04
POLICIA 3o	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	244,826.08
AGENTE	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	242,389.12
MACHETERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	298,677.45
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
CHOFER C	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,942.60
TECNICO LABORATORISTA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,250.98	21,609.45	20,307.84	2,781.60	9,296.16	358,876.16
MACHETERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	451,580.44
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
SUPERVISOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,022.11
AUXILIAR UNIVERSAL DE OFI	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	354,370.85
MAESTRO SOLDADOR	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,900.23	18,242.21	20,307.84	2,781.60	9,296.16	491,288.95
CHOFER C	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	338,937.28
TECNICO ARTESANAL	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	327,467.51
TAQUIMECANOGRAFA	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	327,577.51
BARRENDERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
BARRENDERO	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,551.70
AUXILIAR DE ENFERMERA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	468,176.16
TECNICO CONTABLE	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	394,976.41
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
POLICIA 3o	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,104.84
POLICIA 2o VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	368,066.29
EDUCADORA	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	336,840.27
TECNICO CONTABLE	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	394,976.41
NOTIFICADOR	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,728.57
AYUDANTE UNIVERSAL DE OFI	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	334,138.57
EDUCADORA	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	327,577.51

			Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
TAQUIMECANOGRAFA	DIR C SEG CT OB	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	23,229.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	12,259.79	8,214.06	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	324,380.01
AUXILIAR UNIVERSAL DE OFI	PRESIDENCIA MPA	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	330,370.85
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	334,028.57
TECNICO CONTABLE	DIR PLA URB Y L	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	391,998.91
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	440,441.17
AUXILIAR UNIVERSAL DE OFICINA	DIR DE AG BARR	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	324,491.63
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	24,646.22	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	12,323.11	8,256.49	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	515,334.11
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,401.70
VELADOR	SEC DE PRO ECO	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,328.81
CAPTURISTA B	INST MPAL DE LA	BASE	116,731.68	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,120.60	11,673.17	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,621.27	7,782.11	28,534.41	12,321.68	8,255.52	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,945.53	18,677.07	20,307.84	2,781.60	9,296.16	316,089.46
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	11,182.96	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	10,561.68	7,076.33	0.00	55,914.78	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	358,438.71
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	329,895.85
AUXILIAR ADMINISTRATIVO	INST MPAL DE LA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,488.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	287,468.83
CAPTURISTA B	REG DE HDA MPAL	BASE	116,731.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,878.24	23,346.31	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,621.27	11,997.41	24,319.08	12,321.66	8,255.52	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,945.53	18,677.05	20,307.84	2,781.60	9,296.16	328,650.08
AYUDANTE ADMINISTRATIVO	AGENCIA DE SANT	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	23,868.55	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	12,597.29	8,440.19	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	333,443.57
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,573.84
SUPERVISOR	DIR PLA URB Y L	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	12,274.56	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,047.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	169,764.59
MECANOGRAFA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	22,067.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	11,646.77	7,803.34	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	315,749.63
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	26,400.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	11,928.02	7,991.78	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	347,050.62
TECNICO CONTABLE	SEC C ED Y FO A	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	15,791.55	10,580.34	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	394,976.41
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,790.16
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,237.34
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	446,451.69
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	19,726.32	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	4,047.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	177,216.35
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	446,341.69
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,382.95
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	24,646.22	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	13,007.73	8,715.18	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	516,477.42
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,511.70
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	20,820.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	10,988.84	7,362.52	0.00	150,373.60	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	452,446.01
OPERADOR DE MAQUINA PESAD	DIR C SEG CT OB	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	26,788.20	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	14,138.22	9,472.61	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	362,149.10
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	20,820.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	10,988.84	7,362.52	0.00	150,373.60	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	452,906.01
ELECTRICISTA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	26,170.15	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	13,812.02	9,254.06	0.00	198,456.99	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	551,763.88
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	13,058.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	13,783.83	9,235.17	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	528,840.55
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	292,917.04
MACHETERO	D. SIS LIMPIA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	431,197.95
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,272.95
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	30,038.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	15,853.40	10,621.78	0.00	227,788.29	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	620,132.87
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,511.70
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	24,646.22	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	13,007.73	8,715.18	0.00	178,000.51	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	516,587.42
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	292,807.04
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	526,052.60
TRAILERO	DIR DE MTO URBA	BASE	154,292.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,635.12	23,143.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,142.95	10,286.17	37,715.95	16,286.43	10,911.91	0.00	217,295.30	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,571.54	24,686.80	20,307.84	2,781.60	9,296.16	610,122.49
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	30,038.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	15,853.40	10,621.78	0.00	150,190.08	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	542,644.67
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	24,646.22	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	13,007.73	8,715.18	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	516,477.42
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,511.70
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,272.95
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	451,896.70
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	451,896.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	13,294.58	8,907.37	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	525,832.60
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	12,411.67	8,315.82	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	330,370.85
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	25,189.73	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	12,594.86	8,438.56	0.00	181,925.81	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	524,994.08
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,533.83
NOTIFICADOR	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	304,641.07
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	21,961.13	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	11,590.60	7,765.70	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	312,188.41
CHOFER	DIR DE MTO URBA	BASE	124,723.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,995.20	24,944.76	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,732.28	12,818.84	25,984.13	13,165.29	8,820.74	0.00	175,652.69	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,078.73	19,955.81	20,307.84	2,781.60	9,296.16	518,331.21
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,314.32	0.00	0.00	20,307.84	2,781.60	9,296.16	310,930.73
AUXILIAR ADMINISTRATIVO	COORD DE COM SO	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,253.57
CAPTURISTA B	DIR DE INGRESOS	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	2,460.00	12,316.20	0.00	2,856.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	3,511.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	148,496.97
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	442,774.19
TAQUIMECANOGRAFA	CONSEJ JURIDICA	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,840.27
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,410.44
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,410.44
AYDTE. OPER. MAQ. PESADA	DIR C SEG CT OB	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	19,851.35	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	12,499.00	8,374.33	0.00	186,382.16	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	534,141.79
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,630.44
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	321,328.87
TRABAJADOR SOCIAL	COORD DE COM SO	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	20,906.19	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	13,163.16	8,819.31	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	361,219.09
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	440,551.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	446,561.69
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	455,057.49
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,520.44
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,414.20
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,015.44
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,104.84
EMPLEADO DE CUADRILLA MO	DIR DE MERCADOS	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	501.80	0.00	26,352.24	16,550.57	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	10,420.73	6,981.89	0.00	159,375.84	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	465,136.56
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	0.00	133,630.44	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	25,122.52	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,855.98	1,150.00	27,839.68	0.00	4,209.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,430.28
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	150,913.19	330.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	439,801.85
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,395.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	242,389.12
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,621.70
VERIFICADOR DE OBRA	DIR DE INGRESOS	BASE	120,567.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,414.28	12,056.72	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,674.55	9,712.36	27,797.45	11,386.91	7,629.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,009.45	19,290.76	20,307.84	2,781.60	9,296.16	321,275.40
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	447,382.95
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,595.13	7,098.74	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	452,291.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,237.34
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,410.44
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,410.44
CHOFER "C"	DIR DE MTO URBA	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	25,189.73	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	13,294.58	8,907.37	0.00	83,965.76	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	429,420.47
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,237.34
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	270,768.33
ASESOR B	REG DE PROTEC C	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	27,860.64	12,316.20	0.00	10,539.28	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,858.53	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	202,706.02
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	271,002.83



OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

			Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
CHOFER B	DIR DE ASEO PUB	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	18,484.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	11,638.49	7,797.79	0.00	178,000.51	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	508,249.25
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,670.44
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,959.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,641.02
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,833.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,892.93
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,641.02
TRAILERO	DIR DE ASEO PUB	BASE	154,292.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,635.12	23,143.88	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,142.95	10,286.17	37,715.95	14,572.07	9,763.29	0.00	217,295.30	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,571.54	24,686.80	20,307.84	2,781.60	9,296.16	607,259.51
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
TECNICO CONTABLE	SECRETARIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	22,440.62	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,960.41	10,023.48	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	434,218.21
NOTIFICADOR	SECRETARIA MPAL	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	304,166.07
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	29,920.82	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,960.41	10,023.48	9,973.61	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	451,782.02
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	26,678.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	5,960.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	359,655.74
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	440,551.17
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	16,470.85	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	10,980.56	7,356.98	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	452,866.91
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	265,110.02
MECANOGRAFA	SEC C ED Y FO A	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	18,101.03	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	11,396.95	7,635.95	0.00	169,948.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	495,042.28
VELADOR	SEC C ED Y FO A	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,983.02	6,688.63	0.00	141,230.42	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	432,371.28
COCINERA	DIR F A LA LEC	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,983.02	6,688.63	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	293,303.36
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	11,396.95	7,635.95	0.00	169,948.60	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	489,228.60
AUXILIAR UNIVERSAL DE OFI	TESORERIA MPAL	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,758.43	7,878.15	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	323,620.71
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,520.44
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,641.02
CHOFER B	DIR OB PUB Y MA	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	18,484.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	11,638.49	7,797.79	0.00	178,000.51	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	508,139.25
OFICINISTA B	DIR EGR CON PRE	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	2,340.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	2,814.19	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	144,145.58
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,395.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	237,322.78
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,641.02
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,501.69
OPER. MAQUINARIA PESADA "A"	SEC OB PU DE UR	BASE	148,857.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	30,981.72	22,328.60	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,067.46	9,923.82	36,387.35	14,058.75	9,419.36	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,480.96	23,817.18	20,307.84	2,781.60	9,296.16	379,696.49
CHOFER B	DIR DE MTO URBA	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	18,484.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	11,638.49	7,797.79	0.00	178,000.51	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	508,139.25
MECANOGRAFA	REG GOB DE TER	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
AUXILIAR ADMINISTRATIVO	SEC C ED Y FO A	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,569.48	9,102.96	26,053.31	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,908.57
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	12,332.90	8,263.04	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	527,836.02
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	152,235.36	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	438,381.13
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,996.69
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,611.69
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	281,017.03
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	440,551.17
OPERADOR DE GRUA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	22,528.51	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	14,184.62	9,503.69	0.00	227,788.29	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	609,946.51
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,983.02	6,688.63	0.00	141,230.42	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	434,643.78
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,611.69
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,501.69
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	445,520.44
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	11,396.95	7,635.95	0.00	169,948.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	489,008.60
VELADOR	SEC C ED Y FO A	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,983.02	6,688.63	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	293,193.36
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,501.69
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	440,551.17
INTENDENTE	DIR DE ASEO PUB	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,030.46
AUXILIAR UNIVERSAL DE OFICINA	SEC C ED Y FO A	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	315,559.65
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,269.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	244,700.32
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	29,741.52	12,316.20	0.00	15,224.84	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	4,971.47	5,398.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	222,929.53
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,654.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	314,160.32
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,654.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,173.43	0.00	0.00	20,307.84	2,781.60	9,296.16	309,610.82
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,654.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	314,394.82
MACHETERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	455,642.49
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	280,907.03
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	11,396.95	7,635.95	0.00	169,948.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	489,118.60
JEFE DE OFICINA	INST MPAL DE PL	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	11,638.08	12,316.20	0.00	13,470.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	4,398.70	4,776.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	188,980.75
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,501.69
AUXILIAR UNIVERSAL DE OFI	SECRETARIA MPAL	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,758.43	7,878.15	7,838.95	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	337,118.88
CHOFER B	DIR OB PUB Y MA	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	12,323.11	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	11,638.49	7,797.79	0.00	178,000.51	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	502,127.69
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	11,182.96	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	10,561.68	7,076.33	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	305,501.43
CHOFER C	DIR C SEG CT OB	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	25,189.73	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	12,594.86	8,438.56	8,396.58	0.00	0.00	5,500.00	9,120.00	0.00	475.00	195.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	351,582.76
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	20,895.67	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	10,447.84	7,000.05	6,965.22	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	458,933.56
PROYECTISTA	SEC DE PRO ECO	BASE	140,919.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,258.04	28,183.85	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,957.21	14,483.37	29,358.18	14,091.92	9,441.59	9,394.62	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,348.65	22,547.08	20,307.84	2,781.60	9,296.16	381,977.70
PROYECTISTA	DIR F A LA LEC	BASE	140,919.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,258.04	28,183.85	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,957.21	14,483.37	29,358.18	14,091.92	9,441.59	9,394.62	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,348.65	22,547.08	20,307.84	2,781.60	9,296.16	385,065.20
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	29,741.52	12,316.20	0.00	15,224.84	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	4,971.47	5,398.88	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	223,404.53
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,758.43	7,878.15	7,838.95	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	337,118.88
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	21,961.13	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	10,980.56	7,356.98	7,320.38	146,712.54	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	465,202.57
CONSERJE	AG SAN MAR MEX	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	10,370.53	6,948.26	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	301,877.84
ANALISTA	DIR EGR CON PRE	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	29,806.80	12,316.20	0.00	14,657.55	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	5,197.71	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	218,345.22
AUXILIAR UNIVERSAL DE OFI	SEC DE M A M Y G	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,758.43	7,878.15	7,838.95	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	336,643.88
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	23,516.86	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,758.43	7,878.15	7,838.95	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	337,228.88
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51	330.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	458,069.99
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	135,059.04	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	28,439.28	27,011.81	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,875.82	13,881.07	28,137.30	13,505.90	9,048.96	9,003.94	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,250.98	21,609.45	20,307.84	2,781.60	9,296.16	373,490.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
SECRETARIA A	DIR DEL C Y P H	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	12,274.32	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,823.01	4,151.69	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	174,166.15
TECNICO CONTABLE	DIR OB PUB Y MA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	14,960.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,129.28	9,466.62	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	377,460.01
CHOFER	SEC DE SERV VEC	BASE	124,723.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,995.20	24,944.76	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,732.28	12,818.84	25,984.13	12,472.38	8,356.49	8,314.92	175,652.69	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,078.73	19,955.81	20,307.84	2,781.60	9,296.16	525,573.97
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	458,052.10
TRABAJADORA SOCIAL	SISTEMA MPAL DE	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	27,874.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	13,937.46	9,338.10	9,291.64	69,687.30	330.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	449,264.85
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	22,600.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	11,300.23	7,571.16	7,533.49	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	327,720.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	28,847.65	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,654.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	314,629.33
CONSERJE	D REC MA Y SE G	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	300,164.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,501.69
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,611.69
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
NIÑERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	24,910.56	16,470.85	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,525.08	7,320.38	26,841.38	10,370.53	6,948.26	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	304,558.08
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,501.69
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,387.55
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,258.81
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	270,856.55
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,611.69
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,996.69
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	11,396.95	7,635.95	0.00	169,948.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	489,118.60
MECANOGRAFA	DIR DE MTO URBA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,644.78
TAQUIMECANOGRAFA	SEC C ED Y FO A	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,840.27
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	280,907.03
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	0.00	139,716.48	0.00	0.00	0.00	0.00	6,792.96	8,463.60	27,891.96	0.00	26,266.70	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,940.51	1,150.00	29,107.60	0.00	4,238.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	293,130.90
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,269.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	244,700.32
ARCHIVISTA	SECRETARIA MPAL	BASE	113,961.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,491.12	22,792.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,582.80	11,712.70	23,741.95	11,396.14	7,635.41	7,597.42	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,899.36	18,233.82	20,307.84	2,781.60	9,296.16	329,820.80
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	280,907.03
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	119,342.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,434.40	23,868.55	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,657.54	7,956.18	29,172.67	11,934.28	7,995.96	7,956.18	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	340,048.84
ANALISTA	DIR EGR CON PRE	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	29,806.80	12,316.20	0.00	14,657.55	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	5,197.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	217,870.22
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	152,235.36	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	433,252.39
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,611.69
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	2,460.00	12,316.20	0.00	11,426.78	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	3,731.26	4,052.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	161,338.59
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,269.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	242,263.36
JEFE DE GRUPO	DIR DE CAP HUM	BASE	154,345.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	31,134.36	30,869.16	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,143.69	15,863.32	32,155.38	15,434.58	10,341.17	10,289.72	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,572.43	24,695.33	20,307.84	2,781.60	9,296.16	412,926.39
MACHETERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	20,895.67	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	10,447.84	7,000.05	6,965.22	166,004.51	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	473,914.88
PROYECTISTA	DIR F A LA LEC	BASE	140,919.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,258.04	28,183.85	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,957.21	14,483.37	29,358.18	14,091.92	9,441.59	9,394.62	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,348.65	22,547.08	20,307.84	2,781.60	9,296.16	382,672.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	457,657.10
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	18,576.58	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	2,997.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,656.18
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,651.69
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	12,594.86	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	11,895.15	7,969.75	0.00	181,925.81	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	510,900.69
CHOFER B	DIR DE MTO URBA	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	12,323.11	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	11,638.49	7,797.79	0.00	178,000.51	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	502,087.69
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	446,751.68
MACHETERO	D. SIS LIMPIA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	258,882.02
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,611.69
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	10,410.48	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,832.12	6,587.52	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	437,896.31
AUXILIAR UNIVERSAL DE OFICINA	TESORERIA MPAL	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	11,758.43	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	10,451.94	7,002.80	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	314,545.17
MECANOGRAFA	DIR DE MERCADOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	10,420.80	6,981.93	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	302,778.47
CHOFER C	DIR DE MTO URBA	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	6,297.43	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	11,895.15	7,969.75	0.00	181,925.81	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	504,823.26
DIBUJANTE	DIR C SEG CT OB	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	313,453.08
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	23,571.23	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,803.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	271,091.06
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	20,265.38	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,269.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	244,700.32
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	11,607.43	7,776.98	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	526,624.49
MEDICO	DIR F A LA LEC	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	14,657.55	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	5,197.71	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	191,838.42
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	152,235.36	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	433,362.39
TAQUIMECANOGRAFA	DIR DE CAP HUM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	23,229.07	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	11,614.54	7,781.74	7,743.02	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	334,242.97
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	10,453.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	288,659.16
TAQUIMECANOGRAFA	D REC MA Y SE G	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,145.27
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	20,820.96	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	10,410.48	6,975.02	6,940.32	150,373.60	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	458,880.47
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,900.16
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	11,607.43	7,776.98	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	526,624.49
VELADOR	DIR DE MTO URBA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	428,377.96
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	10,410.48	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	439,597.95
ARCHIVISTA	SEC C ED Y FO A	BASE	113,961.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,491.12	17,094.20	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,582.80	11,712.70	23,741.95	10,763.02	7,211.22	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,899.36	18,233.82	20,307.84	2,781.60	9,296.16	313,040.50
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	20,074.99	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	6,691.66	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	458,052.10
MECANOGRAFA	SISTEMA MPAL DE	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
AUXILIAR ARCHIVISTA	SISTEMA MPAL DE	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	439,581.85
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	314,864.65
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,620.27
AUXILIAR ADMINISTRATIVO	REG GOB DE TER	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,942.54
AUXILIAR ARCHIVISTA	DIR DE MTO URBA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	16,550.68	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	151,408.04	330.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	455,812.21
MECANOGRAFA	REG BIE TEQ VEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
AUXILIAR DE ENFERMERA	DIR DE SANIDAD	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	298,872.42
SECRETARIA A	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	19,007.76	12,316.20	0.00	11,707.76	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,823.01	4,151.69	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	180,899.59
EMPLEADO DE CUADRILLA MOVIL "B"	SISTEMA MPAL DE	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	11,033.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	9,807.74	6,571.19	0.00	159,375.84	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	460,256.72
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,065.43
CHOFER C	DIR OB PUB Y MA	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	12,594.86	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	11,895.15	7,969.75	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	511,010.69
AUXILIAR ADMINISTRATIVO	SISTEMA MPAL DE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,205.16
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	26,678.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	5,297.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	358,993.51
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	434,357.93
ESPECIALISTA ADMVO. B	REG BIE TEQ VEC	CONFIANZA	0.00	72,333.48	0.00	0.00	6,892.44	0.00	0.00	21,600.00	12,316.20	0.00	10,199.02	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,004.63	0.00	15,069.48	0.00	4,440.47	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,573.36	20,307.84	2,781.60	9,296.16	192,351.48
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
MECANOGRAFA	SEC C ED Y FO A	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,667.28
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,488.68
JEFE DE OFICINA	DIR DE MOVILIDA	TRANSITO	0.00	117,379.44	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	16,550.50	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,630.27	5,216.86	24,454.05	0.00	3,286.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	261,438.70
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	16,470.85	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	10,980.56	7,356.98	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	452,866.91
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	434,357.93
ANALISTA	DIR PLA URB Y L	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	182,501.32
NOTIFICADOR	DIR C SEG CT OB	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	313,598.68
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19

			Percepciones ordinarias														Percepciones Extraordinaras																							Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,845.32	0.00	0.00	20,307.84	2,781.60	9,296.16	302,712.76
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	10,410.48	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	439,597.95
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,479.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
ASEADOR DE INODOROS	DIR DE ASEO PUB	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	5,090.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	136,034.50	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	413,720.92
VELADOR	DIR DE MTO URBA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	433,443.09
JEFE DE UNIDAD	AG DE TRANS DIG	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	9,800.98	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	4,456.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	313,072.38
AUXILIAR UNIVERSAL DE OFI	DIR C SEG CT OB	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	322,309.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	286,967.03
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,084.18
TECNICO CONTABLE	DIR DE CAP HUM	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	22,440.62	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,960.41	10,023.48	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	386,108.21
AUXILIAR DE MECANICA	DIR DE ASEO PUB	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	16,486.81	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	10,991.21	7,364.11	0.00	54,956.04	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	360,243.76
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	285,214.52
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	15,671.75	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	10,447.84	7,000.05	0.00	166,004.51	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	461,945.74
MECANOGRAFA	DIR DE MTO URBA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	10,037.50	6,725.12	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	446,341.69
COCINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,051.31
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,084.18
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	19,851.35	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	11,763.77	7,881.72	0.00	186,382.16	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	532,368.95
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	285,254.52
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	15,615.72	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	442,640.69
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
MECANOGRAFA	SEC DE SERV VEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
MECANICO "A"	DIR DE ASEO PUB	BASE	118,702.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,153.76	17,805.37	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,648.65	7,913.50	29,016.15	10,551.33	7,069.39	0.00	171,459.08	0.00	4,500.00	10,000.00	0.00	0.00	150.00	0.00	1,978.37	18,992.39	20,307.84	2,781.60	9,296.16	489,019.34
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	15,855.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	436,060.72
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	306,590.37
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	425,885.46
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	284,994.52
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	265,149.38
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,018.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	236,945.50
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	307,059.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	COMISARIA VIAL	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	0.00	0.00	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	0.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	234,927.44
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	307,059.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
CAPTURADOR Y AUX. DE SERVICIOS	INST MPAL DE PL	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	24,359.40	15,879.37	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	10,586.24	7,092.78	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	321,576.85
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	19,851.35	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	11,763.77	7,881.72	0.00	186,382.16	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	533,093.95
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,479.18
AUXILIAR DE MECANICA	DIR DE MTO URBA	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	10,991.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	9,769.96	6,545.87	0.00	54,956.04	0.00	6,198.00	9,120.00	0.00	400.00	200.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	352,711.67
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,980.57
MECANICO A	DIR DE ASEO PUB	BASE	118,702.44	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	26,153.52	17,805.37	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,648.65	12,199.97	24,729.68	11,210.79	7,511.23	0.00	118,702.44	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,978.37	18,992.39	20,307.84	2,781.60	9,296.16	488,213.80
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,975.00	0.00	0.00	20,307.84	2,781.60	9,296.16	262,688.76
AUXILIAR UNIVERSAL DE OFICINA	SECRETARIA MPAL	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	313,343.08
MACHETERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	15,671.75	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	10,447.84	7,000.05	0.00	166,004.51	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	461,725.74
EMPLEADO DE CUADRILLA MOVIL	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	15,615.72	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	10,410.48	6,975.02	0.00	150,373.60	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	446,734.91
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	316,792.33
MECANOGRAFA	CONSEJ JURIDICA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
MECANOGRAFA	DIR DE ASEO PUB	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
AUXILIAR ARCHIVISTA	INST MPAL DE LA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,557.28
TAQUIMECANOGRAFA	SEC DE GOB Y TE	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	11,614.54	7,781.74	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	320,692.67
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
TAQUIMECANOGRAFA	COORD DE COM SO	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	11,614.60	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	311,965.16
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	0.00	139,716.48	0.00	0.00	0.00	0.00	6,792.96	8,463.60	27,891.96	0.00	19,700.02	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,940.51	1,150.00	29,107.60	0.00	3,912.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	281,923.22
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	284,994.52
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	410.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,889.18
TRABAJADOR SOCIAL	DIR DE INGRESOS	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	20,906.19	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	13,163.16	8,819.31	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	361,804.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

			Percepciones ordinarias																Percepciones Extraordinaras																				Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,629.18
TECNICO CONTABLE	SEC DE SERV VEC	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	14,960.41	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	14,129.28	9,466.62	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	373,955.51
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	13,910.83	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,932.06	11,205.95	32,072.20	12,365.18	8,284.67	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	355,196.68
VERIFICADOR DE RASTRO	REG PROS COMP Y	BASE	115,611.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,985.84	11,561.20	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,605.72	11,882.34	24,085.83	10,276.62	6,885.33	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,926.87	18,497.91	20,307.84	2,781.60	9,296.16	312,986.08
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,479.18
COCINERA	SISTEMA MPAL DE	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	433,663.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	6,542.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	87,233.84	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	417,886.11
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	133,941.00	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	29,188.92	20,091.15	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,860.29	8,929.40	32,741.13	11,905.87	7,976.93	0.00	188,633.58	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,232.35	21,430.56	20,307.84	2,781.60	9,296.16	538,195.10
MECANOGRAFA	AGENCIA MONTOYA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	10,420.80	6,981.93	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	302,193.47
AUXILIAR UNIVERSAL DE OFICINA	SEC DE TURISMO	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,633.12	9,472.07	27,109.71	11,105.18	7,440.47	0.00	0.00	0.00	5,198.00	9,120.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	311,746.08
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,479.18
CONSERJE	DIR DE MERCADOS	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	109,805.64	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	400,709.44
AUXILIAR DE ENFERMERA	INST MPAL DE LA	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	8,697.85	5,827.56	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	296,907.36
ASEADOR	DIR DE ASEO PUB	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	15,272.06	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	136,034.50	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	423,397.30
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	437,339.88
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	315,942.60
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	150,913.19	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	439,471.85
COCINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,331.30
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
SUB-OFICIAL	SEC DE SEG VECI	POLICIA	0.00	127,241.76	0.00	0.00	0.00	0.00	5,375.04	8,725.44	29,176.92	0.00	17,941.09	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,767.25	1,150.00	26,508.70	0.00	3,562.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,794.62	0.00	0.00	20,307.84	2,781.60	9,296.16	267,849.18
JEFE DE DEPARTAMENTO	DIR DE CO EN VI	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,778.39
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
ADMINISTRADOR A	SEC DE SERV VEC	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	24,000.00	12,316.20	0.00	10,539.28	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,588.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	198,100.46
ASESOR "C"	REG D LAS M CD	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
MECANOGRAFA	DIR DE PATRIMON	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	19,627.61	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	87,233.84	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	430,751.19
REGIDOR	REG GOB DE TER	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
OFICINISTA A	SEC OB PU DE UR	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	18,416.88	12,316.20	0.00	8,027.12	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,494.86	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	164,759.70
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	14,960.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,129.28	9,466.62	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	377,570.01
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ESPECIALISTA ADMVO. B	COORD DE COM SO	CONFIANZA	0.00	72,333.48	0.00	0.00	6,892.44	0.00	0.00	9,600.00	12,316.20	0.00	10,199.02	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,004.63	0.00	15,069.48	0.00	4,440.47	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,573.36	20,307.84	2,781.60	9,296.16	180,351.48
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,464.88
AUXILIAR ADMINISTRATIVO	SEC DE M A M Y G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,467.54
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	4,500.00	10,000.00	0.00	360.00	150.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	443,414.18
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
ASEADOR DE INODOROS	SISTEMA MPAL DE	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	10,181.38	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	136,034.50	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	420,974.11
INTENDENTE	SEC DE M A M Y G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	256,217.11
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	27,459.12	12,316.20	0.00	8,780.82	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,823.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	181,797.32
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	285,104.52
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	284,994.52
CHOFER	DIR DE ASEO PUB	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	22,528.51	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	13,350.23	8,944.65	0.00	227,788.29	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	608,553.08
MECANOGRAFA	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
INTENDENTE	AGENCIA CANDIAN	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	15,679.71	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,872.41	6,614.51	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	296,393.05
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	0.00	133,630.44	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	18,841.89	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,855.98	1,150.00	27,839.68	0.00	3,741.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	275,681.95
AYUDANTE ADMINISTRATIVO	REG GPOS PRI JU	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	319,769.83
AUXILIAR DE CAJA	SEC DE SERV VEC	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	318,241.37
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
JEFE DE OFICINA	DIR DEL C Y P H	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	27,096.72	12,316.20	0.00	10,103.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	4,398.70	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	196,769.84
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,501.87
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	284,994.52
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,018.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	236,945.50
CHOFER C	DIR DE ASEO PUB	BASE	125,948.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,228.32	18,892.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,749.29	8,396.58	30,787.45	11,195.43	7,500.94	0.00	181,925.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	516,139.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,479.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
JEFE DE OFICINA	DIR DEL C Y P H	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	3,000.00	12,316.20	0.00	10,103.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	4,139.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	171,939.37
MECANOGRAFA	CONSEJ JURIDICA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,018.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,382.46
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
VERIFICADOR	DIR DE ASEO PUB	BASE	119,502.00	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,265.60	11,950.20	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,659.75	9,626.55	27,551.85	10,622.40	7,117.01	0.00	119,502.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	1,991.70	19,120.32	20,307.84	2,781.60	9,296.16	435,181.34
MECANOGRAFA	DIR PLA URB Y L	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	295,652.89
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,699.18
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,084.18
ANALISTA	PRESIDENCIA MPA	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	29,806.80	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	209,008.12
ANALISTA B	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	13,457.00	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,672.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	232,377.29
AUXILIAR ADMINISTRATIVO	SEC DE BIE Y TE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,467.54
MEDICO B	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	13,457.00	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,672.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	232,377.29
CHOFER B	DIR OB PUB Y MA	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	18,484.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	10,953.88	7,339.10	0.00	178,000.51	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	506,885.94
ELECTRICISTA DE BAJA TENS	DIR DE MTO URBA	BASE	115,718.40	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,998.68	17,357.76	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,607.20	7,714.56	28,286.72	10,286.08	6,891.67	0.00	167,148.80	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,928.64	18,514.94	20,307.84	2,781.60	9,296.16	481,717.38
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,824.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	265,149.38
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,314.32	0.00	0.00	20,307.84	2,781.60	9,296.16	261,028.08
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	0.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,400.81	0.00	0.00	20,307.84	2,781.60	9,296.16	290,906.34
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias															Percepciones Extraordinaras																					Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	0.00	133,630.44	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	18,841.89	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,855.98	1,150.00	27,839.68	0.00	3,741.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	275,681.95
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	260,356.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	260,356.19
MECANOGRAFA	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,347.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	26,678.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	5,297.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	358,993.51
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	298,872.42
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	12,332.90	8,263.04	0.00	87,055.76	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	426,160.97
OFICINISTA D	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	13,457.00	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,560.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	232,265.95
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	265,149.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	281,127.03
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	264,436.69
INTENDENTE	SEC OB PU DE UR	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	10,453.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	287,109.16
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	306,813.00
ASESOR B	CONSEJ JURIDICA	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	6,480.00	12,316.20	0.00	7,026.19	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,588.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	177,067.37
VELADOR	SECRETARIA MPAL	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	432,983.09
CHOFER "B"	DIR DEL C Y P H	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	12,323.11	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	10,953.88	7,339.10	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	322,723.87
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	370.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,830.43
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	15,019.01	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	13,350.23	8,944.65	0.00	227,788.29	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	601,043.58
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	303,945.50
JEFE DE UNIDAD	TESORERIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	302,222.73
INTENDENTE	DIR DE ASEO PUB	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	15,679.71	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,872.41	6,614.51	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	294,000.55
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
MECANOGRAFA	SEC DE SERV VEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,347.89
TAQUIMECANOGRAFA	OFICIALIA MAYOR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,840.27
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,467.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
MECANOGRAFO	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	292,565.39
ANALISTA	D REC MA Y SE G	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	29,806.80	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	209,008.12
NOTIFICADOR	CONSEJ JURIDICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	312,903.68
AUXILIAR ADMINISTRATIVO	SECRETARIA MPAL	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,140.04
OFICIAL DE TRABAJO SOCIAL	DIR DE SANIDAD	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	7,200.00	0.00	26,935.44	12,429.68	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	11,739.15	7,865.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	336,378.38
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,728.57
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
TECNICO CONTABLE	DIR F A LA LEC	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	8,858.64	0.00	30,471.72	22,440.62	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,129.28	9,466.62	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	390,016.35
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA 3o JEFE DE UNIDAD	SEC DE SEG VECI	POLICIA	0.00	176,099.04	0.00	0.00	0.00	0.00	6,531.36	8,725.68	27,891.96	0.00	24,829.96	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,445.82	1,150.00	36,687.30	0.00	4,930.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	336,854.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	26,678.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	5,297.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	358,993.51
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,824.87
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	0.00	0.00	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,131.88	0.00	0.00	20,307.84	2,781.60	9,296.16	242,209.32
TECNICO CONTABLE	REG SEG VEC Y C	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	48,000.00	0.00	31,071.60	7,480.18	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	11,635.83	7,796.01	0.00	0.00	220.00	5,500.00	9,120.00	0.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	408,737.15
OFICINISTA A	SEC DE SERV VEC	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	2,160.00	12,316.20	0.00	8,027.12	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,494.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	148,027.82
INTENDENTE	SEC DE M A M Y G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	10,453.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	290,671.66
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	264,436.69
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	0.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,975.29	0.00	0.00	20,307.84	2,781.60	9,296.16	252,539.05
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	307,303.06
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	264,436.69
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	COMISARIA SEG P	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	0.00	0.00	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	0.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	234,927.44
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
DIBUJANTE	REG OB PUB Y DE	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	315,559.65
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	265,149.38
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,309.39
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	11,105.18	7,440.47	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	316,430.58
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	0.00	139,716.48	0.00	0.00	0.00	0.00	6,792.96	8,463.60	27,891.96	0.00	19,700.02	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,940.51	1,150.00	29,107.60	0.00	3,912.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	286,238.22
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
ESPECIALISTA ADMVO. A	SEC OB PU DE UR	CONFIANZA	0.00	61,700.28	0.00	0.00	6,892.44	0.00	0.00	12,160.56	12,316.20	0.00	8,699.74	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	856.95	0.00	12,854.23	0.00	3,787.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,872.04	20,307.84	2,781.60	9,296.16	165,587.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
TAQUIMECANOGRAFO	DIR DE INGRESOS	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	316,527.60
VERIFICADOR	INST MPAL DE LA	BASE	119,502.00	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,265.60	11,950.20	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,659.75	9,626.55	27,551.85	11,286.30	7,561.82	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	1,991.70	19,120.32	20,307.84	2,781.60	9,296.16	316,788.05
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,173.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,994.39
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	299,143.96
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	307,059.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,018.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	236,945.50
AUXILIAR DE ALMACEN	D REC MA Y SE G	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
VELADOR	SEC DE GOB Y TE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,673.81
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	15,671.75	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	462,963.91
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,314.32	0.00	0.00	20,307.84	2,781.60	9,296.16	255,135.28
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
CONSERJE	CONSEJ JURIDICA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,148.81
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	282,859.74
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	265,149.38
SECRETARIA B	INST MPAL DE LA	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	2,700.00	12,316.20	0.00	9,015.81	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	3,694.42	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	159,923.15
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,720.43
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	150,190.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,142.04	15,019.01	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,085.97	10,012.67	36,713.13	13,350.23	8,944.65	0.00	227,788.29	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,503.17	24,030.41	20,307.84	2,781.60	9,296.16	601,153.58
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	13,234.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	11,763.77	7,881.72	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	339,369.67
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	279,975.77
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	279,975.77
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	10,410.48	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	436,930.45
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,824.18
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,431.13
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,790.43
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	10,726.54	7,186.78	0.00	169,948.60	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	488,109.02
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	280,085.77
MAESTRO SOLDADOR	DIR DE MTO URBA	BASE	114,013.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,793.72	11,401.38	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,583.53	7,600.92	27,870.04	10,134.56	6,790.16	0.00	164,686.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,900.23	18,242.21	20,307.84	2,781.60	9,296.16	470,281.06
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	4,500.00	10,000.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	273,382.02
INTENDENTE	SEC DE SERV VEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,555.09
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	307,890.57
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
AUXILIAR ARCHIVISTA	REG CULT Y EDUC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	10,420.80	6,981.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	284,485.97
CHOFER C	SISTEMA MPAL DE	BASE	125,948.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,166.20	18,892.30	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,749.29	12,944.72	26,239.30	11,895.15	7,969.75	0.00	83,965.76	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,099.14	20,151.78	20,307.84	2,781.60	9,296.16	420,370.99
TECNICO CONTABLE	SECRETARIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	14,960.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,129.28	9,466.62	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	377,240.01
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
MECANOGRAFA	DIR DE MTO URBA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	313,917.84
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	256,692.11
AUXILIAR DE ENFERMERO	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	298,982.42
CHOFER	DIR DE MER DE A	BASE	124,723.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,995.20	6,236.19	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,732.28	12,818.84	25,984.13	11,086.56	7,428.00	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,078.73	19,955.81	20,307.84	2,781.60	9,296.16	320,498.48
AUXILIAR ADMINISTRATIVO	SEC DE M A M Y G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,030.04
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	307,033.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,018.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,382.46
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	27,459.12	12,316.20	0.00	8,780.82	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,823.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	181,797.32
AUXILIAR DE ENFERMERO	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	293,280.94
DIBUJANTE	DIR DE MER DE A	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	315,449.65
EMPLEADO DE CUADRILLA MOVIL "A"	SISTEMA MPAL DE	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	10,820.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	9,618.36	6,444.30	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	297,617.01
OFICIAL DE TRABAJO SOCIAL	DIR OB PUB Y MA	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	18,644.53	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	11,739.15	7,865.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	331,830.72
AYUDANTE ADMINISTRATIVO	DIR DE ASEO PUB	BASE	119,342.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,434.40	5,967.14	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,657.54	7,956.18	29,172.67	10,608.25	7,107.52	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	311,866.77
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,096.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,357.94
MECANOGRAFA	DIR OB PUB Y MA	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.90	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	9,807.83	6,571.25	0.00	110,338.08	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	405,243.74
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	11,033.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	9,807.74	6,571.19	0.00	159,375.84	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	458,244.22
INTENDENTE	SEC DE SERV VEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,445.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,610.43
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,752.94
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	428,157.96

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	282,357.59
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	11,033.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	9,807.74	6,571.19	0.00	159,375.84	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	458,094.22
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	10,726.54	7,186.78	0.00	169,948.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	487,889.02
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,422.94
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
ADMINISTRADOR A	DIR DE MERCADOS	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	3,240.00	12,316.20	0.00	7,026.19	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,588.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	173,827.37
CHOFER B	SEC OB PU DE UR	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	12,323.11	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	10,953.88	7,339.10	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	322,943.87
VELADOR	D REC MA Y SE G	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,673.81
MACHETERO	SEC DE SERV VEC	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	166,004.51	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	449,339.25
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
TRAILERO	DIR DE ASEO PUB	BASE	154,292.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,635.12	15,429.25	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,142.95	10,286.17	37,715.95	13,714.89	9,188.98	0.00	217,295.30	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,571.54	24,686.80	20,307.84	2,781.60	9,296.16	598,113.39
OFICINISTA B	D REC MA Y SE G	BASE	115,293.48	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,677.36	11,529.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,601.30	11,849.61	24,019.48	10,248.31	6,866.37	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	308,032.72
AUXILIAR TOPOGRAFO	DIR C SEG CT OB	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	281,784.74
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	10,420.80	6,981.93	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	299,105.97
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,169.78
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	166,004.51	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	449,339.25
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	5,967.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	312,695.45
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,702.66
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,702.66
VELADOR	D. MERCADOS P	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	276,966.31
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,150.39
AUXILIAR DE TRABAJO SOCIA	DIR DE MERCADOS	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	10,991.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	9,769.96	6,545.87	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	300,840.13
TAQUIMECANOGRAFA	DIR PLA URB Y L	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	305,477.86
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,065.43
CHOFER	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	6,033.68	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	10,726.54	7,186.78	0.00	169,948.60	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	482,075.34
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	11,033.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	9,807.74	6,571.19	0.00	159,375.84	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	458,094.22
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	431,725.21
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,569.48	9,102.96	26,053.31	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	300,210.04
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,030.04
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
MECANOGRAFA	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,270.21
OFICINISTA B	SEC DE GOB Y TE	BASE	115,293.48	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,947.92	5,764.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,601.30	7,686.23	28,182.85	10,248.31	6,866.37	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	304,496.07
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	10,410.48	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	436,930.45
INTENDENTE	AGENCIA DE SANT	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,559.25
INTENDENTE	D. REC MAT Y SG	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	258,156.75
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,065.43
NINERA	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,673.81
AUX DE TRABAJO SOCIAL	SEC C ED Y FO A	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	8,548.72	5,727.64	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	293,415.05
TAQUIMECANOGRAFA	DIR OB PUB Y MA	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	303,725.50
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,030.04
AUXILIAR UNIVERSAL DE OFI	SEC OB PU DE UR	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	315,559.65
AUXILIAR ADMINISTRATIVO	PRESIDENCIA MPA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,052.54
NINERA	INST MPAL DE LA	BASE	109,805.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,525.08	7,320.38	26,841.38	9,760.50	6,539.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	292,963.77
INTENDENTE	DIR F A LA LEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	277,449.52
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
CONSERJE	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,221.30
TAQUIMECANOGRAFA	DIR DE CAP HUM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,532.77
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
MECANOGRAFA	OFICIALIA MAYOR	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.90	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	9,807.83	6,571.25	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	295,200.66
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	135,059.04	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	28,439.28	6,752.95	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,875.82	13,881.07	28,137.30	12,005.25	8,043.52	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,250.98	21,609.45	20,307.84	2,781.60	9,296.16	341,136.11
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	150,913.19	330.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	440,771.17
ANALISTA	INST MPAL DE PL	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	182,976.32
EMPLEADO DE CUADRILLA MO	DIR OB PUB Y MA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.86	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	9,807.74	6,571.19	0.00	159,375.84	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	454,959.86
TAQUIMECANOGRAFA	SEC C ED Y FO A	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	306,813.00
TECNICO CONTABLE	DIR DE INGRESOS	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	13,200.00	0.00	30,471.72	14,960.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	14,129.28	9,466.62	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	390,440.01
VELADOR	D REC MA Y SE G	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	300,834.09
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	0.00	139,716.48	0.00	0.00	0.00	0.00	6,792.96	8,463.60	27,891.96	0.00	19,700.02	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,940.51	1,150.00	29,107.60	0.00	3,912.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	286,238.22
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	0.00	139,716.48	0.00	0.00	0.00	0.00	6,792.96	8,463.60	27,891.96	0.00	19,700.02	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,940.51	1,150.00	29,107.60	0.00	3,912.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	285,769.22
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	457,739.99
BARRENDERO	SEC DE SERV VEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,790.43
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,355.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,296.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	260,356.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
PROGRAMADOR B	DIR DE INGRESOS	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	179,311.94
JARDINERO	SEC C ED Y FO A	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	283,444.74
TAQUIMECANOGRAFA	D REC MA Y SE G	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,969.28	7,349.42	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	313,697.84
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
INTENDENTE	DIR DE AG BARR	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,615.46
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	9,479.86	6,351.50	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	275,493.28
MEDICO	DIR F A LA LEC	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	182,501.32
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	432,983.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
ASEADOR DE INODOROS	DIR DE ASEO PUB	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	5,090.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	136,034.50	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	413,830.92
AUXILIAR BIBLIOTECARIO	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
ANALISTA	TESORERIA MPAL	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	17,158.32	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,786.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	196,359.64
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,671.19

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias: SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	15,199.03	0.00	0.00	0.00
JARDINERA	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60
NOTIFICADOR	SECRETARIA MPAL	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00
AUXILIAR UNIVERSAL DE OFICINA	DIR DE CAP HUM	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	17,637.64	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
AYUDANTE UNIVERSAL DE OFI	DIR DE BIE COM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00
VELADOR	DIR DE MTO URBA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60
POLICIA 2o.	SEC DE SEG VECI	POLICIA	0.00	109,507.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,293.71	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00
EMPLEADO DE CUADRILLA MO	COOR SERV MUN	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	5,410.33	0.00	0.00	7,440.12	4,314.60
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60
TAQUIMECANOGRAFA	SEC DE SERV VEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60
NOTIFICADOR	SEC DE M AM Y G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
NOTIFICADOR	REG SEG VEC Y C	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60
CHOFER	SEC OB PU DE UR	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60
INTENDENTE	SEC DE BIE Y TE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	10,453.14	0.00	0.00	7,440.12	4,314.60
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60
NOTIFICADOR	SEC OB PU DE UR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60
MECANOGRAFA	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00
JARDINERO	SEC DE M AM Y G	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00
JARDINERO	SEC DE SERV VEC	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
INTENDENTE	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00
CONSERJE	PRESIDENCIA MPA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	28,817.52	6,542.54	0.00	0.00	7,440.12	4,314.60
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	5,650.12	0.00	0.00	5,892.96	4,314.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60
JARDINERO	SEC DE SERV VEC	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,592.72	5,018.75	0.00	0.00	7,440.12	4,314.60
AUXILIAR DE TRABAJO SOCIA	COORD DE COM SO	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	11,182.96	0.00	0.00	7,440.12	4,314.60
CHOFER	DIR DE MTO URBA	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	6,033.68	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
INTENDENTE	OFICIALIA MAYOR	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60
JARDINERO	SEC DE SERV VEC	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60
MECANOGRAFA	REG D LAS M CD	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60
AUXILIAR DE TRABAJO SOCIAL	CONSEJ JURIDICA	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60
JARDINERA	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	18,000.00	0.00	30,471.72	14,960.41	0.00	0.00	7,440.12	4,314.60
VELADOR	SEC OB PU DE UR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	20,866.25	0.00	0.00	7,440.12	4,314.60
VERIFICADOR	DIR DE MTO URBA	BASE	119,502.00	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,265.60	11,950.20	0.00	0.00	7,440.12	4,314.60
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60
CONSERJE	SEC OB PU DE UR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	0.00	0.00	0.00	7,440.12	4,314.60
CONSERJE	DIR DE INGRESOS	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60
TECNICO CONTABLE	PRESIDENCIA MPA	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60
CONSERJE	OFICIALIA MAYOR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60
MECANOGRAFA	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60
JARDINERO	SEC DE SERV VEC	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60
VELADOR	DIR DE ASEO PUB	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60
VELADOR	DIR DE MERCADOS	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ASESOR "C"	REG CULT Y EDUC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AUXILIAR DE TRABAJO SOCIAL	SEC C ED Y FO A	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	16,486.81	0.00	0.00	7,440.12	4,314.60
ASESOR "C"	AG DE TRANS DIG	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
VELADOR	DIR DE MTO URBA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	30,385.92	12,316.20	0.00	8,780.82	0.00	3,721.80	0.00

Plaza/Puesto	Percepciones Extraordinaras: Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA
AGENTE	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,018.25	0.00	0.00
JARDINERA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	113,184.89
NOTIFICADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00
POLICIA VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00
AUXILIAR UNIVERSAL DE OFICINA	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	11,105.18	7,440.47	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
AYUDANTE UNIVERSAL DE OFI	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00
AUXILIAR ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00
VELADOR	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42
POLICIA 2o.	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,520.94	1,150.00	22,814.08	0.00	3,066.21	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00
EMPLEADO DE CUADRILLA MO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	9,618.36	6,444.30	0.00	0.00
PANTEONERO SEPULTURERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	150,913.19
TAQUIMECANOGRAFA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
NOTIFICADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
AUXILIAR ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
NOTIFICADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51
CHOFER	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	11,396.95	7,635.95	0.00	0.00
INTENDENTE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,872.41	6,614.51	0.00	0.00
AYUDANTE ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	11,271.26	7,551.74	0.00	0.00
NOTIFICADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00
MECANOGRAFA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,018.25	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	166,004.51
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
INTENDENTE	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	134,112.10
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
EMPLEADO DE CUADRILLA MO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60
ARRIERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36
AUXILIAR ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00
POLICIA VIAL	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00
CONSERJE	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	9,760.50	6,539.54	0.00	0.00
ELECTRICISTA DE ALUMB.PUB	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,817.37	13,448.55	27,260.58	11,631.18	7,792.89	0.00	0.00
AUXILIAR ADMINSTRATIVO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	10,044.66	6,729.92	0.00	0.00
POLICIA	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,510.61	0.00	0.00
INTENDENTE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,867.40	6,611.16	0.00	166,004.51
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
CABO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	9,575.81	6,415.79	0.00	155,606.88
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	113,184.89
BARRENDERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,394.10	10,316.32	20,911.45	8,922.22	5,977.89	0.00	159,484.66
AUXILIAR DE TRABAJO SOCIA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	10,380.59	6,954.99	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
PANTEONERO SEPULTURERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05
VELADOR	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42
AUXILIAR DE ENFERMERA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00
CHOFER	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	10,726.54	7,186.78	0.00	169,948.60
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
INTENDENTE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00
AUXILIAR ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,672.44	7,150.54	0.00	0.00
TAQUIMECANOGRAFA	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
JARDINERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	113,184.89
MECANOGRAFA	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,532.47	8,888.33	25,439.00	9,807.81	6,571.23	0.00	0.00
AUXILIAR DE TRABAJO SOCIAL	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	9,769.96	6,545.87	0.00	0.00
NINERA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00
NINERA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00
JARDINERA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	166,004.51
BARRENDERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
TECNICO CONTABLE	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	14,129.28	9,466.62	0.00	0.00
VELADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	10,370.53	6,948.26	0.00	0.00
TECNICO ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	12,365.18	8,284.67	0.00	0.00
VERIFICADOR	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,659.75	9,626.55	27,551.85	10,622.40	7,117.01	0.00	0.00
INTENDENTE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00
CONSERJE	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	8,540.44	5,722.09	0.00	0.00
AUXILIAR DE ENFERMERA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00
CONSERJE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00
AUXILIAR UNIVERSAL DE OFI	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00
AYUDANTE ADMINISTRATIVO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00
TECNICO CONTABLE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	13,298.14	8,909.76	0.00	0.00
CONSERJE	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00
MECANOGRAFA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
AUXILIAR DE CAJA	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00
JARDINERO	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	113,184.89
VELADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,100.31	4,087.21	0.00	109,805.64
VELADOR	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00
MACHETERO	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00
JEFE DE DEPARTAMENTO	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00
CAJERO "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
AUXILIAR DE TRABAJO SOCIAL	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	9,769.96	6,545.87	0.00	0.00
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
VELADOR	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,221.31	5,508.28	0.00	141,230.42
SUPERVISOR	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00

Plaza/Puesto	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	Erogaciones: APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
AGENTE	0.00	0.00	0.00	0.00	0.00	0.00	13,794.62	0.00	0.00	20,307.84	2,781.60	9,296.16	237,892.69
JARDINERA	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	396,788.48
NOTIFICADOR	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,140.04
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,905.70
AUXILIAR UNIVERSAL DE OFICINA	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	320,945.31
BARRENDERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
BARRENDERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
BARRENDERO	370.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,830.43
BARRENDERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
AYUDANTE UNIVERSAL DE OFI	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	316,792.33
AUXILIAR ADMINISTRATIVO	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,838.57
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	5,470.20	0.00	0.00	20,307.84	2,781.60	9,296.16	255,183.96
VELADOR	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	431,280.59
POLICIA 2o.	0.00	0.00	0.00	0.00	0.00	0.00	13,794.62	0.00	0.00	20,307.84	2,781.60	9,296.16	237,565.96
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,778.39
EMPLEADO DE CUADRILLA MO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	274,024.19
PANTEONERO SEPULTURERO	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	432,309.27
TAQUIMECANOGRAFA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	318,427.53
NOTIFICADOR	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	304,641.07
AUXILIAR ADMINISTRATIVO	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	304,751.07
NOTIFICADOR	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,728.57
JARDINERO	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	457,739.99
CHOFER	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	319,060.00
INTENDENTE	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	288,553.98
AYUDANTE ADMINISTRATIVO	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	320,099.83
NOTIFICADOR	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,250.04
MECANOGRAFA	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
JARDINERO	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	455,532.49
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	259,256.58
JARDINERO	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	291,540.49
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	234,316.11
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,309.39
JARDINERO	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	448,864.25
BARRENDERO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
INTENDENTE	110.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	408,784.12
MACHETERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
MACHETERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
MACHETERO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
EMPLEADO DE CUADRILLA MO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,230.21
ARRIERO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,797.38
AUXILIAR ADMINISTRATIVO	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,900.16
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,309.39
CONSERJE	0.00	6,198.00	9,120.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	296,954.59
ELECTRICISTA DE ALUMB.PUB	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	332,152.31
AUXILIAR ADMINSTRATIVO	330.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	300,545.52
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,778.39
INTENDENTE	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	282,357.59
JARDINERO	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	455,532.49
MACHETERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
CABO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	438,167.03
JARDINERO	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	396,629.63
BARRENDERO	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	435,074.92
AUXILIAR DE TRABAJO SOCIA	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	293,386.77
MACHETERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
PANTEONERO SEPULTURERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	420,053.08
VELADOR	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	425,995.46
AUXILIAR DE ENFERMERA	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	304,573.90
CHOFER	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	482,075.34
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
INTENDENTE	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,555.09
AUXILIAR ADMINISTRATIVO	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	307,728.57
TAQUIMECANOGRAFA	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	306,047.86
BARRENDERO	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,701.68
JARDINERO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
MACHETERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	280,195.77
BARRENDERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
JARDINERO	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	396,519.63
MECANOGRAFA	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,832.89
AUXILIAR DE TRABAJO SOCIAL	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	294,524.53
NINERA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,111.30
NINERA	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,673.81
JARDINERA	110.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	449,718.09
BARRENDERO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
TECNICO CONTABLE	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	391,955.51
VELADOR	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	301,852.84
TECNICO ADMINISTRATIVO	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	363,192.09
VERIFICADOR	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,991.70	19,120.32	20,307.84	2,781.60	9,296.16	318,143.84
INTENDENTE	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,445.09
CONSERJE	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	292,291.30
AUXILIAR DE ENFERMERA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	293,280.94
CONSERJE	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,221.30
AUXILIAR UNIVERSAL DE OFI	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	315,339.65
AYUDANTE ADMINISTRATIVO	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	324,629.73
TECNICO CONTABLE	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	368,481.81
CONSERJE	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,258.81
MECANOGRAFA	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
AUXILIAR DE CAJA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	321,218.87
JARDINERO	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	396,044.63
VELADOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	375,169.15
VELADOR	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	298,151.59
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	284,994.52
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,705.72
CAJERO "C"	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
AUXILIAR DE TRABAJO SOCIAL	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	303,051.24
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
VELADOR	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	423,924.09
SUPERVISOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	184,499.24

			Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	321,067.23
AUXILIAR DE TRABAJO SOCIAL	DIR DE MERCADOS	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	10,991.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	9,769.96	6,545.87	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	297,862.63
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
NOTIFICADOR	OFICIALIA MAYOR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,052.54
DIBUJANTE	DIR DE PATRIMON	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	312,362.15
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,117.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,645.85
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	265,003.11
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,117.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	302,330.85
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
NOTIFICADOR	OFICIALIA MAYOR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,592.66
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,892.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,256.70
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	12,000.00	25,997.64	17,637.64	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,633.12	9,472.07	27,109.71	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	332,398.87
DIRECTOR	DIR DE MER DE A	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
MECANOGRAFA	SISTEMA MPAL DE	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,347.89
TECNICO ADMINISTRATIVO	D REC MA Y SE G	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	20,866.25	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	12,365.18	8,284.67	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	362,497.09
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,117.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,645.85
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,892.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,725.70
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	17,421.80	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	318,537.53
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,892.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,256.70
OFICINISTA A	OFICIALIA MAYOR	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	9,334.80	12,316.20	0.00	8,027.12	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,289.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	154,997.04
OFICINISTA D	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	13,457.00	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,560.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	232,265.95
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	275,177.02
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
SECRETARIA B	SEC C ED Y FO A	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	30,469.44	12,316.20	0.00	9,015.81	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	3,694.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	187,217.59
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,117.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,645.85
ASEADOR DE INODOROS	D REC MA Y SE G	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	5,090.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	277,181.42
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
MEDICO	DIR DE SANIDAD	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	182,694.78
ESPECIALISTA ADMVO. B	DIR DE CONTABIL	CONFIANZA	0.00	72,333.48	0.00	0.00	6,892.44	0.00	0.00	3,060.00	12,316.20	0.00	10,199.02	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,004.63	0.00	15,069.48	0.00	4,179.27	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,573.36	20,307.84	2,781.60	9,296.16	173,550.27
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
AUXILIAR ADMINISTRATIVO	DIR DE REG DE L	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,569.48	9,102.96	26,053.31	10,044.65	6,729.92	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,745.54
ESPECIALISTA ADMVO. B	DIR OB PUB Y MA	CONFIANZA	0.00	72,333.48	0.00	0.00	6,892.44	0.00	0.00	15,600.00	12,316.20	0.00	10,199.02	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,004.63	0.00	15,069.48	0.00	4,179.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,573.36	20,307.84	2,781.60	9,296.16	185,615.27
COMANDANTE SUPERVISOR	DIR DE MOVILIDA	TRANSITO	0.00	128,492.28	0.00	0.00	0.00	0.00	5,671.20	22,272.72	29,176.92	0.00	18,117.41	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,784.62	1,150.00	26,769.23	0.00	3,447.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,335.28
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,892.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	236,819.74
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,892.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,256.70
JEFE DE UNIDAD	SEC DE BIE Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,911.23
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	264,759.43
AFANADORA	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	134,112.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	387,975.38
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	425,885.46
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	21,635.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	4,117.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	306,176.85
MECANOGRAFA	REG GOB DE TER	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	16,550.68	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	307,161.67
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
JARDINERO	SEC DE SERV VEC	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	166,004.51	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	449,559.25
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	6,542.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	198,456.99	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	529,149.26
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	330.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	420,355.33
INTENDENTE	DIR F A LA LEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	281,788.27
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	269,938.28
OFICINISTA "E"	OFICIALIA MAYOR	CONFIANZA	0.00	45,147.48	0.00	0.00	6,892.44	0.00	0.00	1,860.00	12,316.20	0.00	6,365.79	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	627.05	0.00	9,405.73	0.00	2,608.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,223.60	20,307.84	2,781.60	9,296.16	128,894.21
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
MECANOGRAFA	SEC DE SERV VEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,457.89
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	0.00	139,716.48	0.00	0.00	0.00	0.00	6,792.96	8,463.60	27,891.96	0.00	19,700.02	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,940.51	1,150.00	29,107.60	0.00	3,749.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	285,606.22
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,621.21	0.00	0.00	20,307.84	2,781.60	9,296.16	249,403.08
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,824.18
SECRETARIO PARTICULAR	PRESIDENCIA MPA	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	3,480.00	12,316.20	0.00	13,173.18	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	5,398.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	207,318.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
INTENDENTE	SEC DE SERV VEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,505.46
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,339.25
OFICINISTA A	DIR DE PATRIMON	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	32,124.24	12,316.20	0.00	2,675.71	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,289.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	172,435.07
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,270.21
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	5,386.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	9,575.81	6,415.79	0.00	155,606.88	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	444,058.42
MECANOGRAFA	INST MPAL DE LA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	7,968.84	5,339.13	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	287,064.93
VELADOR	DIR DE PATRIMON	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,343.81
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
MECANOGRAFO	DIR DE INGRESOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	4,500.00	9,120.00	0.00	400.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	297,482.28
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	274,221.57
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
ANALISTA B	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	13,457.00	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,560.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	232,265.95
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
ELECTRICISTA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	13,085.08	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	198,456.99	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	535,431.79
AUXILIAR UNIVERSAL DE OFI	SEC DE TURISMO	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,633.12	9,472.07	27,109.71	10,451.94	7,002.80	0.00	0.00	0.00	6,198.00	9,120.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	305,775.94
COCINERA	INST MPAL DE LA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,221.30
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,449.25
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,111.30
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,790.16

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias															Percepciones Extraordinaras																					Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
AUXILIAR UNIVERSAL DE OFI	SEC DE M AM Y G	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	312,362.15
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	306,813.00
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	6,617.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	11,763.77	7,881.72	0.00	186,382.16	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	519,529.71
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	6,542.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	198,456.99	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	528,494.26
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	274,562.02
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	15,199.03	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,892.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	239,256.70
ANALISTA	DIR DE PATRIMON	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	33,471.36	12,316.20	0.00	10,993.16	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	212,391.14
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	425,885.46
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
ASESOR "C"	REG CULT Y EDUC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,682.94
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	305,477.86
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	16,950.35	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	309,242.77
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	273,204.51
VERIFICADOR	SISTEMA MPAL DE	BASE	119,502.00	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,265.60	17,925.30	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,659.75	9,626.55	27,551.85	10,622.40	7,117.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,991.70	19,120.32	20,307.84	2,781.60	9,296.16	305,936.44
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,120.21
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,156.68
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,065.43
AYUDANTE ADMINISTRATIVO	AGENCIA MONTOYA	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	17,901.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	324,739.73
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	20,866.25	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	12,365.18	8,284.67	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	359,409.59
INTENDENTE	DIR DE SANIDAD	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,559.25
INTENDENTE	SEC OB PU DE UR	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	274,562.02
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,591.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,027.94
EMPLEADO DE CUADRILLA MOV	DIR DE ASEO PUB	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.86	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	8,581.78	5,749.79	0.00	159,375.84	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	450,640.00
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,729.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	273,204.51
OFICINISTA B	SEC OB PU DE UR	BASE	115,293.48	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,947.92	5,764.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,601.30	7,686.23	28,182.85	10,248.31	6,866.37	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	304,496.07
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
OFICINISTA B	TESORERIA MPAL	BASE	115,293.48	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,947.92	17,294.02	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,601.30	7,686.23	28,182.85	10,248.31	6,866.37	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	316,025.41
EDUCADORA	INST MPAL DE LA	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,730.27
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,579.17
DIRECTOR	DIR DE MOVILIDA	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	0.00	0.00	252,127.92	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	988.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	947.19	0.00	0.00	20,307.84	2,781.60	9,296.16	402,410.47
INSPECTOR (UNID.INSPECCION)	DIR DE REG DE L	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	8,780.82	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	156,693.32
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
AUXILIAR DE TRABAJO SOCIAL	OFICIALIA MAYOR	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	9,769.96	6,545.87	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	289,958.92
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,294.17
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,451.83	8,420.59	24,100.30	9,291.68	6,225.43	0.00	0.00	0.00	5,198.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	280,760.59
POLICIA 2o.	SEC DE SEG VECI	POLICIA	0.00	109,507.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,146.86	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,520.94	1,150.00	22,814.08	0.00	2,938.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,344.15
AUXILIAR UNIVERSAL DE OFICINA	COOR INF Y DURB	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	5,879.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	10,451.94	7,002.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	290,208.46
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	5,386.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	8,378.83	5,613.82	0.00	155,606.88	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	442,169.47
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
SELECCIONADOR DE BASURA	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,574.88
CHOFER "A"	DIR DE ASEO PUB	BASE	120,673.56	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,594.36	12,067.36	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,676.02	8,044.90	29,497.98	10,726.54	7,186.78	0.00	174,306.25	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,011.23	19,307.77	20,307.84	2,781.60	9,296.16	492,356.67
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
SUB-OFICIAL	SEC DE SEG VECI	POLICIA	0.00	127,241.76	0.00	0.00	0.00	0.00	5,375.04	8,725.44	29,176.92	0.00	17,941.09	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,767.25	1,150.00	26,508.70	0.00	3,414.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	266,753.55
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,364.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,524.92
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	15,056.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	444,589.18
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	306,047.86
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,934.18
TAQUIMECANOGRAFA	DIR DE MTO URBA	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	306,047.86
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	431,805.44
MECANOGRAFA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,190.51
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,799.17
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,329.87
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	119,342.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,434.40	5,967.14	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,657.54	7,956.18	29,172.67	10,608.25	7,107.52	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	311,976.77
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	299,075.90
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	0.00	0.00	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	0.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,308.92	0.00	0.00	20,307.84	2,781.60	9,296.16	230,904.73
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,986.21	0.00	0.00	20,307.84	2,781.60	9,296.16	255,368.34
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	258,105.06
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	258,105.06
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA 2o	SEC DE SEG VECI	POLICIA	0.00	189,210.00	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	17,785.74	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.92	1,150.00	39,418.75	0.00	4,635.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	349,438.40
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	294,760.90
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias: SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Percepciones Extraordinaras: Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	Erogaciones: APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	299,075.90
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	258,817.75
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,221.30
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
INTENDENTE	DIR DE CAP HUM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,339.25
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,714.18
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	273,314.51
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	431,430.59
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,799.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
AUXILIAR DE TRABAJO SOCIAL	REG PROS COMP Y	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	10,991.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	9,769.96	6,545.87	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	300,020.13
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,961.67
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	6,542.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	198,456.99	370.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	529,259.26
OFICINISTA A	SEC OB PU DE UR	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	15,672.72	12,316.20	0.00	5,351.41	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,289.28	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	159,134.26
PROGRAMADOR B	DIR C SEG CT OB	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	14,326.32	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	190,056.71
AYDTE. OPER. MAQ. PESADA	SEC OB PU DE UR	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	13,234.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	11,763.77	7,881.72	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	342,257.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,799.17
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,254.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	30,385.92	12,316.20	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,047.30
CAPTURISTA B	SEC OB PU DE UR	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	2,460.00	12,316.20	0.00	5,713.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	3,511.77	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	151,828.66
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
MECANOGRAFO	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,557.28
NOTIFICADOR	SEC DE SERV VEC	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,702.66
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,799.17
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,452.38
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	312,472.15
OFICIAL DE TRABAJO SOCIAL	INST MPAL DE PL	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	12,429.68	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	11,048.61	7,402.57	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	328,025.18
AUXILIAR UNIVERSAL DE OFI	D REC MA Y SE G	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	314,864.65
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,714.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	150.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,864.18
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	420,163.08
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,808.55	5,901.73	0.00	141,230.42	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	419,949.65
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	11,033.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	9,807.74	6,571.19	0.00	159,375.84	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	457,589.22
VELADOR	TESORERIA MPAL	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	300.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	426,185.46
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
INTENDENTE	DIR DE MTO URBA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	195.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,225.46
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	6,533.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	4,194.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	266,813.38
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,790.16
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	8,097.04	5,425.02	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	429,793.48
MECANOGRAFA	COORD DE GEST V	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,532.47	8,888.33	25,439.00	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	300,824.78
AFANAFORA	DIR F A LA LEC	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	6,698.77	4,488.17	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	269,460.75
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	370.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	437,084.18
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
NINERA	SEC C ED Y FO A	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,710.34	4,495.93	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	281,002.26
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
CHOFER	SEC DE SERV VEC	BASE	124,723.80	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,995.20	6,236.19	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,732.28	12,818.84	25,984.13	11,086.56	7,428.00	0.00	175,652.69	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,078.73	19,955.81	20,307.84	2,781.60	9,296.16	496,346.16
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,052.54
VELADOR	COOR ADM Y FIN	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	271,476.03
INTENDENTE	SEC C ED Y FO A	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,449.25
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	272,699.51
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	298,606.90
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,145.27
MECANOGRAFA	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,644.78
VELADOR	SEC OB PU DE UR	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	0.00	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	287,187.54
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,501.87
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	14,400.00	12,316.20	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	166,061.38
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	275,864.25
TAQUIMECANOGRAFA	CONSEJ JURIDICA	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,620.27
MECANOGRAFA	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,730.27
AUXILIAR ADMINISTRATIVO	DIR PLA URB Y L	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	5,650.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	10,044.66	6,729.92	0.00	0.00	330.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	300,545.52
AUXILIAR DE COCINA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	134,112.10	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	407,466.61
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	431,345.44
EDUCADORA	DIR F A LA LEC	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,950.27
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	6,529.18	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	11,607.43	7,776.98	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	520,095.31
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
NOTIFICADOR	REG DE HDA MPAL	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,702.66
AUXILIAR DE INGENIERO	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,684.88
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,579.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
AUXILIAR DE TRABAJO SOCIAL	DIR DE SANIDAD	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	8,548.72	5,727.64	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	293,305.05
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	298,606.90
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
INTENDENTE	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	134,112.10	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	409,479.11
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	9,575.81	6,415.79	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	438,167.03
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,642.77
VELADOR	SEC DE M A M Y G	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	298,151.59
VELADOR	SEC OB PU DE UR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,246.31
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	6,533.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	4,194.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	267,288.38
TECNICO ADMINISTRATIVO	DIR DE PATRIMON	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	13,910.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	12,365.18	8,284.67	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	355,541.68

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
VELADOR	SEC C ED Y FO A	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	298,736.59
OFICIAL ADMINISTRATIVO	INST MPAL DEL D	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,772.59
AUXILIAR DE TRABAJO SOCIAL	D.CIENCIA EYRC	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	10,991.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	9,769.96	6,545.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	282,657.63
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
MECANOGRAFA	CONSEJ JURIDICA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,644.78
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	166,004.51	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	454,783.16
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,799.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,697.91
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,799.17
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	9,769.96	6,545.87	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	292,367.03
NOTIFICADOR	DIR PLA URB Y L	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,250.04
AUXILIAR DE TRABAJO SOCIAL	INST MPAL DE LA	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	10,991.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	9,769.96	6,545.87	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	300,020.13
MECANOGRAFA	DIR DE MERCADOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	312,252.15
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,555.09
ANALISTA	SEC OB PU DE UR	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	178,555.39
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	10,447.84	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	150,913.19	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	439,581.85
OFICINISTA B	DIR DE PATRIMON	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	2,340.00	12,316.20	0.00	5,635.04	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	3,463.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	149,955.04
AUXILIAR ARCHIVISTA	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
AUXILIAR ARCHIVISTA	SEC DE M AM Y G	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	152,235.36	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,439.87
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
EMPLEADO DE CUADRILLA MOVIL "A"	SEC DE SERV VEC	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	10,820.65	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	9,618.36	6,444.30	0.00	108,206.52	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	403,336.03
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,221.31	5,508.28	0.00	141,230.42	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	424,144.09
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	420,273.08
INTENDENTE	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	134,112.10	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	409,589.11
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,579.17
INTENDENTE	AGENCIA CINCO S	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	10,453.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	287,804.16
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,190.51
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,620.27
AUXILIAR UNIVERSAL DE OFI	D REC MA Y SE G	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,633.12	9,472.07	27,109.71	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	308,165.44
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	9,760.50	6,539.54	0.00	109,805.64	0.00	6,198.00	9,120.00	0.00	0.00	200.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	401,469.95
ARCHIVISTA	SECRETARIA MPAL	BASE	113,961.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,491.12	11,396.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,582.80	11,712.70	23,741.95	10,129.90	6,787.03	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,899.36	18,233.82	20,307.84	2,781.60	9,296.16	305,515.12
TAQUIMECANOGRAFA	DIR DE CAP HUM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,730.27
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	7,780.34	5,212.83	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	435,168.60
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	152,235.36	0.00	0.00	0.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	402,017.35
AUXILIAR ADMINISTRATIVO	AGENCIA CANDIAN	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,790.16
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	152,235.36	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,439.87
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	279,975.77
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,615.46
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	6,965.22	4,666.70	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	273,758.51
ASEADOR	D REC MA Y SE G	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,359.40	5,293.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	9,409.99	6,304.70	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	288,003.77
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	321,532.77
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,579.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,799.17
EMPLEADO DE CUADRILLA MOVIL "A"	SEC DE SERV VEC	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	5,410.33	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	9,618.36	6,444.30	0.00	108,206.52	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	398,510.71
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	150,913.19	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	432,309.27
COCINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,328.81
VELADOR	DIR DE CAP HUM	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	18,000.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	9,760.50	6,539.54	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	309,864.31
INTENDENTE	INST MPAL DE LA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,725.46
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,673.81
MECANOGRAFA	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,190.51
COCINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	300,749.09
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	280,822.96
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
ADMINISTRADOR "B"	SEC DE SERV VEC	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	33,547.68	12,316.20	0.00	7,612.42	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	4,679.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	213,431.95
ANALISTA	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	33,471.36	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	209,201.75
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	272,699.51
COORDINADOR	SEC DE SEG VECI	POLICIA	0.00	120,434.64	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	11,320.86	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.70	5,352.65	25,090.55	0.00	2,950.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	262,179.72
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
SECRETARIA A	SEC OB PU DE UR	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	154,241.38
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	431,695.44
EMPLEADO DE CUADRILLA MO	DIR DE ASEO PUB	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,230.21
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,882.59
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	258,817.75
SECRETARIA C	ORG INT DE CON	CONFIANZA	0.00	65,810.04	0.00	0.00	6,892.44	0.00	0.00	30,413.76	12,316.20	0.00	6,186.14	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	914.03	0.00	13,710.43	0.00	3,802.36	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	10,529.61	20,307.84	2,781.60	9,296.16	187,497.40
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	272,699.51
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,027.91
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,851.67
AUXILIAR UNIVERSAL DE OFICINA	DIR DE MTO URBA	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	300,493.73
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	272,897.92
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,221.31	5,508.28	0.00	141,230.42	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	424,034.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
MECANOGRAFA	CONSEJ JURIDICA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,644.78
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	258,817.75
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	299,075.90
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
MECANOGRAFA	D REC MA Y SE G	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,667.28
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	416,684.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,234.17
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,974.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	0.00	220.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	266,038.25
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,522.91
NOTIFICADOR	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,900.16
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

			Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
NOTIFICADOR	SISTEMA MPAL DE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,592.66
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,150.39
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	30,385.92	12,316.20	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,047.30
AUXILIAR UNIVERSAL DE OFI	DIR DE CAP HUM	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	66,000.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,633.12	9,472.07	27,109.71	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	380,044.65
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
OFICIAL UNIVERSAL DE OFIC	TESORERIA MPAL	CONFIANZA	0.00	62,360.88	0.00	0.00	6,892.44	0.00	0.00	2,640.00	12,316.20	0.00	5,861.92	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	866.12	0.00	12,991.85	0.00	3,603.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,977.74	20,307.84	2,781.60	9,296.16	153,957.63
DIBUJANTE	SEC OB PU DE UR	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	306,372.94
AYUDANTE ADMINISTRATIVO	DIR DE PATRIMON	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,662.59
TAQUIMECANOGRAFA	DIR DE MTO URBA	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	58,072.98	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	364,120.84
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,221.30
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	5,386.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	9,575.81	6,415.79	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	443,948.42
CHOFER B	DIR OB PUB Y MA	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	12,323.11	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	10,953.88	7,339.10	0.00	178,000.51	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	500,834.38
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
MECANOGRAFA	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,644.78
MECANOGRAFA	DIR DE SANIDAD	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	277,945.39
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,714.18
INTENDENTE	SEC C ED Y FO A	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	282,577.59
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	272,282.92
ELECTRICISTA DE ALUMB.PUB	D. MC IMAGEN UR	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	8,723.38	5,844.67	0.00	198,456.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	501,415.70
INTENDENTE	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	134,112.10	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	399,930.35
CONSERJE	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	7,320.38	4,904.65	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	284,763.52
AUXILIAR DE INGENIERO	DIR C SEG CT OB	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,667.28
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,555.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,455.74
AYDTE. OPER. MAQ. PESADA "C"	DIR DE MTO URBA	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	13,234.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	11,763.77	7,881.72	0.00	186,382.16	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	525,751.83
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	272,282.92
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	152,235.36	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	418,558.61
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,697.91
ASEADOR	DIR DE CAP HUM	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	6,787.58	4,547.68	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	268,312.31
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	298,397.42
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	424,371.65
SUPERVISOR	DIR DE PENSIONE	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	30,385.92	12,316.20	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	182,047.30
SECRETARIA B	OFICIALIA MAYOR	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	30,469.44	12,316.20	0.00	6,010.54	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	3,694.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	184,212.32
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
TAQUIMECANOGRAFA	DIR DE CONTABIL	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,642.77
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,145.27
EDUCADORA	SEC OB PU DE UR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,620.27
TAQUIMECANOGRAFA	DIR C SEG CT OB	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,532.77
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,425.16
ELECTRICISTA DE ALUMBRADO PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	13,085.08	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	198,456.99	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	535,651.79
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	11,182.96	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	304,573.90
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,011.67
MECANOGRAFA	DIR DE MTO URBA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,532.47	8,888.33	25,439.00	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,832.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	275,369.43
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,917.91
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
PROMOTOR SOCIAL	DIR F A LA LEC	CONFIANZA	0.00	72,362.40	0.00	0.00	6,892.44	0.00	0.00	3,120.00	12,316.20	0.00	6,802.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,005.03	0.00	15,075.50	0.00	4,180.94	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,577.98	20,307.84	2,781.60	9,296.16	170,254.96
TAQUIMECANOGRAFA	INST MPAL DEL D	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,057.77
OFICIAL ADMINISTRATIVO	DIR F A LA LEC	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,772.59
MECANOGRAFA	AG STA ROSA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	272,428.50
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,772.59
ANALISTA	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	31,500.24	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	207,230.63
PROMOTOR SOCIAL	REG GOB DE TER	CONFIANZA	0.00	72,362.40	0.00	0.00	6,892.44	0.00	0.00	3,120.00	12,316.20	0.00	6,802.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,005.03	0.00	15,075.50	0.00	4,180.94	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,577.98	20,307.84	2,781.60	9,296.16	170,254.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,722.93	0.00	0.00	20,307.84	2,781.60	9,296.16	258,105.06
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,615.46
AYUDANTE ADMINISTRATIVO	COORD DE COM SO	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	342,187.59
OFICIAL DE TRABAJO SOCIAL	SISTEMA MPAL DE	BASE	124,296.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,935.44	12,429.68	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,726.35	12,774.95	25,895.18	11,048.61	7,402.57	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,071.61	19,887.49	20,307.84	2,781.60	9,296.16	324,937.68
VELADOR	DIR DE MERCADOS	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	109,805.64	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	400,429.44
INTENDENTE	AGENCIA CANDIAN	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	10,453.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	287,109.16
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	282,357.59
MECANOGRAFA	AGENCIA CANDIAN	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,169.78
AUXILIAR DE TRABAJO SOCIA	SEC DE BIE Y TE	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	8,548.72	5,727.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	275,122.55
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,260.39
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	298,606.90
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,446.75
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	9,288.29	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	2,420.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	229,791.48
MECANOGRAFA	SEC DE TURISMO	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,532.47	8,888.33	25,439.00	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	295,307.89
AUXILIAR ADMINISTRATIVO	SEC DE PRO ECO	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	5,650.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	10,044.66	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	300,325.52
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	272,282.92
MECANOGRAFA	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	13,910.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	12,365.18	8,284.67	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	352,929.18
TECNICO ADMINISTRATIVO	SECRETARIA MPAL	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	13,910.83	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	12,365.18	8,284.67	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	352,929.18
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	330.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	315,905.09
TRABAJADORA SOCIAL	DIR DE SANIDAD	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	13,937.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	12,388.85	8,300.53	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	356,519.78
TECNICO ADMINISTRATIVO	SEC DE TURISMO	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	6,955.42	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,932.06	14,297.24	28,980.90	12,365.18	8,284.67	0.00	0.00	0.00	4,500.00	9,120.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	344,498.76
MECANOGRAFA	SEC C ED Y FO A	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
AUX DE TRABAJO SOCIAL	SISTEMA MPAL DE	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	8,548.72	5,727.64	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	293,415.05
AYUDANTE ADMINISTRATIVO	AGENCIA DE SANT	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,882.59
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
INTENDENTE	DIR F A LA LEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	281,788.27
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,812.66

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
JARDINERO	SEC DE SERV VEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	282,358.27
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	441,732.93
TAQUIMECANOGRAFA	INST MPAL DE LA	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,620.27
MECANOGRAFA	DIR EGR CON PRE	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,082.28
VELADOR	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	291,208.80
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,501.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	258,574.07
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,501.87
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	272,787.92
AFANADORA	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	134,112.10	0.00	0.00	0.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	383,894.09
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	417,122.35
NOTIFICADOR	AG SAN MAR MEX	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,680.16
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	0.00	0.00	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	0.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,264.66	0.00	0.00	20,307.84	2,781.60	9,296.16	225,967.66
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
VERIFICADOR	DIR EGR CON PRE	BASE	119,502.00	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,265.60	5,975.10	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,659.75	9,626.55	27,551.85	10,622.40	7,117.01	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,991.70	19,120.32	20,307.84	2,781.60	9,296.16	312,168.74
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,532.77
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	COMISARIA SEG P	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	0.00	0.00	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	0.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	201,238.74
MECANOGRAFA	DIR DE MERCADOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	110,337.84	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	412,092.62
JEFE DE DEPARTAMENTO	SEC DE BIE Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
AUXILIAR ADMINISTRATIVO	AG DE TRANS DIG	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,030.04
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
SECRETARIO	COORD DE COM SO	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
JEFE DE OFICINA	DIR DE ASEO PUB	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	3,000.00	12,316.20	0.00	3,367.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	4,139.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	165,203.99
ANALISTA "C"	DIR DE SANIDAD	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	17,678.42	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,949.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	264,641.02
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	453,137.79
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,434.28
SUBOFICIAL VIAL	DIR DE MOVILIDA	TRANSITO	0.00	276,554.16	0.00	0.00	0.00	0.00	16,764.72	13,219.68	27,891.96	0.00	77,988.27	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,841.03	1,150.00	57,615.45	0.00	10,002.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	533,068.54
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	30,398.07	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,898.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,024.85
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	387,437.61
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,734.10
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,734.10
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,241.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,188.19
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	387,437.61
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	329,948.25
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	27,864.87	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	3,573.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	249,520.87
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	453,137.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,434.28
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	30,398.07	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,898.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	255,461.81
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	30,398.07	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,898.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA 1 VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,434.28
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	44,462.18	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,401.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	378,103.70
OFICIAL VIAL	DIR DE MOVILIDA	TRANSITO	0.00	398,210.76	0.00	0.00	0.00	0.00	0.00	1,828.08	27,891.96	0.00	112,295.43	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	5,530.71	1,150.00	82,960.58	0.00	14,401.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	692,067.01
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	30,398.07	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,898.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	283,608.05
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,734.10
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	30,398.07	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,898.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	283,608.05
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	30,398.07	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,898.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	29,464.04	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	277,011.74
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	387,437.61
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	30,398.07	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	3,898.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	53,693.25	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	442,399.14
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	387,437.61
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	35,356.84	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	4,534.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	282,904.54
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	43,271.48	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	5,549.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	329,244.74
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	228,481.92	0.00	0.00	0.00	0.00	7,957.92	16,389.36	27,891.96	0.00	64,431.90	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	3,173.36	1,150.00	47,600.40	0.00	8,263.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	452,434.28
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	387,437.61
POLICIA 2 VIAL	DIR DE MOVILIDA	TRANSITO	0.00	189,200.76	0.00	0.00	0.00	0.00	5,935.68	13,219.68	27,891.96	0.00	53,354.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,627.79	1,150.00	39,416.83	0.00	6,842.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	386,734.10
COORDINADOR	SEC DE SEG VECI	POLICIA	0.00	120,434.64	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	11,320.86	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.70	5,352.65	25,090.55	0.00	2,810.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	262,039.21
COORDINADOR	SEC C ED Y FO A	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	2,969.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	164,521.67
JEFE DE DEPARTAMENTO	COORD DE GEST V	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
ASESOR "C"	REG GOB DE TER	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,883.83	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,443.56
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
DIRECTOR	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
SECRETARIO	SEC DE BIE Y TE	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	4,546.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	546,023.16
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
NOTIFICADOR	CONSEJ JURIDICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,467.54
SECRETARIO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASISTENTE OPERATIVO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
ASESOR "C"	REG DE HDA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
JEFE DE UNIDAD	JEF DE LA OF D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	33,187.68	12,316.20	0.00	7,612.42	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	4,386.59	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	213,254.51
ANALISTA	PRESIDENCIA MPA	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	175,084.46
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
SECRETARIO	SEC DE SERV VEC	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
COORDINADOR	DIR DE INGRESOS	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	3,240.00	12,316.20	0.00	7,026.19	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,048.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	173,287.53
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
SECRETARIA B	REG GPOS PRI JU	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	2,700.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	3,463.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	150,201.45
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
REGIDORA	REG DE HDA MPAL	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
NOTIFICADOR	DIR C SEG CT OB	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,790.16
JEFE DE DEPARTAMENTO	DIR DE CON SOC	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,492.89
SECRETARIO	SECRETARIA MPAL	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
OFICINISTA A	REG SEG VEC Y C	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	2,160.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,083.70	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	140,064.54
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	24,676.80	12,316.20	0.00	2,856.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	3,292.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	170,494.28
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	SEC DE TURISMO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
ANALISTA "C"	DIR DE CONTABIL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
MECANOGRAFA	SEC DE SERV VEC	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	7,968.86	5,339.14	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	286,317.68
DIRECTOR	DIR DE AG BARR	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
OFICINISTA B	PRESIDENCIA MPA	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	32,822.40	12,316.20	0.00	2,817.52	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	3,463.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	177,619.93
ASESOR	REG DE PROTEC C	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	171,226.62
COORDINADOR "A"	DIR EGR CON PRE	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
OFICINISTA "E"	REG CEN HIS Y	CONFIANZA	0.00	45,147.48	0.00	0.00	6,892.44	0.00	0.00	1,860.00	12,316.20	0.00	2,121.93	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	627.05	0.00	9,405.73	0.00	2,282.46	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	7,223.60	20,307.84	2,781.60	9,296.16	124,799.28
ASESOR "C"	REG DE HDA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,495.21
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	3,266.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,932.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	263,284.22
ASESOR "C"	REG DES S ME AM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
REGIDOR	REG BIE TEQ VEC	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
PROMOTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
AUXILIAR UNIVERSAL DE OFICINA	PRESIDENCIA MPA	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	309,460.44
ASESOR "C"	REG OB PUB Y DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,369.45
NOTIFICADOR	CONSEJ JURIDICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,467.54
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	7,211.91	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,222.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	290,857.93
ANALISTA "C"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
AUXILIAR DE COCINA	SEC PARTICULAR	CONFIANZA	0.00	53,308.56	0.00	0.00	6,892.44	0.00	0.00	2,040.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	740.40	0.00	11,105.95	0.00	2,502.54	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	8,529.37	20,307.84	2,781.60	9,296.16	134,357.86
ASESOR "C"	REG OB PUB Y DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INTENDENTE	DIR DE BIE COM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	274,221.57
ESPECIALISTA ADMVO. B	DIR DE CAP HUM	CONFIANZA	0.00	72,333.48	0.00	0.00	6,892.44	0.00	0.00	3,060.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,004.63	0.00	15,069.48	0.00	3,918.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,573.36	20,307.84	2,781.60	9,296.16	162,615.05
AUXILIAR UNIVERSAL DE OFICINA	PRESIDENCIA MPA	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	18,000.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	327,460.44
ANALISTA	D REC MA Y SE G	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	175,084.46
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ANALISTA "C"	DIR DE ASEO PUB	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ASESOR "C"	SEC DE M AM Y G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA	DIR OB PUB Y MA	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,609.46
OFICINISTA D	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	1,892.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	222,626.54
COORDINADOR	ORG INT DE CON	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	3,240.00	12,316.20	0.00	3,513.09	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,048.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	169,774.43
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	252,486.12
CAJERO "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
COORDINADOR "A"	DIR DE INGRESOS	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	252,486.12
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
COBRADOR "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	PRESIDENCIA MPA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,967.89
TECNICO CONTABLE	SIND SEGUNDA MP	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	13,298.14	8,909.76	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	415,551.81
PROGRAMADOR DE COMPUTADORA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
COORDINADOR	ORG INT DE CON	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	3,240.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,048.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	166,261.34
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	13,298.14	8,909.76	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	415,076.81
SINDICO	SIND SEGUNDA MP	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	495,098.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	666,637.55
JUEZ	ALC MPAL CIVICA	CONFIANZA	0.00	106,170.36	0.00	0.00	6,892.44	0.00	0.00	3,600.00	12,316.20	0.00	4,990.01	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,474.59	0.00	22,118.83	0.00	5,750.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,987.26	20,307.84	2,781.60	9,296.16	216,747.97
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	7,211.91	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,222.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	291,326.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,838.45
JEFE DE DEPARTAMENTO	SEC TECNICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
AUXILIAR UNIVERSAL DE OFICINA	SECRETARIA MPAL	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	5,879.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	9,145.44	6,127.45	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	306,484.12
ANALISTA "A"	DIR DE INGRESOS	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
SECRETARIO	SEC DE TURISMO	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	5,246.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	546,722.65
ASESOR "C"	REG PROS COMP Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	5,879.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	9,145.44	6,127.45	0.00	0.00	0.00	5,500.00	9,120.00	0.00	395.00	180.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	303,221.62
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	9,798.69	6,565.12	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	305,282.02
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	5,879.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	9,145.44	6,127.45	0.00	0.00	0.00	5,500.00	9,120.00	0.00	395.00	180.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	303,221.62
CAJERO "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	5,879.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	9,145.44	6,127.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	288,026.62
ANALISTA	SEC DE TURISMO	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,609.46
ANALISTA	DIR DE AUDIT IN	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	170,945.08
AUXILIAR UNIVERSAL DE OFICINA	COORD DE COM SO	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	9,145.44	6,127.45	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	307,278.60
AUDITOR "A"	DIR DE INGRESOS	CONTRATO	0.00	0.00	62,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	97,905.60
CAPACITADOR "A"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	62,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	97,905.60
CAPACITADOR "A"	DIR EGR CON PRE	CONTRATO	0.00	0.00	62,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	97,905.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,392.65
JEFE DE DEPARTAMENTO	DIR F A LA LEC	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,967.89
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE PRO ECO	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	9,145.44	6,127.45	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	307,278.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD 2025-2027

TRANSFORMANDO JUNTOS

			Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
CAPACITADOR "A"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	62,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	97,905.60
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	12,467.01	8,352.90	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	414,163.81
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA	REG PROS COMP Y	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	3,941.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,327.92
TECNICO CONTABLE	SEC OB PU DE UR	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	12,467.01	8,352.90	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	403,941.11
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "B"	DIR DE INGRESOS	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,760.60
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,932.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	260,017.22
ASESOR "C"	REG DE HDA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
ANALISTA	DIR EGR CON PRE	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	24,000.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	3,941.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	195,027.92
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG GOB DE TER	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ADMINISTRADOR "C"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
TECNICO CONTABLE	SEC C ED Y FO A	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	11,635.88	7,796.04	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	413,595.82
ESPECIALISTA ADMINISTRATIVO "A"	DIR DE SANIDAD	CONFIANZA	0.00	61,700.28	0.00	0.00	6,892.44	0.00	0.00	2,520.00	12,316.20	0.00	2,899.91	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	856.95	0.00	12,854.23	0.00	3,119.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,872.04	20,307.84	2,781.60	9,296.16	149,478.74
JUEZ	ALC MPAL CIVICA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,838.45
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
INSPECTOR "C"	DIR DE MER DE A	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
AYUDANTE ADMINISTRATIVO	CONSEJ JURIDICA	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	42,000.00	0.00	26,243.04	5,967.14	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,657.54	9,613.72	27,515.14	9,282.21	6,219.08	0.00	0.00	0.00	6,198.00	9,120.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	348,796.48
ANALISTA "A"	D REC MA Y SE G	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,980.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
TECNICO CONTABLE	REG DES S ME AM	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	11,635.88	7,796.04	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	413,120.82
CAJERO "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
CAJERO "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ANALISTA "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ANALISTA "C"	DIR DE CONTABIL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	UNIDAD DE TRANS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
SECRETARIA C	AG DE TRANS DIG	CONFIANZA	0.00	65,810.04	0.00	0.00	6,892.44	0.00	0.00	3,120.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	914.03	0.00	13,710.43	0.00	2,614.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,529.61	20,307.84	2,781.60	9,296.16	152,354.26
ANALISTA	SEC PARTICULAR	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	0.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	3,660.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	167,081.99
ANALISTA "C"	UNIDAD DE TRANS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "A"	SEC PARTICULAR	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ANALISTA "A"	DIR DE INGRESOS	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,980.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
JEFE DE DEPARTAMENTO	INST MPAL DE LE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE BIE COM	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG D LAS M CD	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	SEC DE M AM Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	36,240.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	2,923.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	180,897.85
ASESOR "C"	DIR DE BIE COM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	37,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	71,445.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	SEC DE M AM Y G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
COORDINADOR "C"	SEC PARTICULAR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MER DE A	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
SUPERVISOR "C"	DIR DE MER DE A	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
ASISTENTE OPERATIVO "C"	D REC MA Y SE G	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	DIR DE AG BARR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
ANALISTA "B"	DIR EGR CON PRE	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ARRIERO	DIR OB PUB Y MA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	417,122.35
ADMINISTRADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60

Percepciones ordinarias

Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
CAPTURISTA DE DATOS "B"	DIR DE INGRESOS	CONTRATO	0.00	0.00	54,000.00	0.00	0.00	0.00	0.00	0.00	0.00
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
ASESOR "C"	CONSEJ JURIDICA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
ASESOR "C"	REG GOB DE TER	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52
MECANOGRAFO	DIR DE PATRIMON	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84
SUPERVISOR	DIR DE PATRIMON	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	30,000.00	12,316.20
ADMINISTRADOR	OFICIALIA MAYOR	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	32,617.92	12,316.20
JUEZ	ALC MPAL CIVICA	CONFIANZA	0.00	106,170.36	0.00	0.00	6,892.44	0.00	0.00	3,600.00	12,316.20
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
VELADOR	SEC DE SERV VEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92
TECNICO CONTABLE	INST MPAL DE PL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72
TAQUIMECANOGRAFA	SEC DE PRO ECO	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52
OFICINISTA A	SECRETARIA MPAL	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	29,448.48	12,316.20
OFICINISTA A	SECRETARIA MPAL	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	2,160.00	12,316.20
SUBDIRECTOR OPERATIVO	DIR DE MOVILIDA	TRANSITO	0.00	132,752.04	0.00	0.00	0.00	0.00	0.00	7,074.96	29,176.92
AUDITOR	ORG INT DE CON	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
ESPECIALISTA ADMVO. A	SEC DE SERV VEC	CONFIANZA	0.00	61,700.28	0.00	0.00	6,892.44	0.00	0.00	2,520.00	12,316.20
INSPECTOR (UNID.INSPECCIO	SEC DE TURISMO	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52
MECANOGRAFA	CONSEJ JURIDICA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84
INSPECTOR (UNID.INSPECCIO	DIR DE INGRESOS	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52
MECANOGRAFA	OFICIALIA MAYOR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
JEFE DE DEPARTAMENTO	SEC DE SEG VECI	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	106,068.72	0.00	12,187.44
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
INSPECTOR (MDO. 20 DE NOV	SEC DE SERV VEC	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	21,600.00	12,316.20
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
SECRETARIA DE JUEZ B	DIR DE MOVILIDA	TRANSITO	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92
INTENDENTE	DIR DE BIE COM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64
PROGRAMADOR B	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	27,300.00	12,316.20
INSPECTOR (UNID.INSPECCIO	SEC DE M A M Y G	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20
PROMOTOR SOCIAL	REG BIE TEQ VEC	CONFIANZA	0.00	72,362.40	0.00	0.00	6,892.44	0.00	0.00	30,877.92	12,316.20
CAPTURADOR Y AUX. DE SERVICIOS	CONSEJ JURIDICA	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	24,000.00	0.00	24,359.40
PROMOTOR SOCIAL	SEC OB PU DE UR	CONFIANZA	0.00	72,362.40	0.00	0.00	6,892.44	0.00	0.00	3,120.00	12,316.20
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96
ADMINISTRADOR	D REC MA Y SE G	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	32,617.92	12,316.20
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
OFICINISTA B	DIR EGR CON PRE	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	2,340.00	12,316.20
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
AUXILIAR DE EDUCACION	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
TAQUIMECANOGRAFA	SEC C ED Y FO A	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52
PROGRAMADOR B	AG DE TRANS DIG	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	32,573.28	12,316.20
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
VELADOR	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52
AYUDANTE ADMINISTRATIVO	DIR DE ASEO PUB	BASE	119,342.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,434.40
AUXILIAR ADMINISTRATIVO	SEC DE M A M Y G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08
MECANOGRAFA	DIR DE MTO URBA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
MECANOGRAFA	DIR DE SANIDAD	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64
JEFE DE DEPARTAMENTO	JEF DE LA OF D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
VELADOR	SEC DE SERV VEC	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96
VELADOR	SEC DE GOB Y TE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52
TAQUIMECANOGRAFA	TESORERIA MPAL	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96
INTENDENTE	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52
TAQUIMECANOGRAFA	REG GPOS PRI JU	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52
COORDINADOR	SEC DE SEG VECI	POLICIA	0.00	120,434.64	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96

Plaza/Puesto	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
CAPTURISTA DE DATOS "B"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,250.00	0.00	450.00	0.00	0.00
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
JEFE DE DEPARTAMENTO	0.00	6,533.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	4,194.66	0.00	0.00
MECANOGRAFO	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
SUPERVISOR	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00
ADMINISTRADOR	0.00	8,782.12	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	5,398.00	0.00	0.00
JUEZ	0.00	9,980.01	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,474.59	0.00	22,118.83	0.00	6,134.29	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
VELADOR	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00
BARRENDERO	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
POLICIA	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00
TECNICO CONTABLE	14,960.41	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	13,298.14	8,909.76	0.00	0.00
TAQUIMECANOGRAFA	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
OFICINISTA A	0.00	5,351.41	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,289.28	0.00	0.00
OFICINISTA A	0.00	5,351.41	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,289.28	0.00	0.00
SUBDIRECTOR OPERATIVO	0.00	12,478.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,843.78	1,150.00	27,656.68	0.00	3,252.42	0.00	0.00
AUDITOR	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
ESPECIALISTA ADMVO. A	0.00	5,799.83	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	856.95	0.00	12,854.23	0.00	3,564.91	0.00	0.00
INSPECTOR (UNID.INSPECCIO	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00
PANTEONERO SEPULTURERO	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05
VELADOR	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
JEFE DE DEPARTAMENTO	0.00	3,266.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,670.33	0.00	0.00
MECANOGRAFA	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
INSPECTOR (UNID.INSPECCIO	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00
INTENDENTE	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00
ELECTRICISTA DE ALUMB.PUB	13,085.08	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	87,233.84
MECANOGRAFA	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00
BARRENDERO	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
INSPECTOR (MDO. 20 DE NOV	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00
POLICIA	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
SECRETARIA DE JUEZ B	0.00	8,971.33	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,338.27	0.00	0.00
AGENTE	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00
INTENDENTE	10,453.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00
PROGRAMADOR B	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00
INSPECTOR (UNID.INSPECCIO	0.00	5,853.88	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00
PROMOTOR SOCIAL	0.00	6,802.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,005.03	0.00	15,075.50	0.00	4,180.94	0.00	0.00
CAPTURADOR Y AUX. DE SERVICIOS	10,586.24	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	9,409.99	6,304.70	0.00	0.00
PROMOTOR SOCIAL	0.00	6,802.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,005.03	0.00	15,075.50	0.00	4,180.94	0.00	0.00
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00
VELADOR	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42
ADMINISTRADOR	0.00	8,782.12	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	5,398.00	0.00	0.00
ARRIERO	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36
MACHETERO	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00
OFICINISTA B	0.00	2,817.52	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	3,463.62	0.00	0.00
MACHETERO	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
AUXILIAR DE EDUCACION	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00
POLICIA VIAL	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
BARRENDERO	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66
TAQUIMECANOGRAFA	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
PROGRAMADOR B	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
VELADOR	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00
TECNICO ARTESANAL	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
AYUDANTE ADMINISTRATIVO	11,934.28	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,657.54	7,956.18	29,172.67	10,608.25	7,107.52	0.00	0.00
AUXILIAR ADMINISTRATIVO	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00
MECANOGRAFA	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
POLICIA VIAL	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00
MACHETERO	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
MACHETERO	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00
MECANOGRAFA	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00
INTENDENTE	5,226.57	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,451.83	8,420.59	24,100.30	9,291.68	6,225.43	0.00	0.00
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00
POLICIA VIAL	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA VIAL	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
VELADOR	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
POLICIA	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00
VELADOR	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00
TAQUIMECANOGRAFA	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
TAQUIMECANOGRAFA	11,614.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
EMPLEADO DE CUADRILLA MOVIL "A"	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,361.96	4,262.51	0.00	0.00
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00
JARDINERO	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66
VELADOR	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42
INTENDENTE	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	134,112.10
TAQUIMECANOGRAFA	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00
COORDINADOR	0.00	11,320.86	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.70	5,352.65	25,090.55	0.00	2,950.65	0.00	0.00
POLICIA 3o	0.00	14,423.83	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00

Percepciones Extraordinaras / Erogaciones

Plaza/Puesto	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
CAPTURISTA DE DATOS "B"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	89,085.60
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,705.72
ANALISTA "C"	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ASESOR "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	266,813.38
MECANOGRAFO	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,864.78
SUPERVISOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	181,186.38
ADMINISTRADOR	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	232,065.73
JUEZ	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,987.26	20,307.84	2,781.60	9,296.16	222,121.37
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
VELADOR	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	290,428.80
BARRENDERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	234,407.83
TECNICO CONTABLE	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	424,072.01
TAQUIMECANOGRAFA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	312,620.27
OFICINISTA A	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	172,910.02
OFICINISTA A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	145,146.54
SUBDIRECTOR OPERATIVO	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	260,838.52
AUDITOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	170,945.08
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
ESPECIALISTA ADMVO. A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,872.04	20,307.84	2,781.60	9,296.16	152,824.27
INSPECTOR (UNID.INSPECCIO	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	154,241.38
PANTEONERO SEPULTURERO	220.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	419,768.08
VELADOR	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	430,775.59
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	263,497.05
MECANOGRAFA	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,644.78
INSPECTOR (UNID.INSPECCIO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	153,766.38
INTENDENTE	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	281,882.59
ELECTRICISTA DE ALUMB.PUB	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	424,318.65
MECANOGRAFA	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,347.89
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	240,441.95
BARRENDERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
INSPECTOR (MDO. 20 DE NOV	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	173,261.38
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	248,131.75
SECRETARIA DE JUEZ B	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	225,120.87
AGENTE	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,501.87
INTENDENTE	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	287,109.16
PROGRAMADOR B	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	203,030.39
INSPECTOR (UNID.INSPECCIO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	153,766.38
PROMOTOR SOCIAL	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,577.98	20,307.84	2,781.60	9,296.16	198,012.88
CAPTURADOR Y AUX. DE SERVICIOS	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	317,406.89
PROMOTOR SOCIAL	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,577.98	20,307.84	2,781.60	9,296.16	170,254.96
ANALISTA "C"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
VELADOR	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	426,105.46
ADMINISTRADOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	231,590.73
ARRIERO	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,431.13
MACHETERO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
OFICINISTA B	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	147,612.53
MACHETERO	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
AUXILIAR DE EDUCACION	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,190.51
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
BARRENDERO	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,739.17
TAQUIMECANOGRAFA	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,752.77
PROGRAMADOR B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	207,828.67
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	10,642.43	0.00	0.00	20,307.84	2,781.60	9,296.16	254,024.56
VELADOR	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,246.31
TECNICO ARTESANAL	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	307,033.00
AYUDANTE ADMINISTRATIVO	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	317,943.91
AUXILIAR ADMINISTRATIVO	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,680.16
MECANOGRAFA	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,557.28
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
MACHETERO	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,771.68
MACHETERO	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	274,957.02
MECANOGRAFA	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,347.89
INTENDENTE	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	284,625.09
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	258,574.07
POLICIA VIAL	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
VELADOR	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	290,160.17
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
POLICIA	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
VELADOR	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	291,208.80
TAQUIMECANOGRAFA	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	306,338.00
TAQUIMECANOGRAFA	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	309,532.77
EMPLEADO DE CUADRILLA MOVIL "A"	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	274,094.56
JEFE DE DEPARTAMENTO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JARDINERO	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,934.18
VELADOR	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	425,995.46
INTENDENTE	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	411,561.62
TAQUIMECANOGRAFA	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	303,945.50
COORDINADOR	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	262,179.72
POLICIA 3o	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	298,606.90

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

			Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,173.43	0.00	0.00	20,307.84	2,781.60	9,296.16	253,555.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	9,288.29	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	2,420.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	230,260.48
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	0.00	133,630.44	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	12,561.26	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,855.98	1,150.00	27,839.68	0.00	3,273.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	268,933.61
VELADOR	INST MPAL DE LA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	8,540.44	5,722.09	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	289,826.80
CONSERJE	D REC MA Y SE G	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,710.34	4,495.93	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	284,674.76
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,525.08	7,320.38	26,841.38	8,540.44	5,722.09	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	291,091.26
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,234.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,065.43
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	104,531.40	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	386,413.99
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,961.67
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	274,562.02
AYUDANTE ADMINISTRATIVO	SEC DE BIE Y TE	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	5,967.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	312,220.45
MECANOGRAFA	DIR DE MERCADOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
MECANOGRAFA	DIR DE MERCADOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	290,518.01
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	285,652.24
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
TAQUIMECANOGRAFA	DIR DE MTO URBA	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	306,923.00
VELADOR	SEC DE SERV VEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,331.30
NOTIFICADOR	DIR DE SANIDAD	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,162.54
AUXILIAR ADMINISTRATIVO	SEC DE SERV VEC	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,162.54
AUXILIAR DE TRABAJO SOCIAL	SEC PARTICULAR	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	8,548.72	5,727.64	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	293,415.05
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,592.72	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,394.10	10,316.32	20,911.45	6,691.66	4,483.41	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	266,371.49
ANALISTA	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	40,800.00	12,316.20	0.00	7,328.77	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	216,055.39
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,221.31	5,508.28	0.00	141,230.42	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	425,736.59
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
SECRETARIA B	DIR C SEG CT OB	CONFIANZA	0.00	63,941.88	0.00	0.00	6,892.44	0.00	0.00	32,326.08	12,316.20	0.00	3,005.27	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	888.08	0.00	13,321.23	0.00	3,694.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,230.70	20,307.84	2,781.60	9,296.16	183,063.70
OFICINISTA A	SEC DE SERV VEC	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	2,160.00	12,316.20	0.00	5,351.41	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,289.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	145,146.54
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	281,351.61
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,501.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	9,288.29	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	2,420.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	229,791.48
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	231,501.87
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
COBRADOR	DIR DE MERCADOS	BASE	112,682.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,633.88	11,268.23	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,565.03	7,512.15	27,544.56	10,016.20	6,710.86	0.00	154,625.13	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,878.04	18,029.16	20,307.84	2,781.60	9,296.16	457,224.44
OPERADOR DE COMPUTADORA	DIR DEL C Y P H	BASE	118,489.32	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,331.92	11,848.93	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,645.69	7,899.29	28,964.06	10,532.38	7,056.70	0.00	0.00	110.00	5,500.00	9,120.00	0.00	395.00	180.00	0.00	1,974.82	18,958.29	20,307.84	2,781.60	9,296.16	313,085.32
JEFE DE UNIDAD	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
CAPTURISTA B	SEC OB PU DE UR	BASE	116,731.68	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,120.60	5,836.58	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,621.27	7,782.11	28,534.41	10,376.15	6,952.02	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	180.00	0.00	1,945.53	18,677.07	20,307.84	2,781.60	9,296.16	303,456.35
VELADOR	SEC DE SERV VEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	220.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	291,123.80
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	5,386.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	8,378.83	5,613.82	0.00	155,606.88	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	444,331.97
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
MECANOGRAFA	DIR DE BIE COM	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
AUXILIAR DE TRABAJO SOCIAL	SEC PARTICULAR	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	8,548.72	5,727.64	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	293,415.05
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	7,211.91	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,759.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	291,394.98
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,870.56
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	11,758.43	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	312,362.15
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,938.83
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,339.56
MECANOGRAFA	AGENCIA MONTOYA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
AUXILIAR DE TRABAJO SOCIAL	DIR DE ASEO PUB	BASE	109,912.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,301.00	10,991.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,526.56	7,327.47	26,867.40	9,769.96	6,545.87	0.00	0.00	110.00	5,500.00	9,120.00	0.00	395.00	180.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	297,043.27
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	430,874.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
JARDINERA	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	285,067.24
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,961.67
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	8,697.85	5,827.56	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	296,907.36
ANALISTA	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	36,000.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	207,591.01
NINERA	OFICIALIA MAYOR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,930.41	5,313.37	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	283,734.77
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	135,059.04	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	28,439.28	6,752.95	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,875.82	13,881.07	28,137.30	12,005.25	8,043.52	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,250.98	21,609.45	20,307.84	2,781.60	9,296.16	341,831.11
AUDITOR	SEC C ED Y FO A	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,504.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,891.01
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	275,107.02
NOTIFICADOR	SEC DE BIE Y TE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,052.54
SUPERVISOR	SEC DE BIE Y TE	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	9,600.00	12,316.20	0.00	2,926.94	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,598.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	157,859.44
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	226,435.53
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,446.75
OFICINISTA B	DIR DE PATRIMON	CONFIANZA	0.00	59,947.20	0.00	0.00	6,892.44	0.00	0.00	2,340.00	12,316.20	0.00	2,817.52	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	832.60	0.00	12,489.00	0.00	3,463.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,591.55	20,307.84	2,781.60	9,296.16	147,137.53
AUXILIAR DE TRABAJO SOCIAL	SISTEMA MPAL DE	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	9,159.34	6,136.76	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	294,434.79
CONSERJE	SEC C ED Y FO A	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	7,320.38	4,904.65	0.00	0.00	0.00	6,198.00	9,120.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	281,899.02
INTENDENTE	INST MPAL DE LA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	281,882.59
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	152,235.36	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,602.37
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
MEDICO B	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,338.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	223,071.92
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	5,650.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	8,789.08	5,888.68	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	297,658.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,839.17
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	5,650.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	10,044.66	6,729.92	0.00	0.00	410.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	300,625.52
ARRIERO	D. CONSTRUCCION	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	152,235.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	402,373.61
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,680.43
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,640.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	226,435.53
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
CHOFER "B"	DIR DEL C Y P H	BASE	123,231.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,901.80	12,323.11	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,711.54	8,215.41	30,123.16	10,953.88	7,339.10	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,053.85	19,716.98	20,307.84	2,781.60	9,296.16	322,943.87
MACHETERO	SEC DE SERV VEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
AFANADORA	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	134,112.10	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	409,479.11
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	10,980.56	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	300,749.09
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	6,716.85	4,500.29	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	284,860.23
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,900.16
TRABAJADORA SOCIAL	INST MPAL DE LA	BASE	139,374.72	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.40	13,937.47	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.62	29,036.40	12,388.86	8,300.54	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.96	20,307.84	2,781.60	9,296.16	356,630.11
CONSERJE	SEC DE PRO ECO	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,328.81
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	272,391.93
AYUDANTE DE CONTABILIDAD	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	9,416.86	6,309.30	0.00	0.00	330.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,104.13
TRABAJADOR SOCIAL	INST MPAL DE LA	BASE	139,374.60	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,042.28	13,937.46	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,935.76	14,324.61	29,036.38	12,388.85	8,300.53	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,322.91	22,299.94	20,307.84	2,781.60	9,296.16	356,629.78
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	3,071.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,977.75
CONSERJE	DIR EGR CON PRE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	290,428.80
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	282,467.59
VERIFICADOR DE OBRA	SEC DE PRO ECO	BASE	120,567.24	0.00	0.00	0.00	12,990.24	5,423.40	0.00	18,000.00	26,414.28	6,028.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,674.55	12,391.63	25,118.18	10,717.09	7,180.45	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	2,009.45	19,290.76	20,307.84	2,781.60	9,296.16	329,385.94
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	441,842.93
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	6,529.18	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	11,607.43	7,776.98	0.00	188,620.81	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	518,676.79

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias															Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
INTENDENTE	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	134,112.10	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	415,900.37
AUXILIAR DE ENFERMERA	DIR DE SANIDAD	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	11,182.96	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	303,988.90
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,080.41
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	110,337.12	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	11,033.71	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.46	7,355.81	26,971.30	9,807.74	6,571.19	0.00	159,375.84	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,838.95	17,653.94	20,307.84	2,781.60	9,296.16	459,796.72
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	7,181.86	4,811.84	0.00	155,606.88	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	437,056.63
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
VELADOR	SEC DE SERV VEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	439,848.84
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	441,842.93
MECANOGRAFA	DIR DE ASEO PUB	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.90	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	8,581.85	5,749.84	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	292,858.27
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
AUXILIAR ADMINISTRATIVO	DIR OB PUB Y MA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	303,592.66
AUXILIAR ARCHIVISTA	REG CULT Y EDUC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	298,082.28
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,569.50	11,138.00	430.00	0.00	150.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	440,672.93
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.94	0.00	0.00	20,307.84	2,781.60	9,296.16	258,427.80
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,194.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	245,676.29
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
CONSERJE	DIR DE CAP HUM	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,710.34	4,495.93	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	284,674.76
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,460.43
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	275,060.42
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	13,058.36	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	11,607.43	7,776.98	0.00	188,620.81	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	526,734.49
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	431,280.59
AYUDANTE ADMINISTRATIVO	DIR F A LA LEC	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	11,934.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	318,772.59
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	0.00	60,780.72	0.00	0.00	6,892.44	0.00	0.00	2,460.00	12,316.20	0.00	5,713.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	844.18	0.00	12,662.65	0.00	3,292.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,724.92	20,307.84	2,781.60	9,296.16	151,134.18
ANALISTA	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	8,971.33	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,226.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	227,446.24
MECANOGRAFA	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	441,842.93
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	13,085.08	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	11,631.18	7,792.89	0.00	198,456.99	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	535,431.79
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
AFANADORA	CONSEJ JURIDICA	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	5,024.08	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	8,931.69	5,984.23	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	277,518.81
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	280,195.77
COCINERA	INST MPAL DE LA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	10,570.26	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	292,212.67
MECANOGRAFA	DIR DE CAP HUM	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,754.78
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
INTENDENTE	DIR DE CAP HUM	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	134,112.10	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	416,580.37
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,680.16
CONSERJE	DIR DE INGRESOS	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,930.41	5,313.37	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	286,712.27
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	439,570.43
AUXILIAR DE EDUCACION	DIR F A LA LEC	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.90	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	8,581.85	5,749.84	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	292,858.27
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,689.17
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	275,060.42
ASEADOR	DIR DE MERCADOS	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	10,181.38	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	136,034.50	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	421,084.11
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	8,540.44	5,722.09	0.00	109,805.64	0.00	6,198.00	9,120.00	0.00	0.00	200.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	399,432.44
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,974.18
INTENDENTE	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	10,037.50	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	134,112.10	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	415,900.37
NOTIFICADOR	REG DE HDA MPAL	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	11,300.23	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	306,900.16
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,515.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,813.07
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,515.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	234,282.07
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
MECANOGRAFA	DIR DE BIE COM	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
VELADOR	INST MPAL DEL D	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	290,623.80
CONSERJE	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	8,540.44	5,722.09	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	292,291.30
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	300,555.04
AUXILIAR ADMINISTRATIVO	OFICIALIA MAYOR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,250.04
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,140.04
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,942.54
AUXILIAR DE ENFERMERA	DIR F A LA LEC	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	298,982.42
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
ANALISTA B	DIR DE MOVILIDA	TRANSITO	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	8,971.33	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,226.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	225,009.52
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
OFICINISTA E	DIR DE MOVILIDA	TRANSITO	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	8,971.33	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,226.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	225,009.52
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	10,132.69	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,515.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	233,813.07
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
AUXILIAR ARCHIVISTA	DIR OB PUB Y MA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,194.82	6,160.53	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	286,719.81
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	306,372.94
OPERADOR DE COMPUTADORA	DIR DEL C Y P H	BASE	118,489.32	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,331.92	5,924.47	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,645.69	7,899.29	28,964.06	10,532.38	7,056.70	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,974.82	18,958.29	20,307.84	2,781.60	9,296.16	310,423.35
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,230.21
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	258,193.29
MECANOGRAFA	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	11,033.78	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	301,644.78
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	5,650.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	8,789.08	5,888.68	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	297,658.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	150,913.19	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	432,309.27
MECANOGRAFA	REG DES S ME AM	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,260.39
SECRETARIA A	AG DE TRANS DIG	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	2,926.94	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,373.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	150,614.56
MECANOGRAFA	SEC DE SERV VEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,347.89
MECANOGRAFA	INST MPAL DE LA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	428,377.96
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,824.18
PIANISTA	DIR DE AG BARR	BASE	103,145.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,979.96	5,157.26	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,432.57	10,601.04	21,488.60	9,168.47	6,142.87	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,719.09	16,503.24	20,307.84	2,781.60	9,296.16	279,332.36
ASESOR "C"	REG D LAS M CD	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR DE OBRAS	DIR DEL C Y P H	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	2,926.94	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,373.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	150,614.56
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	28,817.52	6,542.54	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,817.37	13,448.55	27,260.58	11,631.18	7,792.89	0.00	0.00	220.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	332,847.31
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ANALISTA	SEC OB PU DE UR	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,609.46
ASESOR "C"	REG BIE TEQ VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR CON Y MEJ D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,492.89
MEDICO	DIR DE SANIDAD	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	175,084.46

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD 2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
ASESOR "B"	SEC DE SERV VEC	CONFIANZA	0.00	74,746.68	0.00	0.00	6,892.44	0.00	0.00	38,400.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,038.15	0.00	15,572.23	0.00	4,048.78	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,959.47	20,307.84	2,781.60	9,296.16	201,896.34
ASISTENTE OPERATIVO "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
JEFE DE UNIDAD	TESORERIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
ADMINISTRADOR B	INST MPAL DE LA	CONFIANZA	0.00	80,983.20	0.00	0.00	6,892.44	0.00	0.00	3,420.00	12,316.20	0.00	3,806.21	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,124.77	0.00	16,871.50	0.00	4,386.59	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,957.31	20,307.84	2,781.60	9,296.16	179,680.62
ANALISTA "C"	INST MPAL DE LA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE M AM Y G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA	DIR DE MTO URBA	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,609.46
AYUDANTE ADMINISTRATIVO	SEC DE M AM Y G	BASE	119,342.76	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	26,243.04	5,967.14	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,657.54	12,265.78	24,863.08	10,608.25	7,107.52	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,989.05	19,094.84	20,307.84	2,781.60	9,296.16	309,717.95
JEFE DE SUPERVISORES	DIR DE CAP HUM	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	33,832.32	12,316.20	0.00	3,367.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	3,881.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	195,777.56
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,359.40	5,293.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	9,409.99	6,304.70	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	288,113.77
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
ASESOR "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
AUXILIAR TOPOGRAFO	DIR C SEG CT OB	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	9,286.97	6,222.27	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	282,369.74
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
ANALISTA	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	19,200.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	190,984.46
MECANOGRAFA	SEC DE BIE Y TE	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	306,047.86
AUXILIAR BIBLIOTECARIO	DIR DE SANIDAD	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	292,565.39
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,824.18
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
COCINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,331.30
NOTIFICADOR	SEC C ED Y FO A	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	297,942.54
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,760.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,230.21
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	275,067.02
AUXILIAR FONTANERO	DIR DE MTO URBA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	152,681.53	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	437,336.58
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,491.68
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
INTENDENTE	SEC OB PU DE UR	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,710.95	5,836.34	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	279,358.71
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,824.18
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,934.18
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	4,644.15	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	2,075.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	224,801.50
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	11,785.61	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,925.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	257,724.29
ASESOR "C"	REG CULT Y EDUC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	431,725.21
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	430,874.18
COCINERA	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,148.81
BARRENDERO	DIR DE PATRIMON	BASE	100,374.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,592.72	5,018.75	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,394.10	10,316.32	20,911.45	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	275,785.26
OFICIAL	DIR DE MOVILIDA	TRANSITO	0.00	128,492.28	0.00	0.00	0.00	0.00	9,957.12	5,375.04	29,176.92	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,784.62	1,150.00	26,769.23	0.00	1,948.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	250,107.03
AUXILIAR UNIVERSAL DE OFICINA	DIR DE MTO URBA	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	5,879.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	308,555.96
TECNICO ARTESANAL	DIR DE BIE COM	BASE	116,145.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,796.52	5,807.27	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,613.13	11,937.16	24,196.95	10,324.03	6,917.10	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,935.76	18,583.26	20,307.84	2,781.60	9,296.16	306,813.00
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,127.89
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,359.40	5,293.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	9,409.99	6,304.70	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	288,003.77
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	149,603.52	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	31,071.60	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	2,077.83	9,973.57	36,569.75	13,298.09	8,909.72	0.00	0.00	110.00	5,500.00	9,120.00	0.00	0.00	180.00	0.00	2,493.39	23,936.56	20,307.84	2,781.60	9,296.16	355,922.95
AUXILIAR DE TRABAJO SOCIAL	INST MPAL DE LA	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	8,548.72	5,727.64	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	292,485.05
MACHETERO	SEC DE SERV VEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	274,562.02
MECANOGRAFA	SEC DE TURISMO	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	292,565.39
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,030.04
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
JEFE DE OFICINA	SEC OB PU DE UR	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	3,000.00	12,316.20	0.00	3,367.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	3,881.20	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	165,420.24
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,959.17
MECANOGRAFA	REG SERV VEC Y	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,794.62	0.00	0.00	20,307.84	2,781.60	9,296.16	229,442.40
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	275,067.02
ASEADOR	SISTEMA MPAL DE	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	5,090.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	136,034.50	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	416,103.42
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
COORDINADOR	SEC DE SEG VECI	POLICIA	0.00	120,434.64	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	5,660.43	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.70	5,352.65	25,090.55	0.00	2,529.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	256,097.77
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	436,974.18
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,710.95	5,836.34	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	279,468.71
INTENDENTE	DIR DE MTO URBA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	0.00	0.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,771.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.93	0.00	0.00	20,307.84	2,781.60	9,296.16	252,242.43
JEFE DE OFICINA	TESORERIA MPAL	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	3,000.00	12,316.20	0.00	3,367.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	3,881.20	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	165,420.24
INTENDENTE	REG DES S ME AM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,615.46
AUXILIAR ARCHIVISTA	DIR DE PATRIMON	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
AUXILIAR DE TRABAJO SOCIAL	DIF MUNICIPAL	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	8,548.72	5,727.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	274,302.55
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,150.47	6,130.81	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	294,240.06
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,111.30
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	226,058.25
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
VELADOR	SEC OB PU DE UR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,320.38	4,904.65	0.00	0.00	0.00	5,500.00	13,290.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	286,191.02
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	434,502.71
ASEADOR	TESORERIA MPAL	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	5,090.69	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	9,050.11	6,063.58	0.00	0.00	370.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	280,218.92
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	434,612.71
AYDTE. OPER. MAQ. PESADA "C"	SEC OB PU DE UR	BASE	132,342.36	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,996.92	6,617.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,838.09	8,822.82	32,350.35	11,763.77	7,881.72	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	2,205.71	21,174.78	20,307.84	2,781.60	9,296.16	335,640.06
INTENDENTE	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	134,112.10	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	401,926.59
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,495.21
INTENDENTE	CONSEJ JURIDICA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,339.25
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	152,235.36	150.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	424,596.13
EDUCADORA	DIR DE SANIDAD	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	5,807.30	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	10,324.09	6,917.14	0.00	0.00	0.00	5,500.00	9,120.00	0.00	395.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	302,785.36
MECANOGRAFA	SEC OB PU DE UR	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	7,355.87	4,928.43	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	285,973.98
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	282,467.59
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	8,977.32	6,014.80	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	437,167.55
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	408,871.65
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,449.25

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
JEFE DE OFICINA	DIR PLA URB Y L	CONFIANZA	0.00	71,652.96	0.00	0.00	6,892.44	0.00	0.00	3,000.00	12,316.20	0.00	3,367.69	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	995.18	0.00	14,927.70	0.00	3,881.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,464.47	20,307.84	2,781.60	9,296.16	164,945.24
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,940.41	6,660.07	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	298,397.42
VELADOR	SEC OB PU DE UR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	287,646.03
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,495.21
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	8,097.04	5,425.02	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	279,419.88
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
AGENTE	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	6,026.64	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	226,058.25
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,847.91
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
TITULAR DE OPD	INST MPAL DE LE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
AUXILIAR DE INGENIERO	DIR OB PUB Y MA	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	292,565.39
AFANADORA	DIR F A LA LEC	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	7,257.00	4,862.19	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	267,490.50
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	0.00	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	153,424.17
MECANOGRAFA	AG SAN MAR MEX	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	296,237.89
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	0.00	0.00	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,448.13	0.00	0.00	20,307.84	2,781.60	9,296.16	207,459.59
AUDITOR	ORG INT DE CON	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,609.46
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,441.68
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	275,067.02
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,316.68
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,491.68
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,771.68
INTENDENTE	SEC OB PU DE UR	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,834.07
INTENDENTE	INST MPAL DE LA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,665.09
POLICIA 3o	SEC DE SEG VECI	POLICIA	0.00	153,444.96	0.00	0.00	0.00	0.00	8,280.24	8,463.60	27,891.96	0.00	7,211.91	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	2,131.18	1,150.00	31,967.70	0.00	3,222.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	290,857.93
MACHETERO	SEC OB PU DE UR	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	277,229.52
OFICINISTA B	SEC DE GOB Y TE	BASE	115,293.48	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,947.92	5,764.67	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,601.30	7,686.23	28,182.85	10,248.31	6,866.37	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	303,926.07
JUEZ B	SEC DE SEG VECI	POLICIA	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,644.15	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	2,075.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	227,238.22
ANALISTA B	DIR DE MOVILIDA	TRANSITO	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,004.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	220,301.16
MEDICO B	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,004.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	222,737.88
JEFE DE UNIDAD	INST MPAL DEL D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
CONSERJE	INST MPAL DE LA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	295,148.81
INTENDENTE	COORD DE COM SO	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	285,665.09
REGIDOR	REG D LAS M CD	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,977.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	596,197.94
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,794.62	0.00	0.00	20,307.84	2,781.60	9,296.16	229,442.40
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	4,644.15	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	2,075.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	224,801.50
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	420,053.08
OFICINISTA "A"	SEC DE BIE Y TE	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	2,160.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,083.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	139,589.54
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MERCADOS	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	10,881.97	7,290.92	0.00	188,620.81	0.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	512,244.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,263.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,495.21
AUXILIAR DE ENFERMERA	TESORERIA MPAL	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	8,697.85	5,827.56	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	296,322.36
MECANOGRAFA	DIR DE INGRESOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	291,103.01
MECANOGRAFA	DIR DE PATRIMON	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	7,355.87	4,928.43	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	285,863.98
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,661.68
AUXILIAR ARCHIVISTA	DIR EGR CON PRE	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	293,040.39
INTENDENTE	SEC DE BIE Y TE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	284,970.09
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,710.34	4,495.93	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	284,089.76
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
ANALISTA B	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	2,004.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	222,737.88
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,027.94
MECANOGRAFA	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	291,213.01
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	252,486.12
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
INSPECTOR DE OBRAS	DIR DEL C Y P H	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	2,926.94	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,373.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	150,614.56
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
INTENDENTE	DIR DE INGRESOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,186.93
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	274,894.43
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	298,052.54
ANALISTA	ORG INT DE CON	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	175,084.46
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	9,395.79	6,295.18	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	425,490.46
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	10,451.94	7,002.80	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	305,897.94
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,492.89
JEFE DE UNIDAD	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
INTENDENTE	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	267,664.49
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	419,943.08
ANALISTA "C"	DIR DE AG BARR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	144,986.05	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	419,943.08
PROMOTOR SOCIAL	SEC DE BIE Y TE	CONFIANZA	0.00	72,362.40	0.00	0.00	6,892.44	0.00	0.00	3,120.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,005.03	0.00	15,075.50	0.00	3,919.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,577.98	20,307.84	2,781.60	9,296.16	162,716.59
INSPECTOR "C"	DIR DE AG BARR	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
DIRECTOR	DIR DE ASEO PUB	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE UNIDAD	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
TECNICO CONTABLE	TESORERIA MPAL	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	13,298.14	8,909.76	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	415,076.81
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	3,266.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,932.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	263,284.22
BARRENDERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,592.72	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,394.10	10,316.32	20,911.45	6,134.03	4,109.80	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	266,025.23
JEFE DE UNIDAD	SEC DE SERV VEC	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	9,291.68	6,225.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	262,036.02
REGIDOR	REG PROS COMP Y	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
ANALISTA "C"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
ASESOR "C"	REG CEN HIS Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,492.89
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,451.83	8,420.59	24,100.30	8,130.22	5,447.25	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	282,210.46
AFANADORA	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	134,112.10	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	401,366.61
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	9,253.76	6,200.02	0.00	150,373.60	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	434,612.71
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,808.55	5,901.73	0.00	141,230.42	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	419,879.65
COORDINADOR	COORD DE AT DE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
ANALISTA	DIR DE CAP HUM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,609.46

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
TECNICO CONTABLE	SEC DE PRO ECO	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	13,298.14	8,909.76	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	415,896.81
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
TECNICO EN EQUIPO DE COMPUTO	INST MPAL DE LA	CONFIANZA	0.00	60,320.64	0.00	0.00	6,892.44	0.00	0.00	2,400.00	12,316.20	0.00	2,835.07	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	837.79	0.00	12,566.80	0.00	3,267.37	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,651.30	20,307.84	2,781.60	9,296.16	148,010.01
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ANALISTA	OFICIALIA MAYOR	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	40,800.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	3,660.06	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	208,356.99
ESPECIALISTA ADMVO"	DIR EGR CON PRE	CONFIANZA	0.00	61,700.28	0.00	0.00	6,892.44	0.00	0.00	2,520.00	12,316.20	0.00	2,899.91	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	856.95	0.00	12,854.23	0.00	3,342.10	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	9,872.04	20,307.84	2,781.60	9,296.16	150,176.55
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	300,555.04
ASESOR "C"	AG DE TRANS DIG	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR F A LA LEC	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,932.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	260,017.22
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,883.83	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,443.56
CAPTURADOR Y AUX. DE SERVICIOS	DIR F A LA LEC	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,359.40	5,293.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	8,233.75	5,516.61	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	285,929.43
MECANOGRAFA	SEC DE SERV VEC	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	7,355.87	4,928.43	0.00	0.00	0.00	5,500.00	11,138.00	0.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	284,224.48
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,435.62	0.00	0.00	20,307.84	2,781.60	9,296.16	252,486.12
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	117,584.28	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,223.20	5,879.21	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,633.12	7,838.95	28,742.82	10,451.94	7,002.80	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	308,095.96
MECANOGRAFA	PRESIDENCIA MPA	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	6,742.88	4,517.73	0.00	0.00	150.00	0.00	0.00	460.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	267,172.79
JEFE DE DEPARTAMENTO	ORG INT DE CON	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	0.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,737.03	0.00	0.00	20,307.84	2,781.60	9,296.16	246,637.53
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
MECANOGRAFO	REG SEG VEC Y C	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,300.51
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,505.46
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	9,760.50	6,539.54	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	289,658.53
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
ANALISTA	INST MPAL DE PL	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	3,664.39	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	174,609.46
INTENDENTE	ASILO	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	265,322.96
BARRENDERO	D. MERCADOS P	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	412,416.68
JEFE DE DEPARTAMENTO	DIR CON Y MEJ D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	3,266.99	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,932.49	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	263,759.22
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,538.93
AUXILIAR ARCHIVISTA	D REC MA Y SE G	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,807.81	6,571.23	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	292,565.39
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	420,847.38
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ANALISTA	REG DES S ME AM	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	4,223.14	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	171,420.08
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,359.40	5,293.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	9,409.99	6,304.70	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	284,331.27
JEFE DE DEPARTAMENTO	SEC DE TURISMO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC DE TURISMO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	150,373.60	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	423,271.52
SELECCIONADOR DE BASURA	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	418,984.86
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	275,369.43
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	5,386.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	8,977.32	6,014.80	0.00	155,606.88	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	445,441.44
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	430,874.18
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,922.22	5,977.89	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,046.68
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,632.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	252,007.93
CONSERJE	DIR PLA URB Y L	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,930.41	5,313.37	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	283,734.77
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	8,675.40	5,812.52	0.00	150,373.60	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	433,686.85
INTENDENTE	SEC OB PU DE UR	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	281,407.96
AUXILIAR DE ENFERMERA	DIR DE MERCADOS	BASE	111,829.56	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,193.28	5,591.48	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,553.19	11,493.59	23,297.83	9,319.13	6,243.82	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,863.83	17,892.73	20,307.84	2,781.60	9,296.16	297,834.89
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	435,071.67
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	7,634.08	5,114.83	0.00	141,230.42	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	417,658.28
CONSERJE	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,331.30
VELADOR	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	290,623.80
MECANOGRAFA	SIND PRIMERA MP	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	290,518.01
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,121.67
INTENDENTE	DIR DE CAP HUM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,339.25
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	6,384.79	4,277.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	257,289.19
NOTIFICADOR	SEC OB PU DE UR	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	5,650.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	10,044.65	6,729.92	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	301,250.04
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	274,894.43
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	275,479.43
AUXILIAR BIBLIOTECARIO	SEC C ED Y FO A	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	291,213.01
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	256,217.11
MECANOGRAFA	SISTEMA MPAL DE	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	9,194.82	6,160.53	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	295,324.20
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	8,097.04	5,425.02	0.00	150,373.60	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	432,680.98
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	409,622.91
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	407,940.40
CAPTURADOR Y AUX. DE SERV	DIR DE PATRIMON	BASE	105,862.44	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,359.40	5,293.12	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,470.31	10,880.31	22,054.68	8,821.87	5,910.65	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,764.37	16,937.99	20,307.84	2,781.60	9,296.16	284,044.10
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	418,053.61
CONSERJE	SEC DE TURISMO	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	293,111.30
OFICINISTA "B"	D REC MA Y SE G	BASE	115,293.48	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,677.36	5,764.67	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,601.30	11,849.61	24,019.48	8,967.27	6,008.07	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,921.56	18,446.96	20,307.84	2,781.60	9,296.16	300,128.71
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE INGRESOS	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	5,410.33	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	9,017.21	6,041.53	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	291,312.77
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	281,297.96
OFICINISTA "E"	AG DE TRANS DIG	CONFIANZA	0.00	45,147.48	0.00	0.00	6,892.44	0.00	0.00	1,860.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	627.05	0.00	9,405.73	0.00	2,445.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,223.60	20,307.84	2,781.60	9,296.16	122,365.38
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,096.68
MECANOGRAFA	DIR DE MERCADOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	291,103.01
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	416,504.17
EMPLEADO DE CUADRILLA MOVIL "C"	TESORERIA MPAL	BASE	130,583.64	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,785.36	6,529.18	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,813.66	8,705.58	31,920.45	10,881.97	7,290.92	0.00	188,620.81	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	517,575.26
OFICINISTA A	DIR PLA URB Y L	CONFIANZA	0.00	56,929.92	0.00	0.00	6,892.44	0.00	0.00	2,160.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	790.69	0.00	11,860.40	0.00	3,083.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,108.79	20,307.84	2,781.60	9,296.16	139,589.54
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,601.68
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	152,235.36	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	421,242.38
VELADOR	DIR DE MERCADOS	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,808.55	5,901.73	0.00	141,230.42	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	421,892.15
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,725.46
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,096.68
MECANOGRAFA	SEC C ED Y FO A	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,080.51

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																								Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,030.46
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	8,977.32	6,014.80	0.00	155,606.88	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	437,167.55
COCINERO	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	9,150.47	6,130.81	0.00	0.00	0.00	6,198.00	9,120.00	0.00	400.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	290,845.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	4,644.15	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	1,959.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	224,686.22
SECRETARIA DE JUEZ B	DIR DE MOVILIDA	TRANSITO	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	1,892.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	220,189.82
DIRECTOR	DIR DE DES ECO	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	430,304.18
AFANADORA	DIR F A LA LEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	8,364.58	5,604.27	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	271,279.52
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	0.00	98,811.60	0.00	0.00	12,458.52	0.00	0.00	0.00	29,176.92	0.00	4,644.15	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,372.38	4,391.63	20,585.75	0.00	1,959.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	224,686.22
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	9,159.34	6,136.76	0.00	0.00	0.00	4,500.00	9,120.00	0.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	284,266.68
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	330.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,959.17
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	8,977.32	6,014.80	0.00	155,606.88	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	439,945.05
EDUCADORA	DIR F A LA LEC	BASE	116,145.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	27,050.40	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,613.14	7,743.06	28,391.23	9,678.83	6,484.82	0.00	0.00	150.00	5,500.00	9,120.00	0.00	395.00	180.00	0.00	1,935.77	18,583.35	20,307.84	2,781.60	9,296.16	296,050.48
INSPECTOR DE OBRAS	DIR DEL C Y P H	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,373.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	147,687.62
VELADOR	DIR DE ASEO PUB	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	5,285.13	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	8,221.31	5,508.28	0.00	141,230.42	0.00	4,500.00	10,000.00	0.00	0.00	150.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	422,499.09
MACHETERO	D. SIS LIMPIA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	257,019.51
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	292,636.30
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	435,071.67
INTENDENTE	AGENCIA MONTOYA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	279,942.96
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	0.00	62,275.32	0.00	0.00	6,892.44	0.00	0.00	2,580.00	12,316.20	0.00	2,926.94	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	864.94	0.00	12,974.03	0.00	3,148.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,964.05	20,307.84	2,781.60	9,296.16	150,389.67
MECANOGRAFA	D. GOBIERNO	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	275,898.01
COORDINADOR	SEC DE SEG VECI	POLICIA	0.00	120,434.64	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	5,660.43	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.70	5,352.65	25,090.55	0.00	2,388.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	255,957.26
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,369.45
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,861.65
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,391.67
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	146,712.54	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	437,336.34
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,725.46
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,579.17
INTENDENTE	SEC C ED Y FO A	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	273,746.57
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,861.65
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,184.17
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	260.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	432,839.17
VELADOR	DIR DE MTO URBA	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	146,712.54	0.00	6,569.50	11,138.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	439,543.84
INTENDENTE	D REC MA Y SE G	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,834.07
OFICINISTA D	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	1,892.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	222,626.54
OFICINISTA D	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	1,892.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	222,626.54
AUXILIAR ADMINISTRATIVO	DIR OB PUB Y MA	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	5,650.12	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	8,789.08	5,888.68	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	298,228.70
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	130,850.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	28,817.52	6,542.54	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,817.37	8,723.38	31,985.74	10,177.28	6,818.78	0.00	87,233.84	150.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	2,180.85	20,936.12	20,307.84	2,781.60	9,296.16	415,388.10
NINERA	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	5,490.28	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	8,540.44	5,722.09	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	290,133.80
AUXILIAR BIBLIOTECARIO	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	290,993.01
JARDINERA	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	166,004.51	0.00	6,569.50	11,138.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	449,133.09
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,234.17
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,838.45
MACHETERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	166,004.51	110.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	447,510.59
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	5,226.57	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	8,130.22	5,447.25	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	283,505.46
AUXILIAR DE MECANICO	DIR DE ASEO PUB	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	8,548.72	5,727.64	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	290,437.55
INTENDENTE	DIR OB PUB Y MA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	272,699.51
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	5,205.24	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	8,097.04	5,425.02	0.00	150,373.60	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	430,298.48
MECANOGRAFA	DIR DE MERCADOS	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	5,516.89	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	8,581.83	5,749.83	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	294,190.51
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	0.00	0.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,771.93
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	5,223.92	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	8,126.09	5,444.48	0.00	166,004.51	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	446,925.59
AUXILIAR DE TRABAJO SOCIAL	DIR DE MERCADOS	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	5,495.60	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,526.56	8,854.03	25,340.84	8,548.72	5,727.64	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	292,485.05
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,633.12	9,472.07	27,109.71	9,145.44	6,127.45	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	306,458.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,316.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,838.45
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,369.45
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	7,518.68	5,037.52	0.00	0.00	0.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	275,916.28
AGENTE 2o.	DIR DE MOVILIDA	TRANSITO	0.00	107,794.56	0.00	0.00	0.00	0.00	7,966.08	6,026.64	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	228,725.85
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,066.34	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	2,137.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,794.62	0.00	0.00	20,307.84	2,781.60	9,296.16	229,316.64
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,861.65
JARDINERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	159,484.66	0.00	0.00	0.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	408,400.40
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,629.17
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,861.65
TECNICO CONTABLE	DIR DE PATRIMON	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	2,077.84	12,051.44	34,492.06	11,635.88	7,796.04	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	364,775.82
AUXILIAR UNIVERSAL DE OFICINA	DIR DE PATRIMON	BASE	117,584.28	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,997.64	5,879.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,633.12	12,085.05	24,496.73	9,145.44	6,127.45	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,959.74	18,813.48	20,307.84	2,781.60	9,296.16	307,388.60
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	149,604.12	0.00	0.00	0.00	12,990.24	5,423.40	48,000.00	0.00	30,471.72	7,480.21	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	2,077.84	15,375.98	31,167.53	11,635.88	7,796.04	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	2,493.40	23,936.66	20,307.84	2,781.60	9,296.16	413,120.82
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	5,386.39	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	8,378.83	5,613.82	0.00	155,606.88	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	443,761.97
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,234.17
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	5,018.75	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,806.94	5,230.65	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	434,961.67
MECANOGRAFA	SISTEMA MPAL DE	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	5,516.90	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	8,581.85	5,749.84	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	293,428.27
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,861.65
ANALISTA	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	4,485.67	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	1,892.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	222,626.54
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,861.65
INTENDENTE	DIR F A LA LEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	0.00	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	269,527.01
MACHETERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,234.17
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,861.65
POLICIA 2o.	SEC DE SEG VECI	POLICIA	0.00	109,507.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	5,146.86	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,520.94	1,150.00	22,814.08	0.00	2,171.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	230,577.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	5,892.81	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	2,486.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,488.43	0.00	0.00	20,307.84	2,781.60	9,296.16	251,392.65
VELADOR	DIR DE MTO URBA	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	7,634.08	5,114.83	0.00	141,230.42	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	419,470.78
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,234.17
VELADOR	SISTEMA MPAL DE	BASE	105,702.60	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,794.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,468.09	7,046.84	25,838.41	7,634.08	5,114.83	0.00	141,230.42	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,761.71	16,912.42	20,307.84	2,781.60	9,296.16	420,040.78
INTENDENTE	SEC DE BIE Y TE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,834.07
MECANOGRAFA	SEC DE M A M Y G	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	7,968.84	5,339.13	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	287,869.93
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	220.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	275,321.57
INTENDENTE	SEC DE SERV VEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,834.07
INTENDENTE	DIR EGR CON PRE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	277,419.07
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,967.89
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
AFANADORA	DIR DE SANIDAD	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	7,257.00	4,862.19	0.00	0.00	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	268,075.50
SECRETARIO PARTICULAR	DIR DE CAP HUM	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	41,400.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	4,385.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	230,578.57
ANALISTA	CONSEJ JURIDICA	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	0.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	3,660.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	167,081.99
ANALISTA "C"	D REC MA Y SE G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR QUE DEN INV	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,967.89
ANALISTA "C"	SECRETARIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	SEC DE SEG VECI	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	148,798.56	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	283,171.79
JEFE DE UNIDAD	DIR DE DES ECO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	0.00	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	153,424.17
TITULAR OPD	DIR DE PENSIONE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
ANALISTA "C"	D REC MA Y SE G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	CONSEJ JURIDICA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	UNIDAD DE TRANS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	7,968.84	5,339.13	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	287,539.93
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
ANALISTA "C"	DIR DE PATRIMON	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,705.72
ANALISTA "C"	PRESIDENCIA MPA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
AUXILIAR TOPOGRAFO	SEC OB PU DE UR	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	7,545.66	5,055.59	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	277,435.34
ANALISTA "C"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
CONSERJE	D REC MA Y SE G	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,320.38	4,904.65	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	282,021.02
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	SIND PRIMERA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
ANALISTA	AG DE TRANS DIG	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	2,400.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	3,660.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	169,481.99
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,849.17
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
BARRENDERO	SEC DE SERV VEC	BASE	100,374.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,592.72	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,394.10	10,316.32	20,911.45	7,249.30	4,857.03	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	475.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,372.41
TECNICO EN EQUIPO DE COMP	AG DE TRANS DIG	CONFIANZA	0.00	60,320.64	0.00	0.00	6,892.44	0.00	0.00	2,520.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	837.79	0.00	12,566.80	0.00	2,831.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,651.30	20,307.84	2,781.60	9,296.16	144,384.29
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,121.67
VELADOR	DIR DE CAP HUM	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	12,000.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,930.41	5,313.37	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	296,114.77
EMPLEADO DE CUADRILLA MOVIL "A"	INST MPAL DE LA	BASE	108,206.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,687.12	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,502.87	11,121.23	22,543.03	7,814.92	5,235.99	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,803.44	17,313.04	20,307.84	2,781.60	9,296.16	283,784.61
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	424,371.65
MACHETERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,234.17
JARDINERO	SISTEMA MPAL DE	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	7,545.66	5,055.59	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	277,325.34
ANALISTA	SEC DE SEG VECI	POLICIA	0.00	95,439.72	0.00	0.00	12,458.52	0.00	0.00	2,436.72	29,176.92	0.00	0.00	0.00	5,832.48	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.55	4,241.77	19,883.28	0.00	1,670.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	217,918.18
MECANOGRAFA	SECRETARIA MPAL	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	6,742.87	4,517.72	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	285,602.55
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	429,161.67
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
INTENDENTE	REG OB PUB Y DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	7,549.49	5,058.16	0.00	0.00	0.00	5,500.00	12,410.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	277,511.57
COCINERA	SISTEMA MPAL DE	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,930.41	5,313.37	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	286,127.27
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
AUXILIAR DE COCINA	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	265,818.25
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,629.17
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	426,629.17
JEFE DE DEPARTAMENTO	ORG INT DE CON	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	0.00	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	153,424.17
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	7,249.30	4,857.03	0.00	152,235.36	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	419,489.86
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,510.41
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	SEC DE SERV VEC	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,408.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,492.89
INTENDENTE	DIR F A LA LEC	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	330.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,669.25
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	7,938.09	5,318.52	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	286,789.70
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,940.32	4,650.01	0.00	150,373.60	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	425,434.02
ASESOR "C"	SEC C ED Y FO A	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INTENDENTE	INST MPAL DE LA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	276,339.25
BARRENDERO	SEC OB PU DE UR	BASE	100,374.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,592.72	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,394.10	10,316.32	20,911.45	6,691.66	4,483.41	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	269,163.99
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
CABO	DIR OB PUB Y MA	BASE	107,727.84	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,038.32	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,496.22	7,181.86	26,333.47	7,181.86	4,811.84	0.00	155,606.88	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,795.46	17,236.45	20,307.84	2,781.60	9,296.16	437,056.63
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,080.41
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,320.38	4,904.65	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	282,606.02
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,510.41
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	408,871.65
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,412.91
AUXILIAR DE TRABAJO SOCIAL	SEC DE SERV VEC	BASE	109,912.08	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,925.32	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,526.56	11,296.52	22,898.35	7,327.47	4,909.41	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	282,682.47
ASEADOR	SISTEMA MPAL DE	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	6,787.58	4,547.68	0.00	136,034.50	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	404,346.81
INTENDENTE	D REC MA Y SE G	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	0.00	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	268,705.75
MECANOGRAFA	DIR PLA URB Y L	BASE	110,338.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,352.24	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,532.47	7,355.87	26,971.53	7,355.87	4,928.43	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,838.97	17,654.09	20,307.84	2,781.60	9,296.16	285,293.98
INTENDENTE	DIR DE BIE COM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	272,776.75
AUXILIAR ADMINISTRATIVO	DIR PLA URB Y L	BASE	113,002.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	25,357.08	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,569.48	11,614.13	23,542.15	7,533.49	5,047.44	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,883.37	18,080.37	20,307.84	2,781.60	9,296.16	291,296.28
ANALISTA "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
MECANOGRAFO	DIR F A LA LEC	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	7,355.86	4,928.42	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	286,041.24
INSPECTOR "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	272,281.93
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	424,371.65
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,510.41

			Percepciones ordinarias														Percepciones Extraordinarias																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
AFANADORA	DIR DE SANIDAD	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	6,698.77	4,488.17	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	269,240.75
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
POLICIA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	1,150.00	26,120.60	0.00	1,901.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,957.43	0.00	0.00	20,307.84	2,781.60	9,296.16	245,383.74
POLICIA	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	1,150.00	22,457.20	0.00	1,634.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,847.43	0.00	0.00	20,307.84	2,781.60	9,296.16	222,800.06
ANALISTA "B"	DIR EGR CON PRE	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,883.83	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,443.56
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
SECRETARIO PARTICULAR	SEC DE TURISMO	CONFIANZA	0.00	93,426.84	0.00	0.00	6,892.44	0.00	0.00	3,480.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,297.60	0.00	19,463.93	0.00	4,048.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,948.29	20,307.84	2,781.60	9,296.16	192,321.19
JEFE DE DEPARTAMENTO	SEC DE TURISMO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	130,583.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	27,813.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,813.66	13,421.10	27,204.93	8,705.58	5,832.74	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	195.00	0.00	2,176.39	20,893.38	20,307.84	2,781.60	9,296.16	319,514.21
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
ANALISTA "C"	SEC DE M A M Y G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	220.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,917.91
ASEADOR DE INODOROS	DIR DE ASEO PUB	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	6,787.58	4,547.68	0.00	136,034.50	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	404,851.81
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
JARDINERO	SEC DE TURISMO	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	6,384.79	4,277.81	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	274,996.69
ANALISTA "C"	INST MPAL DE LA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	6,965.22	4,666.70	0.00	0.00	220.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	276,466.01
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,807.91
PROGRAMADOR B	AG DE TRANS DIG	CONFIANZA	0.00	77,965.68	0.00	0.00	6,892.44	0.00	0.00	3,300.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,082.86	0.00	16,242.85	0.00	3,378.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,474.51	20,307.84	2,781.60	9,296.16	170,100.45
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,080.41
INTENDENTE	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	134,112.10	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	399,930.35
ENFERMERO "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,697.91
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	330.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,369.15
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
SUPERVISOR "C"	DIR DE PATRIMON	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "A"	DIR EGR CON PRE	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,980.60
ADMINISTRADOR "C"	SEC C ED Y FO A	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
TECNICO EN EQUIPO DE COMP	AG DE TRANS DIG	CONFIANZA	0.00	60,320.64	0.00	0.00	6,892.44	0.00	0.00	2,400.00	12,316.20	0.00	0.00	0.00	3,721.80	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	837.79	0.00	12,566.80	0.00	2,613.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,651.30	20,307.84	2,781.60	9,296.16	144,046.46
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,968.76	4,669.07	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	273,361.75
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,190.41
JEFE DE DEPARTAMENTO	DIR RESP ADM CO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
VELADOR	DIR DE PATRIMON	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,710.34	4,495.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	266,382.26
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
MEDICO "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	72,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	107,985.60
INTENDENTE	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	134,112.10	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	402,137.85
ENFERMERO "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,149.15
ANALISTA "C"	INST MPAL DE LA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INTENDENTE	DIR DE MTO URBA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	0.00	0.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,771.93
INTENDENTE	DIR DE SANIDAD	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,186.93
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	275,369.43
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	144,986.05	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	412,760.55
VELADOR	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	7,320.38	4,904.65	0.00	0.00	220.00	5,500.00	10,000.00	0.00	475.00	195.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	283,791.02
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	260.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	428,230.41
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
INTENDENTE	SECRETARIA MPAL	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	274,894.43
INTENDENTE	DIR DEL C Y P H	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	220.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	272,501.93
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	110.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,807.91
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	424,371.65
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	425,302.91
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	159,484.66	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,510.41
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
CONSERJE	OFICIALIA MAYOR	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,525.08	8,845.45	25,316.30	7,320.38	4,904.65	0.00	0.00	0.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	284,763.52
INTENDENTE	SEC OB PU DE UR	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	0.00	150.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	267,704.49
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INTENDENTE	DIR OB PUB Y MA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,691.66	4,483.41	0.00	134,112.10	110.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	402,707.85
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	424,766.65
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	3,145.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,230.72
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
PANTEONERO SEPULTURERO	DIR DE MERCADOS	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	6,384.79	4,277.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	195.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	257,289.19
INTENDENTE	DIR DE MERCADOS	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	272,391.93
ENFERMERO "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INTENDENTE	SISTEMA MPAL DE	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	256,692.11
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,710.34	4,495.93	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	284,674.76
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
JARDINERO	DIR DE MTO URBA	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	220.00	6,569.50	11,138.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	427,259.15
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,592.72	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,394.10	10,316.32	20,911.45	6,134.03	4,109.80	0.00	0.00	0.00	4,500.00	9,120.00	0.00	0.00	170.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	263,730.23
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
MEDICO "A"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	62,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	97,905.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INTENDENTE	INST MPAL DE LA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	256,692.11
ANALISTA "C"	SEC DE M A M Y G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
TECNICO ADMINISTRATTIVO	SEC OB PU DE UR	BASE	139,108.32	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	29,005.20	0.00	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,932.06	11,205.95	32,072.20	8,501.06	5,695.71	0.00	0.00	0.00	6,198.00	9,120.00	0.00	0.00	0.00	0.00	2,318.47	22,257.33	20,307.84	2,781.60	9,296.16	331,968.26

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																							Erogaciones				
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
AUXILIAR DE TRABAJO SOCIAL	OFICIALIA MAYOR	BASE	109,912.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,301.00	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,526.56	7,327.47	26,867.40	6,716.85	4,500.29	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	180.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	280,448.37
INTENDENTE	DIR F A LA LEC	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	0.00	0.00	5,500.00	10,000.00	0.00	395.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	265,281.99
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
ANALISTA "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
ASESOR "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	159,484.66	0.00	5,500.00	10,000.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	424,371.65
INSPECTOR DE RIESGOS	SEC DE SEG VECI	POLICIA	0.00	107,794.56	0.00	0.00	0.00	0.00	5,172.72	8,463.60	29,176.92	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,497.15	5,940.87	22,457.20	0.00	1,509.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,803.46	0.00	0.00	20,307.84	2,781.60	9,296.16	225,421.20
MECANICO	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
ASESOR "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
ANALISTA "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
PROGRAMADOR DE COMPUTADORA	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
ANALISTA "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
ANALISTA "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	6,722.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,856.27	0.00	0.00	20,307.84	2,781.60	9,296.16	245,708.70
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,883.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,968.56
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
BARRENDERO	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	159,484.66	0.00	0.00	0.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	408,400.40
INTENDENTE	INST MPAL DEL D	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,186.93
AFANADORA	DIR F A LA LEC	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	6,140.54	4,114.16	0.00	0.00	0.00	5,500.00	9,120.00	0.00	475.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	265,221.01
INTENDENTE	SEC C ED Y FO A	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,186.93
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	6,361.96	4,262.51	0.00	0.00	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	273,524.56
INTENDENTE	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	6,134.03	4,109.80	0.00	134,112.10	0.00	6,569.50	11,138.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	401,206.59
ASISTENTE OPERATIVO "C"	DIR F A LA LEC	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INTENDENTE	OFICIALIA MAYOR	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	6,569.50	11,138.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	275,479.43
MECANOGRAFA	DIR DE ASEO PUB	BASE	110,337.84	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,984.84	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,532.47	11,340.28	22,987.05	6,742.87	4,517.72	0.00	0.00	0.00	5,500.00	9,120.00	0.00	0.00	0.00	0.00	1,838.96	17,654.05	20,307.84	2,781.60	9,296.16	281,930.05
INTENDENTE	CONSEJ JURIDICA	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	256,217.11
AFANADORA	DIR F A LA LEC	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	6,140.54	4,114.16	0.00	0.00	0.00	5,500.00	10,000.00	0.00	0.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	265,626.01
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,883.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,968.56
ANALISTA "C"	DIR DE CO EN VI	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "A"	SEC DE SEG VECI	POLICIA	0.00	125,378.88	0.00	0.00	0.00	0.00	5,172.72	8,463.60	27,891.96	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.37	5,572.39	26,120.60	0.00	1,755.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,218.29	0.00	0.00	20,307.84	2,781.60	9,296.16	242,920.72
BARRENDERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	159,484.66	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	407,940.40
ASEADOR	DIR DE MERCADOS	BASE	101,813.76	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,327.80	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,414.08	6,787.58	24,887.81	5,656.32	3,789.73	0.00	136,034.50	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,696.90	16,290.20	20,307.84	2,781.60	9,296.16	386,957.60
AUXILIAR DE TRABAJO SOCIAL	DIR DE CAP HUM	BASE	109,912.08	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,301.00	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,526.56	7,327.47	26,867.40	6,106.23	4,091.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,831.87	17,585.93	20,307.84	2,781.60	9,296.16	264,808.63
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	152,235.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	400,511.09
AFANADORA	DIR F A LA LEC	BASE	100,481.52	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	23,607.60	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,395.58	10,327.27	20,933.65	6,140.54	4,114.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,674.69	16,077.04	20,307.84	2,781.60	9,296.16	250,126.01
NINERA	DIR F A LA LEC	BASE	109,805.64	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,910.56	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,525.08	11,285.58	22,876.18	6,710.34	4,495.93	0.00	0.00	110.00	0.00	0.00	475.00	0.00	0.00	0.00	1,830.09	17,568.90	20,307.84	2,781.60	9,296.16	266,967.26
AUXILIAR DE COCINA	SISTEMA MPAL DE	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	134,112.10	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	382,567.84
AUXILIAR DE COCINA	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,455.74
INTENDENTE	DIR DE MERCADOS	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	134,112.10	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	382,567.84
MEDICO "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	72,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	107,985.60
ANALISTA "C"	INST MPAL DE LA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	5,783.60	3,875.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	254,851.20
ANALISTA "B"	TESORERIA MPAL	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
INTENDENTE	DIR DE CAP HUM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	256,217.11
MEDICO "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	72,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	107,985.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INTENDENTE	DIR DE CAP HUM	BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	6,388.03	4,279.98	0.00	0.00	110.00	0.00	0.00	475.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16	257,771.93
JARDINERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	5,804.35	3,888.92	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	256,599.86
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ARRIERO	DIR DE ASEO PUB	BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	152,235.36	0.00	0.00	0.00	460.00	0.00	180.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	401,151.09
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	5,783.60	3,875.01	0.00	0.00	0.00	0.00	0.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	255,311.20
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	5,783.60	3,875.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	254,851.20
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	104,478.36	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,165.96	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.09	10,738.05	21,766.33	5,804.35	3,888.92	0.00	150,913.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,741.31	16,716.54	20,307.84	2,781.60	9,296.16	407,038.05
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	104,104.80	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,602.96	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,445.90	6,940.32	25,447.84	5,783.60	3,875.01	0.00	0.00	0.00	0.00	0.00	460.00	0.00	180.00	0.00	1,735.08	16,656.77	20,307.84	2,781.60	9,296.16	255,311.20
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	BASE	113,002.44	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	26,672.40	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,569.48	7,533.50	27,622.82	6,277.91	4,206.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,883.37	18,080.39	20,307.84	2,781.60	9,296.16	269,927.43
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SECRETARIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG CEN HIS Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG CEN HIS Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	SEC DE M A M Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASISTENTE OPERATIVO "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
DIRECTOR	DIR PLA URB Y L	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	275,905.10
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG DE HDA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
DIRECTOR	DIR DE MERCADOS	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
DIRECTOR	DIR DE CO EN VI	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
DIRECTOR	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
DIRECTOR	D REC MA Y SE G	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
COORDINADOR	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE UNIDAD	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
DIRECTOR	DIR DE MTO URBA	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
DIRECTOR	DIR EGR CON PRE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
COORDINADOR	OFICIALIA MAYOR	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
DIRECTOR	DIR DE CONTABIL	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE UNIDAD	SEC DE BIE Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinarias																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
DIRECTOR	DIRECCION TECNI	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	0.00	0.00	252,127.92	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	988.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	401,463.28
JEFE DE UNIDAD	SEC DE M A M Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
SECRETARIO	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
SECRETARIO	SEC PARTICULAR	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
TITULAR DE OPD	INST MPAL DEL D	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE UNIDAD	SEC OB PU DE UR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
DIRECTOR	DIR PLA URB Y L	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE UNIDAD	COORD DE REL IN	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
DIRECTOR	DIR DE INGRESOS	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIRECCION TECNI	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	106,068.72	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	947.19	0.00	0.00	20,307.84	2,781.60	9,296.16	241,389.14
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
SECRETARIO	SEC ADMON Y FIN	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
SECRETARIO	SEC DE M A M Y G	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
SECRETARIO	SEC DE SEG VECI	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	0.00	0.00	357,938.16	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	1,129.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	947.19	0.00	0.00	20,307.84	2,781.60	9,296.16	523,183.44
SECRETARIO	SEC DE PRO ECO	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
SECRETARIO	SEC C ED Y FO A	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
TITULAR OPD	INST MPAL DE LA	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
TITULAR DE OPD	INST MPAL DE LA	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
TITULAR DE OPD	INST MPAL DE PL	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
TITULAR OPD	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	422,439.30
SECRETARIO	TESORERIA MPAL	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
SECRETARIO	SEC OB PU DE UR	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
SECRETARIO	OFICIALIA MAYOR	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
DIRECTOR	DIR DE CAP HUM	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	COORD DE GEST V	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	COORD DE GEST V	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	INST MPAL DEL D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
SECRETARIO	COORD DE GEST V	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
JEFE DE UNIDAD	COORD DE GEST V	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE UNIDAD	SEC OB PU DE UR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE UNIDAD	SEC DE PRO ECO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE UNIDAD	COORD DE REL IN	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
SECRETARIO	SEC TECNICA	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	INST MPAL DEL D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
COORDINADOR	SEC DE SEG VECI	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	0.00	0.00	252,127.92	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	988.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	947.19	0.00	0.00	20,307.84	2,781.60	9,296.16	402,410.47
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "A"	DIR DE CAP HUM	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC TECNICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE REG DE L	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR F A LA LEC	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	SECRETARIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	0.00	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	153,112.67
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
COORDINADOR	ALC MPAL CIVICA	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	DIR DE BIE COM	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	INST MPAL DE LE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
DIRECTOR	DIR DE PATRIMON	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	OFICIALIA MAYOR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	COORD DE REL IN	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
DIRECTOR	DIR DE SANIDAD	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
REGIDOR	REG OB PUB Y DE	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
REGIDOR	REG DE PROTEC C	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
REGIDOR	REG DES S ME AM	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
REGIDOR	REG GPOS PRI JU	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
REGIDOR	REG CEN HIS Y	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
REGIDOR	REG SEG VEC Y C	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

			Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				
Plaza/Puesto	Adscripción	Tipo de Contrato	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	IMPORTE
REGIDOR	REG SERV VEC Y	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
REGIDOR	REG CULT Y EDUC	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	438,999.84	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	595,280.08
PRESIDENTE MUNICIPAL	PRESIDENCIA MPA	MANDOS MEDIOS	0.00	108,955.68	0.00	0.00	5,209.56	0.00	733,209.60	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,513.27	0.00	22,699.10	0.00	3,934.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	919,979.00
SINDICO	SIND PRIMERA MP	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	495,098.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	666,637.55
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE MOVILIDA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	106,068.72	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	240,441.95
JEFE DE DEPARTAMENTO	DIRECCION TECNI	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	106,068.72	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	947.19	0.00	0.00	20,307.84	2,781.60	9,296.16	241,389.14
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC TECNICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MOVILIDA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	106,068.72	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	947.19	0.00	0.00	20,307.84	2,781.60	9,296.16	241,389.14
DIRECTOR	DIR DE BIE COM	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	COORD DE REL IN	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	SEC DE TURISMO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
DIRECTOR	DIR DE PROX SOC	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	0.00	0.00	252,127.92	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	988.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	947.19	0.00	0.00	20,307.84	2,781.60	9,296.16	402,410.47
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
DIRECTOR	DIR DE FOM CULT	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
ASESOR "C"	REG GPOS PRI JU	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG BIE TEQ VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG GPOS PRI JU	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG OB PUB Y DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG OB PUB Y DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG CEN HIS Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG DES S ME AM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG DE HDA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	SIND PRIMERA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	INST MPAL DE LA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE UNIDAD	SEC DE SEG VECI	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	148,798.56	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	283,171.79
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	JEF DE LA OF D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
SECRETARIO	ORG INT DE CON	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
DIRECTOR	DIR F A LA LEC	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	ALC MPAL CIVICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
SECRETARIO	JEF DE LA OF D	MANDOS MEDIOS	0.00	96,852.36	0.00	0.00	5,209.56	0.00	357,938.16	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,345.17	0.00	20,177.58	0.00	3,497.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,496.38	20,307.84	2,781.60	9,296.16	544,973.93
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	ALC MPAL CIVICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	0.00	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	152,637.67
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR OB PUB Y MA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,911.23
ASESOR "C"	REG SERV VEC Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ASESOR "B"	DIR DE CAP HUM	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
ASESOR "B"	DIR DE CAP HUM	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
ASESOR "B"	DIR DE CAP HUM	CONTRATO	0.00	0.00	78,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	114,285.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC OB PU DE UR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	404,765.59
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ASESOR "C"	JEF DE LA OF D	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	SEC DE SEG VECI	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	0.00	0.00	148,798.56	0.00	12,187.44	0.00	0.00	0.00	0.00	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	847.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	283,171.79
DIRECTOR	DIR QUE DEN INV	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
ASESOR "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
DIRECTOR	DIR DE AUDIT IN	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE REG DE L	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SISTEMA MPAL DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ADMINISTRADOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ADMINISTRADOR "A"	DIR DE MER DE A	CONTRATO	0.00	0.00	74,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	110,505.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ADMINISTRADOR "C"	DIR DE CO EN VI	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	259,181.39
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	DIR DE AG BARR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ADMINISTRADOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
JEFE DE DEPARTAMENTO	INST MPAL DE LE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	83,260.60
ANALISTA "C"	D REC MA Y SEG	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,860.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	COORD DE COM SO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	475.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	129,124.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	COORD DE AT DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
DIRECTOR	ORG INT DE CON	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	0.00	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	152,637.67
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
JEFE DE DEPARTAMENTO	JEF DE LA OF D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	SEC DE SERV VEC	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	0.00	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	152,637.67
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	OFICIALIA MAYOR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
COORDINADOR	AG DE TRANS DIG	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
ASESOR "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	INST MPAL DE PL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	SEC ADMON Y FIN	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	INST MPAL DE LE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	95,385.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE REG DE L	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG CULT Y EDUC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG CULT Y EDUC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG GOB DE TER	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	COORD DE COM SO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG GPOS PRI JU	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG GPOS PRI JU	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG BIE TEQ VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	ORG INT DE CON	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG OB PUB Y DE	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR OB PUB Y MA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR RESP ADM CO	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	REG DES S ME AM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
DIRECTOR	DIR RESP ADM CO	MANDOS MEDIOS	0.00	84,725.88	0.00	0.00	5,209.56	0.00	252,127.92	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,176.75	0.00	17,651.23	0.00	3,059.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,556.14	20,307.84	2,781.60	9,296.16	421,964.30
ASESOR "C"	SEC DE M AM Y G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	SEC DE M AM Y G	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	SEC TECNICA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE REG DE L	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	0.00	0.00	48,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	82,785.60
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
JEFE DE UNIDAD	JEF DE LA OF D	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinaras																						Erogaciones				IMPORTE
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Día Empleado Municipal	Día del Sindicato	Estim termino de admon mu	Apoyo econ día de muertos	Días 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	148,798.56	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	301,436.23
ASESOR "C"	REG DES S ME AM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	0.00	72,599.88	0.00	0.00	5,209.56	0.00	106,068.72	0.00	8,918.52	0.00	0.00	0.00	2,813.16	0.00	190.00	150.00	0.00	0.00	0.00	0.00	0.00	1,008.33	0.00	15,124.98	0.00	2,621.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,615.98	20,307.84	2,781.60	9,296.16	258,706.39
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE SANIDAD	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	INST MPAL DE LA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	INST MPAL DE LA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC ADMON Y FIN	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	INST MPAL DE LA	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SECRETARIA MPAL	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	COORD DE COM SO	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	0.00	0.00	91,680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,307.84	2,781.60	9,296.16	128,649.60
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16	248,275.74

Plaza/Puesto	Adscripción	Tipo de Contrato	Percepciones ordinarias														Percepciones Extraordinarias																						Erogaciones			
			SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	AYUDA DE DESPENSA	BONO INSALUBRE	COMPENSACION FIJA	COMPENSACION	PSM	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	VIDA CARA	TRANSPORTE	Canasta Navideña	Ayuda para juguetes	Vales de Despensa	Dia Empleado Municipal	Dia del Sindicato	Estim termino de admon mu	Apoyo econ dia de muertos	Dias 31	Ay de primavera	AGUINALDO	Pago de vacs	PRIMA VACACIONAL	est econ x ant	HORAS EXTRA	PAQUETES ESCOLARES	CALZADO	UNIFORMES	AYUDA 10 DE MAYO	DIA DEL PADRE	DIA FESTIVO	ESTIMULO ECONOMICO	DIAS ECONOMICOS	APORT A PENSIONES	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	100,374.96	0.00	0.00	0.00	12,597.36	5,423.40	0.00	0.00	25,154.52	0.00	0.00	0.00	5,892.96	4,314.60	450.00	380.00	550.00	270.00	370.00	195.00	250.00	1,394.10	6,691.66	24,536.10	5,576.39	3,736.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,672.92	16,059.99	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,451.83	8,420.59	24,100.30	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	450.00	350.00	550.00	400.00	0.00	0.00	250.00	1,451.83	8,420.59	24,100.30	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
		BASE	104,531.40	0.00	0.00	0.00	12,990.24	5,423.40	0.00	0.00	24,173.64	0.00	0.00	0.00	7,440.12	4,314.60	700.00	380.00	700.00	400.00	200.00	190.00	250.00	1,451.83	10,743.51	21,777.38	5,807.30	3,890.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,742.19	16,725.02	20,307.84	2,781.60	9,296.16
SUPLENTES		BASE	0.00	0.00	0.00	53,668,205.05	5,447,184.99	0.00	0.00	0.00	8,981,363.09	0.00	0.00	0.00	2,767,483.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,930,712.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,313,991.76	1,974,790.98	590,809.08
AGENTE	AGENCIA DOLORES	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA CANDIANI	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA CINCO S	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA SN LUIS BEL	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA MONTOYA	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA TRINIDAD DE VIG	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA DONAJI	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA DE SANT	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AG SAN MAR MEX	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AG PUENVO	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA SN JUAN CHAP	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AGENCIA GPE VIC	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AGENTE	AG SAN FEL DEL	DIETAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
																																										TOTAL

ANEXO 4: PREVISIONES SALARIALES Y ECONÓMICAS.

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca

Presupuesto de Egresos Municipal para el Ejercicio Fiscal 2026

Previsiones Salariales y Económicas

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE GRUPO	SEC C ED Y FO A	7,717.29	0.00	0.00	7,717.29
OFICIAL DE TRABAJO SOCIAL	DIR DE MERCADOS	6,214.84	0.00	0.00	6,214.84
PROMOTOR DEPORTIVO	INST MPAL DEL D	2,997.36	0.00	0.00	2,997.36
TAQUIMECANOGRAFA	D REC MA Y SE G	5,807.27	0.00	0.00	5,807.27
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	7,709.26	0.00	0.00	7,709.26
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	7,709.26	0.00	0.00	7,709.26
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	7,709.26	0.00	0.00	7,709.26
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
CHOFER C	PRESIDENCIA MPA	6,297.43	0.00	0.00	6,297.43
OFICIAL DE TRABAJO SOCIAL	SECRETARIA MPAL	6,214.84	0.00	0.00	6,214.84
OFICIAL ADMINISTRATIVO	DIR DE CAP HUM	5,967.14	0.00	0.00	5,967.14
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	6,955.42	0.00	0.00	6,955.42
JEFE DE GRUPO	DIR PLA URB Y L	7,717.29	0.00	0.00	7,717.29
AUXILIAR UNIVERSAL DE OFI	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
TECNICO CONTABLE	DIR DE CAP HUM	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	DIR DE MERCADOS	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	SEC DE SERV VEC	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	OFICIALIA MAYOR	7,717.29	0.00	0.00	7,717.29
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	7,709.26	0.00	0.00	7,709.26
JEFE DE GRUPO	DIR PLA URB Y L	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	SECRETARIA MPAL	7,717.29	0.00	0.00	7,717.29
TECNICO CONTABLE	DIR DE PATRIMON	7,480.21	0.00	0.00	7,480.21
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	7,709.26	0.00	0.00	7,709.26
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
TECNICO ADMINISTRATIVO	D REC MA Y SE G	6,955.42	0.00	0.00	6,955.42
TECNICO CONTABLE	D REC MA Y SE G	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	DIR C SEG CT OB	7,717.29	0.00	0.00	7,717.29
TECNICO ADMINISTRATIVO	REG SEG VEC Y C	6,955.42	0.00	0.00	6,955.42
TECNICO ADMINISTRATIVO	SIND SEGUNDA MP	6,955.42	0.00	0.00	6,955.42
ENCARGADO DE MANTENIMIENTO	D REC MA Y SE G	7,709.26	0.00	0.00	7,709.26
JEFE DE GRUPO	DIR PLA URB Y L	7,717.29	0.00	0.00	7,717.29
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
PROGRAMADOR B	AG DE TRANS DIG	3,898.28	0.00	0.00	3,898.28
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	DIR DE MERCADOS	7,480.21	0.00	0.00	7,480.21
AYUDANTE OPER/MAQ.PESADA	SEC OB PU DE UR	6,062.97	0.00	0.00	6,062.97
TRABAJADORA SOCIAL	SISTEMA MPAL DE	6,968.73	0.00	0.00	6,968.73
JEFE DE UNIDAD	TESORERIA MPAL	3,629.99	0.00	0.00	3,629.99
PROYECTISTA	DIR OB PUB Y MA	7,045.96	0.00	0.00	7,045.96
JEFE DE GRUPO	DIR C SEG CT OB	7,717.29	0.00	0.00	7,717.29
TECNICO CONTABLE	DIR DE INGRESOS	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	DIR DE CAP HUM	7,480.21	0.00	0.00	7,480.21
INSPECTOR (MDO. 20 DE NOV	DIR DE INGRESOS	3,113.77	0.00	0.00	3,113.77
ASISTENTE OPERATIVO "C"	D REC MA Y SE G	2,400.00	0.00	0.00	2,400.00
OFICIAL DE TRABAJO SOCIAL	DIR DE AG BARR	6,214.84	0.00	0.00	6,214.84
TECNICO CONTABLE	DIR C SEG CT OB	7,480.21	0.00	0.00	7,480.21
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	SECRETARIA MPAL	7,480.21	0.00	0.00	7,480.21
ANALISTA	SEC DE GOB Y TE	3,898.28	0.00	0.00	3,898.28
TECNICO ADMINISTRATIVO	DIR F A LA LEC	6,955.42	0.00	0.00	6,955.42
TECNICO CONTABLE	DIR F A LA LEC	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	CONSEJ JURIDICA	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	SEC C ED Y FO A	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	DIR OB PUB Y MA	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	DIR DE ASEO PUB	7,717.29	0.00	0.00	7,717.29
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	9,065.23	0.00	0.00	9,065.23
JEFE DE GRUPO	SISTEMA MPAL DE	7,717.29	0.00	0.00	7,717.29
AUXILIAR DE CAJA	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
PROYECTISTA	SECRETARIA MPAL	7,045.96	0.00	0.00	7,045.96
TECNICO CONTABLE	DIR PLA URB Y L	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	SEC DE BIE Y TE	7,480.21	0.00	0.00	7,480.21
CABO	DIR DE ASEO PUB	5,386.39	0.00	0.00	5,386.39
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
AYUDANTE UNIVERSAL DE OFI	DIR DE CAP HUM	5,967.14	0.00	0.00	5,967.14
JEFE DE GRUPO	DIR PLA URB Y L	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	SECRETARIA MPAL	7,717.29	0.00	0.00	7,717.29
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	6,955.42	0.00	0.00	6,955.42
SUPERVISOR	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
INSPECTOR (UNID.INSPECCIO	DIR DE MERCADOS	3,113.77	0.00	0.00	3,113.77
AUXILIAR ADMINISTRATIVO	TESORERIA MPAL	5,650.12	0.00	0.00	5,650.12

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TECNICO CONTABLE	DIR DE SANIDAD	7,480.18	0.00	0.00	7,480.18
AYUDANTE ADMINISTRATIVO	SEC DE PRO ECO	5,967.14	0.00	0.00	5,967.14
NINERA	DIR F A LA LEC	2,850.79	0.00	0.00	2,850.79
INSPECTOR	DIR DE MER DE A	5,983.10	0.00	0.00	5,983.10
TECNICO CONTABLE	SEC DE BIE Y TE	7,480.21	0.00	0.00	7,480.21
TECNICO ADMINISTRATIVO	D REC MA Y SE G	6,955.42	0.00	0.00	6,955.42
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	6,955.42	0.00	0.00	6,955.42
TRABAJADORA SOCIAL	INST MPAL DE LA	6,968.73	0.00	0.00	6,968.73
TECNICO CONTABLE	DIR DE CAP HUM	7,480.21	0.00	0.00	7,480.21
TRABAJADORA SOCIAL	SEC DE GOB Y TE	6,968.73	0.00	0.00	6,968.73
TECNICO CONTABLE	REG CULT Y EDUC	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	D REC MA Y SE G	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	DIR DE INGRESOS	7,717.29	0.00	0.00	7,717.29
TECNICO ASTRONOMO	SEC C ED Y FO A	6,707.71	0.00	0.00	6,707.71
EMPLEADO DE CUADRILLA MOVIL "C"	DIR PLA URB Y L	6,529.18	0.00	0.00	6,529.18
ENCARGADO DE MANTENIMIENTO	REG PROS COMP Y	7,709.26	0.00	0.00	7,709.26
CHOFER	SEC OB PU DE UR	6,236.19	0.00	0.00	6,236.19
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	9,065.23	0.00	0.00	9,065.23
JEFE DE GRUPO	DIR C SEG CT OB	7,717.29	0.00	0.00	7,717.29
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	6,955.42	0.00	0.00	6,955.42
TECNICO CONTABLE	CONSEJ JURIDICA	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	DIR C SEG CT OB	7,717.29	0.00	0.00	7,717.29
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
JEFE DE GRUPO	DIR OB PUB Y MA	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	DIR F A LA LEC	7,717.29	0.00	0.00	7,717.29
TECNICO ADMINISTRATIVO	DIR DE MERCADOS	6,955.42	0.00	0.00	6,955.42
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	6,955.42	0.00	0.00	6,955.42
TRABAJADORA SOCIAL	INST MPAL DEL D	6,968.73	0.00	0.00	6,968.73
TECNICO ADMINISTRATIVO	COORD DE COM SO	6,955.42	0.00	0.00	6,955.42
JEFE DE GRUPO	SIND SEGUNDA MP	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	DIR DE MTO URBA	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	SECRETARIA MPAL	7,717.29	0.00	0.00	7,717.29
TECNICO CONTABLE	DIR DE MERCADOS	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	D REC MA Y SE G	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	DIR DE CAP HUM	7,480.21	0.00	0.00	7,480.21
OPER. DE MAQUINARIA PESADA "A"	DIR PLA URB Y L	7,442.87	0.00	0.00	7,442.87

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	6,955.42	0.00	0.00	6,955.42
TECNICO CONTABLE	SEC DE PRO ECO	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	DIR EGR CON PRE	7,717.29	0.00	0.00	7,717.29
ENCARGADO DE MANTENIMIENTO	DIR DE MERCADOS	7,709.26	0.00	0.00	7,709.26
TECNICO ASTRONOMO	SEC C ED Y FO A	6,707.71	0.00	0.00	6,707.71
OFICIAL ADMINISTRATIVO	DIR EGR CON PRE	5,967.14	0.00	0.00	5,967.14
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	6,955.42	0.00	0.00	6,955.42
TECNICO ADMINISTRATIVO	DIR OB PUB Y MA	6,955.42	0.00	0.00	6,955.42
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	7,709.26	0.00	0.00	7,709.26
ENCARGADO DE MANTENIMIENT	SEC DE SERV VEC	7,709.26	0.00	0.00	7,709.26
JEFE DE GRUPO	ALC MPAL CIVICA	7,717.29	0.00	0.00	7,717.29
TECNICO CONTABLE	DIR PLA URB Y L	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	DIR DE MTO URBA	7,717.29	0.00	0.00	7,717.29
TECNICO ADMINISTRATIVO	DIR F A LA LEC	6,955.42	0.00	0.00	6,955.42
JEFE DE GRUPO	DIR PLA URB Y L	7,717.29	0.00	0.00	7,717.29
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	9,065.23	0.00	0.00	9,065.23
TECNICO CONTABLE	INST MPAL DE PL	7,480.21	0.00	0.00	7,480.21
JEFE DE GRUPO	SECRETARIA MPAL	7,717.29	0.00	0.00	7,717.29
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
TRABAJADORA SOCIAL	DIR DE MERCADOS	6,968.73	0.00	0.00	6,968.73
TRACTORISTA	DIR F A LA LEC	7,256.41	0.00	0.00	7,256.41
OFICIAL ADMINISTRATIVO	DIR EGR CON PRE	5,967.14	0.00	0.00	5,967.14
AUXILIAR DE CAJA	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
OFICIAL DE TRABAJO SOCIAL	SEC OB PU DE UR	6,214.84	0.00	0.00	6,214.84
TRABAJADORA SOCIAL	AG SAN FEL DEL	6,968.73	0.00	0.00	6,968.73
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
AYUDANTE UNIVERSAL DE OFICINA	SEC DE BIE Y TE	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	D REC MA Y SE G	7,480.21	0.00	0.00	7,480.21
OPER. MAQUINARIA PESADA "C"	SEC OB PU DE UR	8,098.24	0.00	0.00	8,098.24
OFICINISTA B	DIR F A LA LEC	2,997.36	0.00	0.00	2,997.36
SUPERVISOR	SEC DE GOB Y TE	3,113.77	0.00	0.00	3,113.77
TRABAJADOR SOCIAL	DIR PLA URB Y L	6,968.73	0.00	0.00	6,968.73
ANALISTA "C"	SEC DE PRO ECO	4,584.00	0.00	0.00	4,584.00
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	6,955.42	0.00	0.00	6,955.42
TECNICO ADMINISTRATIVO	REG OB PUB Y DE	6,955.42	0.00	0.00	6,955.42
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	6,955.42	0.00	0.00	6,955.42
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	5,879.21	0.00	0.00	5,879.21

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	6,955.42	0.00	0.00	6,955.42
EMPLEADO DE CUADRILLA MOVIL"C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	6,955.42	0.00	0.00	6,955.42
CHOFER "C"	DIR C SEG CT OB	6,297.43	0.00	0.00	6,297.43
INSPECTOR (UNID.INSPECCIO	DIR DE MTO URBA	3,113.77	0.00	0.00	3,113.77
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	3,629.99	0.00	0.00	3,629.99
MECANOGRAFO	REG SEG VEC Y C	5,516.89	0.00	0.00	5,516.89
TECNICO CONTABLE	DIR DE CAP HUM	7,480.18	0.00	0.00	7,480.18
AUXILIAR UNIVERSAL DE OFI	SEC DE GOB Y TE	5,879.21	0.00	0.00	5,879.21
AYUDANTE ADMINISTRATIVO	CONSEJ JURIDICA	5,967.14	0.00	0.00	5,967.14
SECRETARIA B	SEC DE TURISMO	3,197.09	0.00	0.00	3,197.09
JEFE DE GRUPO	DIR F A LA LEC	7,717.29	0.00	0.00	7,717.29
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	5,650.12	0.00	0.00	5,650.12
TECNICO CONTABLE	D REC MA Y SE G	7,480.21	0.00	0.00	7,480.21
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SISTEMA MPAL DE	9,065.23	0.00	0.00	9,065.23
OFICIAL DE TRABAJO SOCIAL	REG GOB DE TER	6,214.84	0.00	0.00	6,214.84
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
ANALISTA	SEC DE BIE Y TE	3,898.28	0.00	0.00	3,898.28
FOTOGRAFO	COORD DE COM SO	5,913.85	0.00	0.00	5,913.85
OFICIAL UNIVERSAL DE OFIC	DIR DE SANIDAD	3,118.04	0.00	0.00	3,118.04
AUXILIAR UNIVERSAL DE OFICINA	DIR DE CAP HUM	5,879.21	0.00	0.00	5,879.21
AYUDANTE UNIVERSAL DE OFICINA	DIR DE BIE COM	5,967.14	0.00	0.00	5,967.14
TRABAJADORA SOCIAL	REG DE PROTEC C	6,968.73	0.00	0.00	6,968.73
AYUDANTE ADMINISTRATIVO	D REC MA Y SE G	5,967.14	0.00	0.00	5,967.14
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE CUADRILLA ALUMB PUB	DIR DE MERCADOS	9,065.23	0.00	0.00	9,065.23
OPER. MAQUINARIA PESADA "C"	DIR DE ASEO PUB	8,098.24	0.00	0.00	8,098.24
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
JEFE DE CUADRILLA ALUMB.P	CONSEJ JURIDICA	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
TECNICO CONTABLE	DIR DE MERCADOS	7,480.21	0.00	0.00	7,480.21
OPER. DE MAQUINARIA PESADA "A"	DIR DE ASEO PUB	7,442.87	0.00	0.00	7,442.87
TECNICO CONTABLE	REG GOB DE TER	7,480.21	0.00	0.00	7,480.21
OPER. MAQUINARIA PESADA "C"	DIR OB PUB Y MA	8,098.24	0.00	0.00	8,098.24
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
EMPLEADO DE CUADRILLA MOVIL "B"	TESORERIA MPAL	5,516.86	0.00	0.00	5,516.86
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE GRUPO	DIR DE MTO URBA	7,717.29	0.00	0.00	7,717.29
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR OB PUB Y MA	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC OB PU DE UR	9,065.23	0.00	0.00	9,065.23
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	6,955.42	0.00	0.00	6,955.42
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
JEFE DE CUADRILLA	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
CABO	DIR DE ASEO PUB	5,386.39	0.00	0.00	5,386.39
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE MAQUINARIA PESADA	DIR DE MERCADOS	6,697.05	0.00	0.00	6,697.05
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	6,697.05	0.00	0.00	6,697.05
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE GRUPO	DIR DE MTO URBA	7,717.29	0.00	0.00	7,717.29
JEFE DE GRUPO	DIR DE MTO URBA	7,717.29	0.00	0.00	7,717.29
TECNICO CONTABLE	TESORERIA MPAL	7,480.18	0.00	0.00	7,480.18
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	6,955.42	0.00	0.00	6,955.42
AYUDANTE ADMINISTRATIVO	DIR DE MTO URBA	5,967.14	0.00	0.00	5,967.14
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TECNICO CONTABLE	TESORERIA MPAL	7,480.18	0.00	0.00	7,480.18
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
OPERADOR DE MAQUINARIA PESADA "C"	DIR DE ASEO PUB	8,098.24	0.00	0.00	8,098.24
OPERADOR DE MAQUINARIA PESADA	DIR DE ASEO PUB	6,697.05	0.00	0.00	6,697.05
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MERCADOS	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	9,065.23	0.00	0.00	9,065.23
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
VELADOR	SEC OB PU DE UR	5,490.28	0.00	0.00	5,490.28
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
TECNICO CONTABLE	DIR PLA URB Y L	7,480.18	0.00	0.00	7,480.18
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPER. MAQUINARIA PESADA "B"	DIR DE ASEO PUB	7,807.88	0.00	0.00	7,807.88
JEFE DE GRUPO	DIR DE MTO URBA	7,717.29	0.00	0.00	7,717.29
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	9,065.23	0.00	0.00	9,065.23
CHOFER C	DIR C SEG CT OB	6,297.43	0.00	0.00	6,297.43
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
JEFE DE GRUPO	DIR PLA URB Y L	7,717.29	0.00	0.00	7,717.29
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
OPER. MAQUINARIA PESADA "C"	DIR DE ASEO PUB	8,098.24	0.00	0.00	8,098.24
CABO	DIR DE ASEO PUB	5,386.39	0.00	0.00	5,386.39
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	6,955.42	0.00	0.00	6,955.42

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE AG BARR	6,297.43	0.00	0.00	6,297.43
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
CHOFER "C"	DIR DE MTO URBA	6,297.43	0.00	0.00	6,297.43
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
OPER. DE MAQUINARIA PESA	DIR DE ASEO PUB	8,098.24	0.00	0.00	8,098.24
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA ALUMB PUB	DIR OB PUB Y MA	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC C ED Y FO A	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
OPER. MAQUINARIA PESADA "C"	DIR OB PUB Y MA	8,098.24	0.00	0.00	8,098.24
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC DE SERV VEC	9,065.23	0.00	0.00	9,065.23
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
TECNICO ADMINISTRATIVO	DIR F A LA LEC	6,955.42	0.00	0.00	6,955.42
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE MERCADOS	6,297.43	0.00	0.00	6,297.43
JEFE DE CUADRILLA DE ALUM	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
OPERADOR DE MAQUINARIA PESADA "C"	DIR DE ASEO PUB	8,098.24	0.00	0.00	8,098.24
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE GRUPO	DIR DE MTO URBA	7,717.29	0.00	0.00	7,717.29
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
JEFE DE CUADRILLA	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	9,065.23	0.00	0.00	9,065.23
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC OB PU DE UR	9,065.23	0.00	0.00	9,065.23
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
MECANOGRAFA	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
TECNICO CONTABLE	SISTEMA MPAL DE	7,480.21	0.00	0.00	7,480.21
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
AYUDANTE UNIVERSAL DE OFICINA	SEC DE M AM Y G	5,967.14	0.00	0.00	5,967.14
CABO	DIR DE MTO URBA	5,386.39	0.00	0.00	5,386.39
OPERADOR DE MAQ. PESADA "A"	DIR F A LA LEC	7,442.87	0.00	0.00	7,442.87
JEFE DE CUADRILLA	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
JEFE DE CUADRILLA	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE ASEO PUB	5,516.86	0.00	0.00	5,516.86
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SUBOFICIAL	SEC DE SEG VECI	13,827.71	0.00	0.00	13,827.71
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
SUBOFICIAL	SEC DE SEG VECI	13,827.71	0.00	0.00	13,827.71
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SUBOFICIAL	SEC DE SEG VECI	13,827.71	0.00	0.00	13,827.71
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SUB-OFICIAL	SEC DE SEG VECI	6,362.09	0.00	0.00	6,362.09
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
JUEZ B	SEC DE SEG VECI	4,940.58	0.00	0.00	4,940.58
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 1o VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
TECNICO CONTABLE	CONSEJ JURIDICA	7,480.21	0.00	0.00	7,480.21
TRABAJADORA SOCIAL	DIR OB PUB Y MA	6,968.73	0.00	0.00	6,968.73
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA	DIR EGR CON PRE	3,898.28	0.00	0.00	3,898.28
TECNICO ADMINISTRATIVO	DIR DE MTO URBA	6,955.42	0.00	0.00	6,955.42
INSPECTOR (MDO. 20 DE NOV	DIR DE MERCADOS	3,113.77	0.00	0.00	3,113.77
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
COBRADOR	DIR DE INGRESOS	3,039.04	0.00	0.00	3,039.04
VERIFICADOR DE OBRA	DIR DE INGRESOS	6,028.36	0.00	0.00	6,028.36
JEFE DE GRUPO	SECRETARIA MPAL	7,717.29	0.00	0.00	7,717.29
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
VELADOR	DIR DE MTO URBA	5,285.13	0.00	0.00	5,285.13
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
TECNICO ADMINISTRATIVO	OFICIALIA MAYOR	6,955.42	0.00	0.00	6,955.42
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
OFICIAL DE TRABAJO SOCIAL	DIR DE MTO URBA	6,214.84	0.00	0.00	6,214.84
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
CHOFER C	DIR DE MTO URBA	6,297.43	0.00	0.00	6,297.43
AYUDANTE ADMINISTRATIVO	SEC DE SERV VEC	5,967.14	0.00	0.00	5,967.14
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE ASEO PUB	5,516.86	0.00	0.00	5,516.86
TECNICO ADMINISTRATIVO	DIR F A LA LEC	6,955.42	0.00	0.00	6,955.42
ADMINISTRADOR B	DIR EGR CON PRE	4,049.16	0.00	0.00	4,049.16
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INSPECTOR DE OBRAS	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
AUXILIAR UNIVERSAL DE OFICINA	SEC DE M AM Y G	5,879.21	0.00	0.00	5,879.21
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
INSPECTOR	DIR DE MER DE A	3,113.77	0.00	0.00	3,113.77
TECNICO CONTABLE	TESORERIA MPAL	7,480.18	0.00	0.00	7,480.18
SUPERVISOR	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PROMOTOR DEPORTIVO	INST MPAL DEL D	2,997.36	0.00	0.00	2,997.36
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
ASESOR "C"	SIND PRIMERA MP	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	6,955.42	0.00	0.00	6,955.42
TAQUIMECANOGRAFA	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
SECRETARIA B	SEC DE M AM Y G	3,197.09	0.00	0.00	3,197.09
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CAPTURISTA B	D REC MA Y SE G	5,836.58	0.00	0.00	5,836.58
OFICIAL DE TRABAJO SOCIAL	DIR DE AG BARR	6,214.85	0.00	0.00	6,214.85
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	5,967.14	0.00	0.00	5,967.14
TAQUIMECANOGRAFA	CONSEJ JURIDICA	5,807.27	0.00	0.00	5,807.27
MECANOGRAFA	DIR DE CAP HUM	5,516.89	0.00	0.00	5,516.89
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SUBOFICIAL	SEC DE SEG VECI	13,827.71	0.00	0.00	13,827.71
CAPTURISTA B	SEC OB PU DE UR	3,039.04	0.00	0.00	3,039.04
TECNICO LABORATORISTA	DIR DE SANIDAD	6,752.95	0.00	0.00	6,752.95
CHOFER C	DIR DE INGRESOS	6,297.43	0.00	0.00	6,297.43
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OFICIAL ADMINISTRATIVO	SEC DE BIE Y TE	5,967.14	0.00	0.00	5,967.14
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE ADMINISTRATIVO	REG OB PUB Y DE	5,967.14	0.00	0.00	5,967.14
SECRETARIA B	ORG INT DE CON	3,197.09	0.00	0.00	3,197.09
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	DIR DE CONTABIL	7,480.21	0.00	0.00	7,480.21
DIBUJANTE	SEC OB PU DE UR	5,879.21	0.00	0.00	5,879.21
TECNICO CONTABLE	TESORERIA MPAL	7,480.18	0.00	0.00	7,480.18
AUXILIAR DE CAJA	SEC DE M AM Y G	5,879.21	0.00	0.00	5,879.21
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
OFICIAL DE TRABAJO SOCIAL	DIR DE SANIDAD	6,214.85	0.00	0.00	6,214.85
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MERCADOS	5,410.33	0.00	0.00	5,410.33
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
TAQUIMECANOGRAFA	SEC DE SERV VEC	5,807.27	0.00	0.00	5,807.27
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
TECNICO CONTABLE	DIR C SEG CT OB	7,480.21	0.00	0.00	7,480.21
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SUBOFICIAL	SEC DE SEG VECI	13,827.71	0.00	0.00	13,827.71
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	6,955.42	0.00	0.00	6,955.42
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	6,955.42	0.00	0.00	6,955.42
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	5,879.21	0.00	0.00	5,879.21
AYUDANTE UNIVERSAL DE OFICINA	DIR F A LA LEC	5,967.14	0.00	0.00	5,967.14
JEFE DE OFICINA	SECRETARIA MPAL	3,582.65	0.00	0.00	3,582.65
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SECRETARIO PARTICULAR	DIR DE PATRIMON	4,671.34	0.00	0.00	4,671.34
MECANICO A	DIR DE ASEO PUB	5,935.12	0.00	0.00	5,935.12
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	6,955.42	0.00	0.00	6,955.42
AUXILIAR DE CAJA	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
CAPTURISTA B	COORD DE GEST V	3,039.04	0.00	0.00	3,039.04
TECNICO CONTABLE	SECRETARIA MPAL	7,480.21	0.00	0.00	7,480.21
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
AYUDANTE ADMINISTRATIVO	DIR DE CONTABIL	5,967.14	0.00	0.00	5,967.14
OFICIAL ADMINISTRATIVO	SEC DE SERV VEC	5,967.14	0.00	0.00	5,967.14
OFICINISTA B	DIR DE INGRESOS	2,997.36	0.00	0.00	2,997.36
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
SUB-OFICIAL	DIR DE MOVILIDA	6,362.09	0.00	0.00	6,362.09
OPER. MAQUINARIA PESADA "A"	SEC OB PU DE UR	7,442.87	0.00	0.00	7,442.87
TECNICO CONTABLE	SECRETARIA MPAL	7,480.21	0.00	0.00	7,480.21
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	DIR DE MERCADOS	7,480.21	0.00	0.00	7,480.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
INSPECTOR	DIR DE MER DE A	3,113.77	0.00	0.00	3,113.77
TECNICO CONTABLE	SEC DE BIE Y TE	7,480.21	0.00	0.00	7,480.21
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JUEZ B	SEC DE SEG VECI	4,940.58	0.00	0.00	4,940.58
SUPERVISOR	DIR OB PUB Y MA	3,113.77	0.00	0.00	3,113.77
TECNICO CONTABLE	TESORERIA MPAL	7,480.18	0.00	0.00	7,480.18
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
TECNICO CONTABLE	TESORERIA MPAL	7,480.18	0.00	0.00	7,480.18
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AYUDANTE ADMINISTRATIVO	DIR DE SANIDAD	5,967.14	0.00	0.00	5,967.14
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
TAQUIMECANOGRAFA	DIR DE MERCADOS	5,807.27	0.00	0.00	5,807.27
SECRETARIA B	ORG INT DE CON	3,197.09	0.00	0.00	3,197.09
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ADMINISTRADOR	DIR DE CAP HUM	4,671.34	0.00	0.00	4,671.34

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
VELADOR	SEC C ED Y FO A	5,285.13	0.00	0.00	5,285.13
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	5,967.14	0.00	0.00	5,967.14
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
SUBOFICIAL	SEC DE SEG VECI	13,827.71	0.00	0.00	13,827.71
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
OPERADOR DE COMPUTADORA	AG DE TRANS DIG	5,924.47	0.00	0.00	5,924.47
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO ADMINISTRATIVO	SECRETARIA MPAL	6,955.42	0.00	0.00	6,955.42
AUXILIAR UNIVERSAL DE OFICINA	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
NOTIFICADOR	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA	SEC DE SERV VEC	3,898.28	0.00	0.00	3,898.28
VELADOR	TESORERIA MPAL	5,285.13	0.00	0.00	5,285.13
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TECNICO CONTABLE	COORD DE COM SO	7,480.21	0.00	0.00	7,480.21
SUPERVISOR	DIR DE CAP HUM	3,113.77	0.00	0.00	3,113.77
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
JEFE DE GRUPO	DIR F A LA LEC	7,717.29	0.00	0.00	7,717.29
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	3,113.77	0.00	0.00	3,113.77
MACHETERO	D. SIS LIMPIA	5,018.75	0.00	0.00	5,018.75
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	SECRETARIA MPAL	7,480.21	0.00	0.00	7,480.21
ANALISTA	DIR C SEG CT OB	3,898.28	0.00	0.00	3,898.28
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
TECNICO CONTABLE	DIR DE SANIDAD	7,480.21	0.00	0.00	7,480.21
OFICINISTA B	DIR F A LA LEC	2,997.36	0.00	0.00	2,997.36
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
OPERADOR DE MAQUINARIA PESADA	DIR DE MERCADOS	6,697.05	0.00	0.00	6,697.05
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
AYUDANTE ADMINISTRATIVO	COORD DE COM SO	5,967.14	0.00	0.00	5,967.14
CHOFER C	DIR DE MTO URBA	6,297.43	0.00	0.00	6,297.43
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
OFICIAL ADMINISTRATIVO	DIR DE SANIDAD	5,967.14	0.00	0.00	5,967.14
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	5,410.33	0.00	0.00	5,410.33
AYUDANTE UNIVERSAL DE OFI	DIR DE BIE COM	5,967.14	0.00	0.00	5,967.14
CHOFER C	DIR OB PUB Y MA	6,297.43	0.00	0.00	6,297.43
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
OFICINISTA B	SECRETARIA MPAL	5,764.67	0.00	0.00	5,764.67
ENCARGADO DE MANTENIMIENTO	TESORERIA MPAL	7,709.26	0.00	0.00	7,709.26
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	5,879.21	0.00	0.00	5,879.21
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	SEC DE SERV VEC	5,490.28	0.00	0.00	5,490.28

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
DIBUJANTE	DIR F A LA LEC	5,879.21	0.00	0.00	5,879.21
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	DIR DE MERCADOS	5,807.27	0.00	0.00	5,807.27
TRACTORISTA	SEC DE BIE Y TE	7,256.41	0.00	0.00	7,256.41
AUXILIAR UNIVERSAL DE OFI	DIR C SEG CT OB	5,879.21	0.00	0.00	5,879.21
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ADMINISTRADOR B	DIR DE INGRESOS	4,049.16	0.00	0.00	4,049.16
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
AUXILIAR DE EDUCACION	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
OPER. DE MAQUINARIA PESA	DIR DE ASEO PUB	8,098.24	0.00	0.00	8,098.24
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
CHOFER "B"	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
OFICINISTA "B"	DIR DE INGRESOS	5,764.67	0.00	0.00	5,764.67
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MERCADOS	6,529.18	0.00	0.00	6,529.18
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
AUDITOR	ORG INT DE CON	3,898.28	0.00	0.00	3,898.28
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
OFICINISTA A	REG BIE TEQ VEC	2,846.50	0.00	0.00	2,846.50
TRACTORISTA	REG D LAS M CD	7,256.41	0.00	0.00	7,256.41
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INSPECTOR (MDO. 20 DE NOV	DIR DE MTO URBA	3,113.77	0.00	0.00	3,113.77

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TRAILERO	DIR DE ASEO PUB	7,714.63	0.00	0.00	7,714.63
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AUXILIAR ADMINISTRATIVO	OFICIALIA MAYOR	5,650.12	0.00	0.00	5,650.12
TECNICO CONTABLE	DIR DE MERCADOS	7,480.21	0.00	0.00	7,480.21
VELADOR	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
TECNICO CONTABLE	DIR DE SANIDAD	7,480.18	0.00	0.00	7,480.18
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ASESOR "C"	SIND PRIMERA MP	4,584.00	0.00	0.00	4,584.00
TAQUIMECANOGRAFA	SECRETARIA MPAL	5,807.27	0.00	0.00	5,807.27
PROMOTOR SOCIAL	REG SEG VEC Y C	3,618.12	0.00	0.00	3,618.12
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	6,617.12	0.00	0.00	6,617.12
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	7,807.88	0.00	0.00	7,807.88
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	8,098.24	0.00	0.00	8,098.24
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
OFICINISTA B	SEC C ED Y FO A	2,997.36	0.00	0.00	2,997.36
ADMINISTRADOR	DIR F A LA LEC	4,671.34	0.00	0.00	4,671.34
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
OFICIAL ADMINISTRATIVO	ALC MPAL CIVICA	5,967.14	0.00	0.00	5,967.14
AUXILIAR DE TRABAJO SOCIAL	PRESIDENCIA MPA	5,495.60	0.00	0.00	5,495.60
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ENCARGADO DE MANTENIMIENT	SISTEMA MPAL DE	7,709.26	0.00	0.00	7,709.26
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
OFICIAL ADMINISTRATIVO	DIR DE PATRIMON	5,967.14	0.00	0.00	5,967.14
TAQUIMECANOGRAFA	REG DE HDA MPAL	5,807.27	0.00	0.00	5,807.27
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	6,697.05	0.00	0.00	6,697.05
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	8,098.24	0.00	0.00	8,098.24
PROGRAMADOR B	DIR C SEG CT OB	3,898.28	0.00	0.00	3,898.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AYUDANTE UNIVERSAL DE OFI	SEC OB PU DE UR	5,967.14	0.00	0.00	5,967.14
CONSERJE	OFICIALIA MAYOR	5,490.28	0.00	0.00	5,490.28
VELADOR	DIR DE SANIDAD	5,490.28	0.00	0.00	5,490.28
TAQUIMECANOGRAFA	DIR DE AG BARR	5,807.27	0.00	0.00	5,807.27
SECRETARIO PARTICULAR	SEC OB PU DE UR	4,671.34	0.00	0.00	4,671.34
COCINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
TAQUIMECANOGRAFA	DIR DE MERCADOS	5,807.27	0.00	0.00	5,807.27
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	6,697.05	0.00	0.00	6,697.05
NOTIFICADOR	SEC OB PU DE UR	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	7,807.88	0.00	0.00	7,807.88
SECRETARIA C	OFICIALIA MAYOR	3,290.50	0.00	0.00	3,290.50
AYDTE. OPER. MAQ. PESADA	DIR DE ASEO PUB	6,617.12	0.00	0.00	6,617.12
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
TECNICO CONTABLE	SEC OB PU DE UR	7,480.21	0.00	0.00	7,480.21
ANALISTA	SEC DE BIE Y TE	3,898.28	0.00	0.00	3,898.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	6,697.05	0.00	0.00	6,697.05
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PROYECTISTA	SISTEMA MPAL DE	7,045.96	0.00	0.00	7,045.96
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	5,967.14	0.00	0.00	5,967.14

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	3,113.77	0.00	0.00	3,113.77
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
JEFE DE GRUPO	DIR DE CAP HUM	7,717.29	0.00	0.00	7,717.29
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
AYUDANTE ADMINISTRATIVO	DIR PLA URB Y L	5,967.14	0.00	0.00	5,967.14
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
EMPLEADO DE CUADRILLA MO	DIR DE SANIDAD	6,529.18	0.00	0.00	6,529.18
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	5,879.21	0.00	0.00	5,879.21
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	8,098.24	0.00	0.00	8,098.24
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
SECRETARIA C	DIR C SEG CT OB	3,290.50	0.00	0.00	3,290.50
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	7,807.88	0.00	0.00	7,807.88
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	8,098.24	0.00	0.00	8,098.24
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	6,697.05	0.00	0.00	6,697.05
POLICIA 1o	SEC DE SEG VECI	11,424.10	0.00	0.00	11,424.10
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	7,807.88	0.00	0.00	7,807.88
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
ASEADOR	DIR DE ASEO PUB	5,090.69	0.00	0.00	5,090.69
TECNICO CONTABLE	SISTEMA MPAL DE	7,480.18	0.00	0.00	7,480.18
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SUPERVISOR	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
TECNICO CONTABLE	OFICIALIA MAYOR	7,480.21	0.00	0.00	7,480.21
EMPLEADO DE CUADRILLA MO	DIR DE ASEO PUB	5,205.24	0.00	0.00	5,205.24
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	6,697.05	0.00	0.00	6,697.05
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	9,065.23	0.00	0.00	9,065.23
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
TAQUIMECANOGRAFA	REG SEG VEC Y C	5,807.27	0.00	0.00	5,807.27
AUXILIAR ADMINISTRATIVO	SEC DE GOB Y TE	5,650.12	0.00	0.00	5,650.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OFICIAL UNIVERSAL DE OFIC	DIR C SEG CT OB	3,118.04	0.00	0.00	3,118.04
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AYUDANTE UNIVERSAL DE OFI	DIR C SEG CT OB	5,967.14	0.00	0.00	5,967.14
AUXILIAR UNIVERSAL DE OFI	SEC OB PU DE UR	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CAJERO	DIR DE INGRESOS	3,664.07	0.00	0.00	3,664.07
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR OB PUB Y MA	9,065.23	0.00	0.00	9,065.23
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	7,709.26	0.00	0.00	7,709.26
TECNICO EN FOTOCOPIADO	AG PUE NVO	5,807.27	0.00	0.00	5,807.27
SECRETARIA B	SEC DE PRO ECO	3,197.09	0.00	0.00	3,197.09
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
DIBUJANTE	DIR DE MTO URBA	5,879.21	0.00	0.00	5,879.21
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	5,650.12	0.00	0.00	5,650.12
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.27	0.00	0.00	5,807.27
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	5,650.12	0.00	0.00	5,650.12
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SECRETARIA A	D REC MA Y SE G	3,113.77	0.00	0.00	3,113.77

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TECNICO ADMINISTRATIVO	INST MPAL DE LA	6,955.42	0.00	0.00	6,955.42
CHOFER A	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
CHOFER "A"	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE UNIVERSAL DE OFI	DIR DE PATRIMON	5,967.14	0.00	0.00	5,967.14
NOTIFICADOR	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
AUXILIAR ADMINISTRATIVO	DIR DE SANIDAD	5,650.12	0.00	0.00	5,650.12
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
OFICIAL ADMINISTRATIVO	SECRETARIA MPAL	5,967.14	0.00	0.00	5,967.14
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	8,098.24	0.00	0.00	8,098.24
SUPERVISOR	SEC DE GOB Y TE	3,113.77	0.00	0.00	3,113.77
NOTIFICADOR	ALC MPAL CIVICA	5,650.12	0.00	0.00	5,650.12
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
MEDICO B	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR DE MTO URBA	5,516.89	0.00	0.00	5,516.89
EMPLEADO DE CUADRILLA MO	DIR DE MERCADOS	5,516.86	0.00	0.00	5,516.86
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	6,955.42	0.00	0.00	6,955.42
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TECNICO CONTABLE	DIR DE MTO URBA	7,480.21	0.00	0.00	7,480.21
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	3,629.99	0.00	0.00	3,629.99
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
COORDINADOR	SEC DE SERV VEC	3,737.33	0.00	0.00	3,737.33
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
AUXILIAR DE CAJA	DIR DE ASEO PUB	5,879.21	0.00	0.00	5,879.21
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
AYUDANTE UNIVERSAL DE OFI	DIR EGR CON PRE	5,967.14	0.00	0.00	5,967.14
VELADOR	DIR DE MERCADOS	5,490.28	0.00	0.00	5,490.28
JEFE DE DEPARTAMENTO	UNIDAD DE TRANS	3,629.99	0.00	0.00	3,629.99
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
TECNICO CONTABLE	SEC DE GOB Y TE	7,480.21	0.00	0.00	7,480.21
AFANADORA	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	DIR DE ASEO PUB	7,480.21	0.00	0.00	7,480.21
AUXILIAR UNIVERSAL DE OFI	DIR DE BIE COM	5,879.21	0.00	0.00	5,879.21
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AUXILIAR ADMINISTRATIVO	SEC DE PRO ECO	5,650.12	0.00	0.00	5,650.12
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
AUXILIAR UNIVERSAL DE OFI	DIR DE BIE COM	5,879.21	0.00	0.00	5,879.21
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR UNIVERSAL DE OFICINA	SISTEMA MPAL DE	5,879.21	0.00	0.00	5,879.21

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ADMINISTRADOR B	DIR EGR CON PRE	4,049.16	0.00	0.00	4,049.16
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR OB PUB Y MA	6,297.43	0.00	0.00	6,297.43
ENCARGADO DE MANTENIMIENTO	D REC MA Y SE G	7,709.26	0.00	0.00	7,709.26
ENCARGADO DE MANTENIMIENTO	COORD DE COM SO	7,709.26	0.00	0.00	7,709.26
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	6,617.12	0.00	0.00	6,617.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ARCHIVISTA	SEC C ED Y FO A	5,516.89	0.00	0.00	5,516.89
DIBUJANTE	DIR DE PATRIMON	5,879.21	0.00	0.00	5,879.21
DIBUJANTE	DIR DE MTO URBA	5,879.21	0.00	0.00	5,879.21
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER A	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
COBRADOR	DIR DE MTO URBA	5,634.11	0.00	0.00	5,634.11
AUXILIAR DE MECANICA	SEC DE SERV VEC	5,495.60	0.00	0.00	5,495.60
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	6,697.05	0.00	0.00	6,697.05
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	D. SIS LIMPIA	6,297.43	0.00	0.00	6,297.43
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
OPERADOR DE MAQUINA PESADA	DIR OB PUB Y MA	6,697.05	0.00	0.00	6,697.05
AYUDANTE ADMINISTRATIVO	SIND SEGUNDA MP	5,967.14	0.00	0.00	5,967.14
VELADOR	SEC OB PU DE UR	5,490.28	0.00	0.00	5,490.28
TECNICO CONTABLE	DIR C SEG CT OB	7,480.21	0.00	0.00	7,480.21
TECNICO CONTABLE	SEC OB PU DE UR	7,480.21	0.00	0.00	7,480.21
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	DIR DE PATRIMON	7,480.21	0.00	0.00	7,480.21
AUXILIAR UNIVERSAL DE OFI	SEC DE GOB Y TE	5,879.21	0.00	0.00	5,879.21
"EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER "C"	DIR OB PUB Y MA	6,297.43	0.00	0.00	6,297.43
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	5,650.12	0.00	0.00	5,650.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
AUXILIAR ARCHIVISTA	REG PROS COMP Y	5,516.89	0.00	0.00	5,516.89
AYUDANTE ADMINISTRATIVO	DIR C SEG CT OB	5,967.14	0.00	0.00	5,967.14
OFICIAL ADMINISTRATIVO	INST MPAL DE LA	5,967.14	0.00	0.00	5,967.14
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	6,681.52	0.00	0.00	6,681.52
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
ANALISTA	PRESIDENCIA MPA	3,898.28	0.00	0.00	3,898.28
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	5,650.12	0.00	0.00	5,650.12
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
CAPTURISTA B	DIR C SEG CT OB	3,039.04	0.00	0.00	3,039.04
CHOFER A	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE OPER/MAQ.PESADA	DIR OB PUB Y MA	6,062.97	0.00	0.00	6,062.97
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	SEC DE BIE Y TE	0.00	0.00	0.00	0.00
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO	INST MPAL DE PL	3,629.99	0.00	0.00	3,629.99
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
TECNICO LABORATORISTA	DIR DE SANIDAD	6,752.95	0.00	0.00	6,752.95
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
SUPERVISOR	DIR OB PUB Y MA	3,113.77	0.00	0.00	3,113.77
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
MAESTRO SOLDADOR	DIR DE ASEO PUB	5,700.69	0.00	0.00	5,700.69
CHOFER C	SISTEMA MPAL DE	6,297.43	0.00	0.00	6,297.43
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
TAQUIMECANOGRAFA	SEC DE SERV VEC	5,807.27	0.00	0.00	5,807.27
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
TECNICO CONTABLE	CONSEJ JURIDICA	7,480.21	0.00	0.00	7,480.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
TECNICO CONTABLE	DIR DE MTO URBA	7,480.21	0.00	0.00	7,480.21
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	5,967.14	0.00	0.00	5,967.14
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
TAQUIMECANOGRAFA	DIR C SEG CT OB	5,807.27	0.00	0.00	5,807.27
AUXILIAR UNIVERSAL DE OFI	PRESIDENCIA MPA	5,879.21	0.00	0.00	5,879.21
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	DIR PLA URB Y L	7,480.21	0.00	0.00	7,480.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
AUXILIAR UNIVERSAL DE OFICINA	DIR DE AG BARR	5,879.21	0.00	0.00	5,879.21
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
VELADOR	SEC DE PRO ECO	5,490.28	0.00	0.00	5,490.28
CAPTURISTA B	INST MPAL DE LA	5,836.58	0.00	0.00	5,836.58
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	5,879.21	0.00	0.00	5,879.21
AUXILIAR ADMINISTRATIVO	INST MPAL DE LA	5,650.12	0.00	0.00	5,650.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CAPTURISTA B	REG DE HDA MPAL	5,836.58	0.00	0.00	5,836.58
AYUDANTE ADMINISTRATIVO	AGENCIA DE SANT	5,967.14	0.00	0.00	5,967.14
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
SUPERVISOR	DIR PLA URB Y L	3,113.77	0.00	0.00	3,113.77
MECANOGRAFA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	5,650.12	0.00	0.00	5,650.12
TECNICO CONTABLE	SEC C ED Y FO A	7,480.21	0.00	0.00	7,480.21
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	5,650.12	0.00	0.00	5,650.12
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SUPERVISOR	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
OPERADOR DE MAQUINA PESAD	DIR C SEG CT OB	6,697.05	0.00	0.00	6,697.05
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
ELECTRICISTA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	D. SIS LIMPIA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
TRAILERO	DIR DE MTO URBA	7,714.63	0.00	0.00	7,714.63

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
NOTIFICADOR	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
CHOFER	DIR DE MTO URBA	6,236.19	0.00	0.00	6,236.19
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
AUXILIAR ADMINISTRATIVO	COORD DE COM SO	5,650.12	0.00	0.00	5,650.12
CAPTURISTA B	DIR DE INGRESOS	3,039.04	0.00	0.00	3,039.04
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	CONSEJ JURIDICA	5,807.27	0.00	0.00	5,807.27
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYDTE. OPER. MAQ. PESADA	DIR C SEG CT OB	6,617.12	0.00	0.00	6,617.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
TRABAJADOR SOCIAL	COORD DE COM SO	6,968.73	0.00	0.00	6,968.73
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
EMPLEADO DE CUADRILLA MO	DIR DE MERCADOS	5,516.86	0.00	0.00	5,516.86
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	6,681.52	0.00	0.00	6,681.52
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VERIFICADOR DE OBRA	DIR DE INGRESOS	6,028.36	0.00	0.00	6,028.36
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER "C"	DIR DE MTO URBA	6,297.43	0.00	0.00	6,297.43
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
ASESOR B	REG DE PROTEC C	3,737.33	0.00	0.00	3,737.33
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
TRAILERO	DIR DE MTO URBA	7,714.63	0.00	0.00	7,714.63
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	5,967.14	0.00	0.00	5,967.14
SUPERVISOR B	DIR DE MERCADOS	2,362.25	0.00	0.00	2,362.25
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE ADMINISTRATIVO	SEC DE SERV VEC	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	DIR DE SANIDAD	7,480.21	0.00	0.00	7,480.21
AYUDANTE ADMINISTRATIVO	DIR PLA URB Y L	5,967.14	0.00	0.00	5,967.14
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
COORDINADOR	SEC DE SEG VECI	6,021.73	0.00	0.00	6,021.73
CHOFER C	DIR OB PUB Y MA	6,297.43	0.00	0.00	6,297.43
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
TAQUIMECANOGRAFA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
MECANOGRAFA	SISTEMA MPAL DE	5,516.89	0.00	0.00	5,516.89
MECANOGRAFA	DIR DE PATRIMON	5,516.89	0.00	0.00	5,516.89

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO ADMINISTRATIVO	DIR DE CONTABIL	6,955.42	0.00	0.00	6,955.42
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	5,650.12	0.00	0.00	5,650.12
TAQUIMECANOGRAFA	TESORERIA MPAL	5,807.30	0.00	0.00	5,807.30
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
DIRECTOR	SEC DE PRO ECO	4,236.29	0.00	0.00	4,236.29
SECRETARIO	PRESIDENCIA MPA	4,842.62	0.00	0.00	4,842.62
ANALISTA	INST MPAL DE PL	3,898.28	0.00	0.00	3,898.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o.	SEC DE SEG VECI	5,475.38	0.00	0.00	5,475.38
AUXILIAR UNIVERSAL DE OFICINA	TESORERIA MPAL	5,879.21	0.00	0.00	5,879.21
ANALISTA	SEC DE M AM Y G	3,898.28	0.00	0.00	3,898.28
JEFE DE INSPECTORES	DIR DE MTO URBA	3,582.65	0.00	0.00	3,582.65
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	3,629.99	0.00	0.00	3,629.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR BIBLIOTECARIO	D REC MA Y SE G	5,516.89	0.00	0.00	5,516.89
DIRECTOR	DIR DEL C Y P H	4,236.29	0.00	0.00	4,236.29
PROMOTOR SOCIAL	SEC OB PU DE UR	3,618.12	0.00	0.00	3,618.12
ASESOR	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
ANALISTA	SEC OB PU DE UR	3,898.28	0.00	0.00	3,898.28
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
ASESOR	CONSEJ JURIDICA	3,898.28	0.00	0.00	3,898.28
OFICIAL ADMINISTRATIVO	SEC DE GOB Y TE	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	DIR DE SANIDAD	7,480.21	0.00	0.00	7,480.21

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
PROGRAMADOR B	DIR C SEG CT OB	3,898.28	0.00	0.00	3,898.28
CHOFER B	DIR OB PUB Y MA	6,161.56	0.00	0.00	6,161.56
CHOFER B	DIR OB PUB Y MA	6,161.56	0.00	0.00	6,161.56
OFICINISTA B	SEC OB PU DE UR	5,764.67	0.00	0.00	5,764.67
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASESOR	CONSEJ JURIDICA	3,898.28	0.00	0.00	3,898.28
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	3,629.99	0.00	0.00	3,629.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	3,113.77	0.00	0.00	3,113.77
MECANOGRAFA	PRESIDENCIA MPA	5,516.89	0.00	0.00	5,516.89
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
ANALISTA	DIR C SEG CT OB	3,898.28	0.00	0.00	3,898.28
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CHOFER	D. SIS LIMPIA	6,033.68	0.00	0.00	6,033.68
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
CHOFER "A"	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
NIÑERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
TECNICO ADMINISTRATIVO	COORD DE COM SO	6,955.42	0.00	0.00	6,955.42
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA	DIR C SEG CT OB	3,898.28	0.00	0.00	3,898.28
TECNICO CONTABLE	REG GPOS PRI JU	7,480.21	0.00	0.00	7,480.21
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
CHOFER "A"	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
CHOFER B	DIR DE ASEO PUB	6,161.56	0.00	0.00	6,161.56
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

laza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
TRAILERO	DIR DE ASEO PUB	7,714.63	0.00	0.00	7,714.63
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	SECRETARIA MPAL	7,480.21	0.00	0.00	7,480.21
NOTIFICADOR	SECRETARIA MPAL	5,650.12	0.00	0.00	5,650.12
TECNICO CONTABLE	OFICIALIA MAYOR	7,480.21	0.00	0.00	7,480.21
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	SEC C ED Y FO A	5,516.89	0.00	0.00	5,516.89
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
VELADOR	SEC C ED Y FO A	5,285.13	0.00	0.00	5,285.13
COCINERA	DIR F A LA LEC	5,285.13	0.00	0.00	5,285.13
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
AUXILIAR UNIVERSAL DE OFI	TESORERIA MPAL	5,879.21	0.00	0.00	5,879.21
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CHOFER B	DIR OB PUB Y MA	6,161.56	0.00	0.00	6,161.56
OFICINISTA B	DIR EGR CON PRE	2,997.36	0.00	0.00	2,997.36
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPER. MAQUINARIA PESADA "A"	SEC OB PU DE UR	7,442.87	0.00	0.00	7,442.87
CHOFER B	DIR DE MTO URBA	6,161.56	0.00	0.00	6,161.56
MECANOGRAFA	REG GOB DE TER	5,516.89	0.00	0.00	5,516.89
AUXILIAR ADMINISTRATIVO	SEC C ED Y FO A	5,650.12	0.00	0.00	5,650.12
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
OPERADOR DE GRUA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
VELADOR	SEC C ED Y FO A	5,285.13	0.00	0.00	5,285.13
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
INTENDENTE	DIR DE ASEO PUB	5,226.57	0.00	0.00	5,226.57
AUXILIAR UNIVERSAL DE OFICINA	SEC C ED Y FO A	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ADMINISTRADOR B	DIR EGR CON PRE	4,049.16	0.00	0.00	4,049.16
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
MACHETERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
JEFE DE OFICINA	INST MPAL DE PL	3,582.65	0.00	0.00	3,582.65
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR UNIVERSAL DE OFI	SECRETARIA MPAL	5,879.21	0.00	0.00	5,879.21
CHOFER B	DIR OB PUB Y MA	6,161.56	0.00	0.00	6,161.56
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
CHOFER C	DIR C SEG CT OB	6,297.43	0.00	0.00	6,297.43
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
PROYECTISTA	SEC DE PRO ECO	7,045.96	0.00	0.00	7,045.96
PROYECTISTA	DIR F A LA LEC	7,045.96	0.00	0.00	7,045.96
ADMINISTRADOR B	DIR EGR CON PRE	4,049.16	0.00	0.00	4,049.16
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
CONSERJE	AG SAN MAR MEX	5,490.28	0.00	0.00	5,490.28
ANALISTA	DIR EGR CON PRE	3,898.28	0.00	0.00	3,898.28
AUXILIAR UNIVERSAL DE OFI	SEC DE M AM Y G	5,879.21	0.00	0.00	5,879.21
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TECNICO LABORATORISTA	DIR DE SANIDAD	6,752.95	0.00	0.00	6,752.95
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
SECRETARIA A	DIR DEL C Y P H	3,113.77	0.00	0.00	3,113.77
TECNICO CONTABLE	DIR OB PUB Y MA	7,480.21	0.00	0.00	7,480.21
CHOFER	SEC DE SERV VEC	6,236.19	0.00	0.00	6,236.19
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TRABAJADORA SOCIAL	SISTEMA MPAL DE	6,968.73	0.00	0.00	6,968.73
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
CONSERJE	D REC MA Y SE G	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
NIÑERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
MECANOGRAFA	DIR DE MTO URBA	5,516.89	0.00	0.00	5,516.89
TAQUIMECANOGRAFA	SEC C ED Y FO A	5,807.27	0.00	0.00	5,807.27
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	6,985.82	0.00	0.00	6,985.82
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
ARCHIVISTA	SECRETARIA MPAL	5,698.07	0.00	0.00	5,698.07
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	5,967.14	0.00	0.00	5,967.14
ANALISTA	DIR EGR CON PRE	3,898.28	0.00	0.00	3,898.28
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CAPTURISTA B	DIR C SEG CT OB	3,039.04	0.00	0.00	3,039.04
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
JEFE DE GRUPO	DIR DE CAP HUM	7,717.29	0.00	0.00	7,717.29
MACHETERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
PROYECTISTA	DIR F A LA LEC	7,045.96	0.00	0.00	7,045.96
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
CHOFER B	DIR DE MTO URBA	6,161.56	0.00	0.00	6,161.56
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MACHETERO	D. SIS LIMPIA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
AUXILIAR UNIVERSAL DE OFICINA	TESORERIA MPAL	5,879.21	0.00	0.00	5,879.21
MECANOGRAFA	DIR DE MERCADOS	5,516.89	0.00	0.00	5,516.89
CHOFER C	DIR DE MTO URBA	6,297.43	0.00	0.00	6,297.43
DIBUJANTE	DIR C SEG CT OB	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
MEDICO	DIR F A LA LEC	3,898.28	0.00	0.00	3,898.28
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TAQUIMECANOGRAFA	DIR DE CAP HUM	5,807.27	0.00	0.00	5,807.27
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
TAQUIMECANOGRAFA	D REC MA Y SE G	5,807.27	0.00	0.00	5,807.27
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
VELADOR	DIR DE MTO URBA	5,285.13	0.00	0.00	5,285.13
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
ARCHIVISTA	SEC C ED Y FO A	5,698.07	0.00	0.00	5,698.07
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	SISTEMA MPAL DE	5,516.89	0.00	0.00	5,516.89
AUXILIAR ARCHIVISTA	SISTEMA MPAL DE	5,516.89	0.00	0.00	5,516.89
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
AUXILIAR ADMINISTRATIVO	REG GOB DE TER	5,650.12	0.00	0.00	5,650.12
AUXILIAR ARCHIVISTA	DIR DE MTO URBA	5,516.89	0.00	0.00	5,516.89
MECANOGRAFA	REG BIE TEQ VEC	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE ENFERMERA	DIR DE SANIDAD	5,591.48	0.00	0.00	5,591.48
SECRETARIA A	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
EMPLEADO DE CUADRILLA MOVIL "B"	SISTEMA MPAL DE	5,516.86	0.00	0.00	5,516.86
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER C	DIR OB PUB Y MA	6,297.43	0.00	0.00	6,297.43
AUXILIAR ADMINISTRATIVO	SISTEMA MPAL DE	5,650.12	0.00	0.00	5,650.12
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
ESPECIALISTA ADMVO. B	REG BIE TEQ VEC	3,616.67	0.00	0.00	3,616.67
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	SEC C ED Y FO A	5,516.89	0.00	0.00	5,516.89
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	5,650.12	0.00	0.00	5,650.12
JEFE DE OFICINA	DIR DE MOVILIDA	5,868.97	0.00	0.00	5,868.97
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
ANALISTA	DIR PLA URB Y L	3,898.28	0.00	0.00	3,898.28
NOTIFICADOR	DIR C SEG CT OB	5,650.12	0.00	0.00	5,650.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASEADOR DE INODOROS	DIR DE ASEO PUB	5,090.69	0.00	0.00	5,090.69
VELADOR	DIR DE MTO URBA	5,285.13	0.00	0.00	5,285.13
JEFE DE UNIDAD	AG DE TRANS DIG	3,629.99	0.00	0.00	3,629.99
AUXILIAR UNIVERSAL DE OFI	DIR C SEG CT OB	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TECNICO CONTABLE	DIR DE CAP HUM	7,480.21	0.00	0.00	7,480.21
AUXILIAR DE MECANICA	DIR DE ASEO PUB	5,495.60	0.00	0.00	5,495.60
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
MECANOGRAFA	DIR DE MTO URBA	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
COCINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	6,617.12	0.00	0.00	6,617.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	SEC DE SERV VEC	5,516.89	0.00	0.00	5,516.89
MECANICO "A"	DIR DE ASEO PUB	5,935.12	0.00	0.00	5,935.12
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	COMISARIA VIAL	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
CAPTURADOR Y AUX. DE SERVICIOS	INST MPAL DE PL	5,293.12	0.00	0.00	5,293.12
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	6,617.12	0.00	0.00	6,617.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE MECANICA	DIR DE MTO URBA	5,495.60	0.00	0.00	5,495.60
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MECANICO A	DIR DE ASEO PUB	5,935.12	0.00	0.00	5,935.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR UNIVERSAL DE OFICINA	SECRETARIA MPAL	5,879.21	0.00	0.00	5,879.21
MACHETERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
EMPLEADO DE CUADRILLA MOVIL	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	5,967.14	0.00	0.00	5,967.14
MECANOGRAFA	CONSEJ JURIDICA	5,516.89	0.00	0.00	5,516.89
MECANOGRAFA	DIR DE ASEO PUB	5,516.89	0.00	0.00	5,516.89
AUXILIAR ARCHIVISTA	INST MPAL DE LA	5,516.89	0.00	0.00	5,516.89
TAQUIMECANOGRAFA	SEC DE GOB Y TE	5,807.27	0.00	0.00	5,807.27
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	COORD DE COM SO	5,807.30	0.00	0.00	5,807.30
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	6,985.82	0.00	0.00	6,985.82
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TRABAJADOR SOCIAL	DIR DE INGRESOS	6,968.73	0.00	0.00	6,968.73
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
TECNICO CONTABLE	SEC DE SERV VEC	7,480.21	0.00	0.00	7,480.21
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	6,955.42	0.00	0.00	6,955.42
VERIFICADOR DE RASTRO	REG PROS COMP Y	5,780.60	0.00	0.00	5,780.60
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
COCINERA	SISTEMA MPAL DE	5,285.13	0.00	0.00	5,285.13
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	6,697.05	0.00	0.00	6,697.05
MECANOGRAFA	AGENCIA MONTOYA	5,516.89	0.00	0.00	5,516.89
AUXILIAR UNIVERSAL DE OFICINA	SEC DE TURISMO	5,879.21	0.00	0.00	5,879.21
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
CONSERJE	DIR DE MERCADOS	5,490.28	0.00	0.00	5,490.28
AUXILIAR DE ENFERMERA	INST MPAL DE LA	5,591.48	0.00	0.00	5,591.48
ASEADOR	DIR DE ASEO PUB	5,090.69	0.00	0.00	5,090.69
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
COCINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
SUB-OFICIAL	SEC DE SEG VECI	6,362.09	0.00	0.00	6,362.09
JEFE DE DEPARTAMENTO	DIR DE CO EN VI	3,629.99	0.00	0.00	3,629.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	3,629.99	0.00	0.00	3,629.99
ADMINISTRADOR A	SEC DE SERV VEC	3,737.33	0.00	0.00	3,737.33
ASESOR "C"	REG D LAS M CD	0.00	0.00	0.00	0.00
MECANOGRAFA	DIR DE PATRIMON	5,516.89	0.00	0.00	5,516.89
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
REGIDOR	REG GOB DE TER	4,236.29	0.00	0.00	4,236.29
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
OFICINISTA A	SEC OB PU DE UR	2,846.50	0.00	0.00	2,846.50
TECNICO CONTABLE	OFICIALIA MAYOR	7,480.21	0.00	0.00	7,480.21
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
ESPECIALISTA ADMVO. B	COORD DE COM SO	3,616.67	0.00	0.00	3,616.67
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	SEC DE M AM Y G	5,650.12	0.00	0.00	5,650.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
ASEADOR DE INODOROS	SISTEMA MPAL DE	5,090.69	0.00	0.00	5,090.69
INTENDENTE	SEC DE M AM Y G	5,226.57	0.00	0.00	5,226.57
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
SUPERVISOR	DIR DE CAP HUM	3,113.77	0.00	0.00	3,113.77
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER	DIR DE ASEO PUB	7,509.50	0.00	0.00	7,509.50

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MECANOGRAFA	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
INTENDENTE	AGENCIA CANDIAN	5,226.57	0.00	0.00	5,226.57
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	6,681.52	0.00	0.00	6,681.52
AYUDANTE ADMINISTRATIVO	REG GPOS PRI JU	5,967.14	0.00	0.00	5,967.14
AUXILIAR DE CAJA	SEC DE SERV VEC	5,879.21	0.00	0.00	5,879.21
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE OFICINA	DIR DEL C Y P H	3,582.65	0.00	0.00	3,582.65
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
CHOFER C	DIR DE ASEO PUB	6,297.43	0.00	0.00	6,297.43
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE OFICINA	DIR DEL C Y P H	3,582.65	0.00	0.00	3,582.65
MECANOGRAFA	CONSEJ JURIDICA	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VERIFICADOR	DIR DE ASEO PUB	5,975.10	0.00	0.00	5,975.10
MECANOGRAFA	DIR PLA URB Y L	5,516.89	0.00	0.00	5,516.89
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA	PRESIDENCIA MPA	3,898.28	0.00	0.00	3,898.28
ANALISTA B	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
AUXILIAR ADMINISTRATIVO	SEC DE BIE Y TE	5,650.12	0.00	0.00	5,650.12
MEDICO B	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
CHOFER B	DIR OB PUB Y MA	6,161.56	0.00	0.00	6,161.56
ELECTRICISTA DE BAJA TENS	DIR DE MTO URBA	5,785.92	0.00	0.00	5,785.92
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	6,681.52	0.00	0.00	6,681.52
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
OFICINISTA D	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	SEC OB PU DE UR	5,226.57	0.00	0.00	5,226.57
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
ASESOR B	CONSEJ JURIDICA	3,737.33	0.00	0.00	3,737.33
VELADOR	SECRETARIA MPAL	5,285.13	0.00	0.00	5,285.13
CHOFER "B"	DIR DEL C Y P H	6,161.56	0.00	0.00	6,161.56
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
JEFE DE UNIDAD	TESORERIA MPAL	3,629.99	0.00	0.00	3,629.99
INTENDENTE	DIR DE ASEO PUB	5,226.57	0.00	0.00	5,226.57
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	SEC DE SERV VEC	5,516.89	0.00	0.00	5,516.89

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TAQUIMECANOGRAFA	OFICIALIA MAYOR	5,807.27	0.00	0.00	5,807.27
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	5,650.12	0.00	0.00	5,650.12
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MECANOGRAFO	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
ANALISTA	D REC MA Y SE G	3,898.28	0.00	0.00	3,898.28
NOTIFICADOR	CONSEJ JURIDICA	5,650.12	0.00	0.00	5,650.12
AUXILIAR ADMINISTRATIVO	SECRETARIA MPAL	5,650.12	0.00	0.00	5,650.12
OFICIAL DE TRABAJO SOCIAL	DIR DE SANIDAD	6,214.84	0.00	0.00	6,214.84
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	DIR F A LA LEC	7,480.21	0.00	0.00	7,480.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o JEFE DE UNIDAD	SEC DE SEG VECI	8,804.95	0.00	0.00	8,804.95
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	REG SEG VEC Y C	7,480.18	0.00	0.00	7,480.18
OFICINISTA A	SEC DE SERV VEC	2,846.50	0.00	0.00	2,846.50
INTENDENTE	SEC DE M AM Y G	5,226.57	0.00	0.00	5,226.57
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	COMISARIA SEG P	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
DIBUJANTE	REG OB PUB Y DE	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	6,985.82	0.00	0.00	6,985.82
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ESPECIALISTA ADMVO. A	SEC OB PU DE UR	3,085.01	0.00	0.00	3,085.01
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
TAQUIMECANOGRAFO	DIR DE INGRESOS	5,807.27	0.00	0.00	5,807.27
VERIFICADOR	INST MPAL DE LA	5,975.10	0.00	0.00	5,975.10
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
AUXILIAR DE ALMACEN	D REC MA Y SE G	5,516.89	0.00	0.00	5,516.89
VELADOR	SEC DE GOB Y TE	5,490.28	0.00	0.00	5,490.28
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CONSERJE	CONSEJ JURIDICA	5,490.28	0.00	0.00	5,490.28
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
SECRETARIA B	INST MPAL DE LA	3,197.09	0.00	0.00	3,197.09
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	7,509.50	0.00	0.00	7,509.50

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	6,617.12	0.00	0.00	6,617.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MAESTRO SOLDADOR	DIR DE MTO URBA	5,700.69	0.00	0.00	5,700.69
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SEC DE SERV VEC	5,226.57	0.00	0.00	5,226.57
TAQUIMECANOGRAFA	DIR DE MERCADOS	5,807.27	0.00	0.00	5,807.27
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR ARCHIVISTA	REG CULT Y EDUC	5,516.89	0.00	0.00	5,516.89
CHOFER C	SISTEMA MPAL DE	6,297.43	0.00	0.00	6,297.43
TECNICO CONTABLE	SECRETARIA MPAL	7,480.21	0.00	0.00	7,480.21
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	DIR DE MTO URBA	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
AUXILIAR DE ENFERMERO	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
CHOFER	DIR DE MER DE A	6,236.19	0.00	0.00	6,236.19
AUXILIAR ADMINISTRATIVO	SEC DE M AM Y G	5,650.12	0.00	0.00	5,650.12
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
SUPERVISOR	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
AUXILIAR DE ENFERMERO	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
DIBUJANTE	DIR DE MER DE A	5,879.21	0.00	0.00	5,879.21
EMPLEADO DE CUADRILLA MOVIL "A"	SISTEMA MPAL DE	5,410.33	0.00	0.00	5,410.33
OFICIAL DE TRABAJO SOCIAL	DIR OB PUB Y MA	6,214.84	0.00	0.00	6,214.84
AYUDANTE ADMINISTRATIVO	DIR DE ASEO PUB	5,967.14	0.00	0.00	5,967.14
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR OB PUB Y MA	5,516.90	0.00	0.00	5,516.90
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
INTENDENTE	SEC DE SERV VEC	5,226.57	0.00	0.00	5,226.57
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ADMINISTRADOR A	DIR DE MERCADOS	3,737.33	0.00	0.00	3,737.33
CHOFER B	SEC OB PU DE UR	6,161.56	0.00	0.00	6,161.56
VELADOR	D REC MA Y SE G	5,490.28	0.00	0.00	5,490.28
MACHETERO	SEC DE SERV VEC	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TRAILERO	DIR DE ASEO PUB	7,714.63	0.00	0.00	7,714.63
OFICINISTA B	D REC MA Y SE G	5,764.67	0.00	0.00	5,764.67
AUXILIAR TOPOGRAFO	DIR C SEG CT OB	5,223.92	0.00	0.00	5,223.92
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	5,967.14	0.00	0.00	5,967.14
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	5,650.12	0.00	0.00	5,650.12
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
VELADOR	D. MERCADOS P	5,490.28	0.00	0.00	5,490.28
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE TRABAJO SOCIA	DIR DE MERCADOS	5,495.60	0.00	0.00	5,495.60

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TAQUIMECANOGRAFA	DIR PLA URB Y L	5,807.30	0.00	0.00	5,807.30
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	5,650.12	0.00	0.00	5,650.12
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	5,650.12	0.00	0.00	5,650.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
OFICINISTA B	SEC DE GOB Y TE	5,764.67	0.00	0.00	5,764.67
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
INTENDENTE	AGENCIA DE SANT	5,226.57	0.00	0.00	5,226.57
INTENDENTE	D. REC MAT Y SG	5,226.57	0.00	0.00	5,226.57
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
NINERA	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
AUX DE TRABAJO SOCIAL	SEC C ED Y FO A	5,495.60	0.00	0.00	5,495.60
TAQUIMECANOGRAFA	DIR OB PUB Y MA	5,807.27	0.00	0.00	5,807.27
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	5,650.12	0.00	0.00	5,650.12
AUXILIAR UNIVERSAL DE OFI	SEC OB PU DE UR	5,879.21	0.00	0.00	5,879.21
AUXILIAR ADMINISTRATIVO	PRESIDENCIA MPA	5,650.12	0.00	0.00	5,650.12
NINERA	INST MPAL DE LA	5,490.28	0.00	0.00	5,490.28
INTENDENTE	DIR F A LA LEC	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CONSERJE	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
TAQUIMECANOGRAFA	DIR DE CAP HUM	5,807.27	0.00	0.00	5,807.27
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	OFICIALIA MAYOR	5,516.90	0.00	0.00	5,516.90
TECNICO LABORATORISTA	DIR DE SANIDAD	6,752.95	0.00	0.00	6,752.95
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
ANALISTA	INST MPAL DE PL	3,898.28	0.00	0.00	3,898.28
EMPLEADO DE CUADRILLA MO	DIR OB PUB Y MA	5,516.86	0.00	0.00	5,516.86
TAQUIMECANOGRAFA	SEC C ED Y FO A	5,807.27	0.00	0.00	5,807.27
TECNICO CONTABLE	DIR DE INGRESOS	7,480.21	0.00	0.00	7,480.21
VELADOR	D REC MA Y SE G	5,490.28	0.00	0.00	5,490.28
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	6,985.82	0.00	0.00	6,985.82

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	6,985.82	0.00	0.00	6,985.82
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
BARRENDERO	SEC DE SERV VEC	5,018.75	0.00	0.00	5,018.75
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PROGRAMADOR B	DIR DE INGRESOS	3,898.28	0.00	0.00	3,898.28
JARDINERO	SEC C ED Y FO A	5,223.92	0.00	0.00	5,223.92
TAQUIMECANOGRAFA	D REC MA Y SE G	5,807.27	0.00	0.00	5,807.27
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR DE AG BARR	5,226.57	0.00	0.00	5,226.57
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MEDICO	DIR F A LA LEC	3,898.28	0.00	0.00	3,898.28
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASEADOR DE INODOROS	DIR DE ASEO PUB	5,090.69	0.00	0.00	5,090.69
AUXILIAR BIBLIOTECARIO	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
ANALISTA	TESORERIA MPAL	3,898.28	0.00	0.00	3,898.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JARDINERA	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
NOTIFICADOR	SECRETARIA MPAL	5,650.12	0.00	0.00	5,650.12
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AUXILIAR UNIVERSAL DE OFICINA	DIR DE CAP HUM	5,879.21	0.00	0.00	5,879.21
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE UNIVERSAL DE OFI	DIR DE BIE COM	5,967.14	0.00	0.00	5,967.14
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	DIR DE MTO URBA	5,285.13	0.00	0.00	5,285.13
POLICIA 2o.	SEC DE SEG VECI	5,475.38	0.00	0.00	5,475.38
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
EMPLEADO DE CUADRILLA MO	COOR SERV MUN	5,410.33	0.00	0.00	5,410.33
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
TAQUIMECANOGRAFA	SEC DE SERV VEC	5,807.27	0.00	0.00	5,807.27
NOTIFICADOR	SEC DE M AM Y G	5,650.12	0.00	0.00	5,650.12
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
NOTIFICADOR	REG SEG VEC Y C	5,650.12	0.00	0.00	5,650.12
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
CHOFER	SEC OB PU DE UR	6,033.68	0.00	0.00	6,033.68
INTENDENTE	SEC DE BIE Y TE	5,226.57	0.00	0.00	5,226.57
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	5,967.14	0.00	0.00	5,967.14
NOTIFICADOR	SEC OB PU DE UR	5,650.12	0.00	0.00	5,650.12
MECANOGRAFA	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JARDINERO	SEC DE M AM Y G	5,223.92	0.00	0.00	5,223.92
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JARDINERO	SEC DE SERV VEC	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	5,650.12	0.00	0.00	5,650.12
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
CONSERJE	PRESIDENCIA MPA	5,490.28	0.00	0.00	5,490.28
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
JARDINERO	SEC DE SERV VEC	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE TRABAJO SOCIA	COORD DE COM SO	5,495.60	0.00	0.00	5,495.60
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
CHOFER	DIR DE MTO URBA	6,033.68	0.00	0.00	6,033.68
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	OFICIALIA MAYOR	5,226.57	0.00	0.00	5,226.57
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	5,650.12	0.00	0.00	5,650.12
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.30	0.00	0.00	5,807.30
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	SEC DE SERV VEC	5,223.92	0.00	0.00	5,223.92
MECANOGRAFA	REG D LAS M CD	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE TRABAJO SOCIAL	CONSEJ JURIDICA	5,495.60	0.00	0.00	5,495.60
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
JARDINERA	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TECNICO CONTABLE	TESORERIA MPAL	7,480.21	0.00	0.00	7,480.21
VELADOR	SEC OB PU DE UR	5,490.28	0.00	0.00	5,490.28
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	6,955.42	0.00	0.00	6,955.42
VERIFICADOR	DIR DE MTO URBA	5,975.10	0.00	0.00	5,975.10

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
CONSERJE	SEC OB PU DE UR	5,490.28	0.00	0.00	5,490.28
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
CONSERJE	DIR DE INGRESOS	5,490.28	0.00	0.00	5,490.28
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	5,879.21	0.00	0.00	5,879.21
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	5,967.14	0.00	0.00	5,967.14
TECNICO CONTABLE	PRESIDENCIA MPA	7,480.21	0.00	0.00	7,480.21
CONSERJE	OFICIALIA MAYOR	5,490.28	0.00	0.00	5,490.28
MECANOGRAFA	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE CAJA	DIR DE MERCADOS	5,879.21	0.00	0.00	5,879.21
JARDINERO	SEC DE SERV VEC	5,223.92	0.00	0.00	5,223.92
VELADOR	DIR DE ASEO PUB	5,490.28	0.00	0.00	5,490.28
VELADOR	DIR DE MERCADOS	5,490.28	0.00	0.00	5,490.28
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	3,629.99	0.00	0.00	3,629.99
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ASESOR "C"	REG CULT Y EDUC	4,584.00	0.00	0.00	4,584.00
AUXILIAR DE TRABAJO SOCIAL	SEC C ED Y FO A	5,495.60	0.00	0.00	5,495.60
ASESOR "C"	AG DE TRANS DIG	4,584.00	0.00	0.00	4,584.00
VELADOR	DIR DE MTO URBA	5,285.13	0.00	0.00	5,285.13
SUPERVISOR	DIR OB PUB Y MA	3,113.77	0.00	0.00	3,113.77
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	5,967.14	0.00	0.00	5,967.14
AUXILIAR DE TRABAJO SOCIAL	DIR DE MERCADOS	5,495.60	0.00	0.00	5,495.60
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
NOTIFICADOR	OFICIALIA MAYOR	5,650.12	0.00	0.00	5,650.12
DIBUJANTE	DIR DE PATRIMON	5,879.21	0.00	0.00	5,879.21
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
NOTIFICADOR	OFICIALIA MAYOR	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	5,879.21	0.00	0.00	5,879.21
DIRECTOR	DIR DE MER DE A	4,236.29	0.00	0.00	4,236.29
MECANOGRAFA	SISTEMA MPAL DE	5,516.89	0.00	0.00	5,516.89
TECNICO ADMINISTRATIVO	D REC MA Y SE G	6,955.42	0.00	0.00	6,955.42
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
OFICINISTA A	OFICIALIA MAYOR	2,846.50	0.00	0.00	2,846.50
OFICINISTA D	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SECRETARIA B	SEC C ED Y FO A	3,197.09	0.00	0.00	3,197.09
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
ASEADOR DE INODOROS	D REC MA Y SE G	5,090.69	0.00	0.00	5,090.69
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
MEDICO	DIR DE SANIDAD	3,898.28	0.00	0.00	3,898.28
ESPECIALISTA ADMVO. B	DIR DE CONTABIL	3,616.67	0.00	0.00	3,616.67
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR ADMINISTRATIVO	DIR DE REG DE L	5,650.12	0.00	0.00	5,650.12
ESPECIALISTA ADMVO. B	DIR OB PUB Y MA	3,616.67	0.00	0.00	3,616.67
COMANDANTE SUPERVISOR	DIR DE MOVILIDA	6,424.61	0.00	0.00	6,424.61
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JEFE DE UNIDAD	SEC DE BIE Y TE	3,629.99	0.00	0.00	3,629.99
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AFANADORA	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
MECANOGRAFA	REG GOB DE TER	5,516.89	0.00	0.00	5,516.89
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	SEC DE SERV VEC	5,223.92	0.00	0.00	5,223.92
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
INTENDENTE	DIR F A LA LEC	5,018.75	0.00	0.00	5,018.75
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OFICINISTA "E"	OFICIALIA MAYOR	2,257.37	0.00	0.00	2,257.37
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	SEC DE SERV VEC	5,516.89	0.00	0.00	5,516.89
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	6,985.82	0.00	0.00	6,985.82
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
SECRETARIO PARTICULAR	PRESIDENCIA MPA	4,671.34	0.00	0.00	4,671.34
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	SEC DE SERV VEC	5,226.57	0.00	0.00	5,226.57
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
OFICINISTA A	DIR DE PATRIMON	2,846.50	0.00	0.00	2,846.50
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
MECANOGRAFA	INST MPAL DE LA	5,516.89	0.00	0.00	5,516.89
VELADOR	DIR DE PATRIMON	5,490.28	0.00	0.00	5,490.28
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFO	DIR DE INGRESOS	5,516.89	0.00	0.00	5,516.89
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA B	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ELECTRICISTA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
AUXILIAR UNIVERSAL DE OFI	SEC DE TURISMO	5,879.21	0.00	0.00	5,879.21
COCINERA	INST MPAL DE LA	5,490.28	0.00	0.00	5,490.28
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	5,650.12	0.00	0.00	5,650.12
AUXILIAR UNIVERSAL DE OFI	SEC DE M AM Y G	5,879.21	0.00	0.00	5,879.21
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	6,617.12	0.00	0.00	6,617.12
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
ANALISTA	DIR DE PATRIMON	3,898.28	0.00	0.00	3,898.28
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASESOR "C"	REG CULT Y EDUC	4,584.00	0.00	0.00	4,584.00
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.30	0.00	0.00	5,807.30
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VERIFICADOR	SISTEMA MPAL DE	5,975.10	0.00	0.00	5,975.10
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
AYUDANTE ADMINISTRATIVO	AGENCIA MONTOYA	5,967.14	0.00	0.00	5,967.14
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	6,955.42	0.00	0.00	6,955.42
INTENDENTE	DIR DE SANIDAD	5,226.57	0.00	0.00	5,226.57
INTENDENTE	SEC OB PU DE UR	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOV	DIR DE ASEO PUB	5,516.86	0.00	0.00	5,516.86
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OFICINISTA B	SEC OB PU DE UR	5,764.67	0.00	0.00	5,764.67
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
OFICINISTA B	TESORERIA MPAL	5,764.67	0.00	0.00	5,764.67
EDUCADORA	INST MPAL DE LA	5,807.27	0.00	0.00	5,807.27
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
DIRECTOR	DIR DE MOVILIDA	4,236.29	0.00	0.00	4,236.29
INSPECTOR (UNID.INSPECCION)	DIR DE REG DE L	3,113.77	0.00	0.00	3,113.77
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR DE TRABAJO SOCIAL	OFICIALIA MAYOR	5,495.60	0.00	0.00	5,495.60
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
POLICIA 2o.	SEC DE SEG VECI	5,475.38	0.00	0.00	5,475.38
AUXILIAR UNIVERSAL DE OFICINA	COOR INF Y DURB	5,879.21	0.00	0.00	5,879.21
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SELECCIONADOR DE BASURA	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
CHOFER "A"	DIR DE ASEO PUB	6,033.68	0.00	0.00	6,033.68
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SUB-OFICIAL	SEC DE SEG VECI	6,362.09	0.00	0.00	6,362.09
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.30	0.00	0.00	5,807.30
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	DIR DE MTO URBA	5,807.30	0.00	0.00	5,807.30
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	5,967.14	0.00	0.00	5,967.14
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o	SEC DE SEG VECI	9,460.50	0.00	0.00	9,460.50
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR DE CAP HUM	5,226.57	0.00	0.00	5,226.57
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE TRABAJO SOCIAL	REG PROS COMP Y	5,495.60	0.00	0.00	5,495.60
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
OFICINISTA A	SEC OB PU DE UR	2,846.50	0.00	0.00	2,846.50
PROGRAMADOR B	DIR C SEG CT OB	3,898.28	0.00	0.00	3,898.28
AYDTE. OPER. MAQ. PESADA	SEC OB PU DE UR	6,617.12	0.00	0.00	6,617.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SUPERVISOR	DIR OB PUB Y MA	3,113.77	0.00	0.00	3,113.77
CAPTURISTA B	SEC OB PU DE UR	3,039.04	0.00	0.00	3,039.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MECANOGRAFO	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
NOTIFICADOR	SEC DE SERV VEC	5,650.12	0.00	0.00	5,650.12
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	5,879.21	0.00	0.00	5,879.21
OFICIAL DE TRABAJO SOCIAL	INST MPAL DE PL	6,214.84	0.00	0.00	6,214.84
AUXILIAR UNIVERSAL DE OFI	D REC MA Y SE G	5,879.21	0.00	0.00	5,879.21
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
VELADOR	TESORERIA MPAL	5,285.13	0.00	0.00	5,285.13
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR DE MTO URBA	5,226.57	0.00	0.00	5,226.57
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	3,629.99	0.00	0.00	3,629.99
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	5,650.12	0.00	0.00	5,650.12
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
MECANOGRAFA	COORD DE GEST V	5,516.89	0.00	0.00	5,516.89
AFANAFORA	DIR F A LA LEC	5,024.08	0.00	0.00	5,024.08
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
NINERA	SEC C ED Y FO A	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
CHOFER	SEC DE SERV VEC	6,236.19	0.00	0.00	6,236.19
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
VELADOR	COOR ADM Y FIN	5,490.28	0.00	0.00	5,490.28
INTENDENTE	SEC C ED Y FO A	5,226.57	0.00	0.00	5,226.57
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.27	0.00	0.00	5,807.27
MECANOGRAFA	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
VELADOR	SEC OB PU DE UR	5,285.13	0.00	0.00	5,285.13
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
SUPERVISOR	DIR C SEG CT OB	3,113.77	0.00	0.00	3,113.77
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
TAQUIMECANOGRAFA	CONSEJ JURIDICA	5,807.27	0.00	0.00	5,807.27
MECANOGRAFA	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
AUXILIAR ADMINISTRATIVO	DIR PLA URB Y L	5,650.12	0.00	0.00	5,650.12
AUXILIAR DE COCINA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
EDUCADORA	DIR F A LA LEC	5,807.27	0.00	0.00	5,807.27
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
NOTIFICADOR	REG DE HDA MPAL	5,650.12	0.00	0.00	5,650.12
AUXILIAR DE INGENIERO	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE TRABAJO SOCIAL	DIR DE SANIDAD	5,495.60	0.00	0.00	5,495.60
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
INTENDENTE	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
VELADOR	SEC DE M AM Y G	5,490.28	0.00	0.00	5,490.28
VELADOR	SEC OB PU DE UR	5,490.28	0.00	0.00	5,490.28
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	3,629.99	0.00	0.00	3,629.99
TECNICO ADMINISTRATIVO	DIR DE PATRIMON	6,955.42	0.00	0.00	6,955.42
VELADOR	SEC C ED Y FO A	5,490.28	0.00	0.00	5,490.28
OFICIAL ADMINISTRATIVO	INST MPAL DEL D	5,967.14	0.00	0.00	5,967.14
AUXILIAR DE TRABAJO SOCIAL	D.CIENCIA EYRC	5,495.60	0.00	0.00	5,495.60
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	CONSEJ JURIDICA	5,516.89	0.00	0.00	5,516.89
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	5,495.60	0.00	0.00	5,495.60
NOTIFICADOR	DIR PLA URB Y L	5,650.12	0.00	0.00	5,650.12
AUXILIAR DE TRABAJO SOCIAL	INST MPAL DE LA	5,495.60	0.00	0.00	5,495.60
MECANOGRAFA	DIR DE MERCADOS	5,516.89	0.00	0.00	5,516.89
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	5,879.21	0.00	0.00	5,879.21
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
ANALISTA	SEC OB PU DE UR	3,898.28	0.00	0.00	3,898.28
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
OFICINISTA B	DIR DE PATRIMON	2,997.36	0.00	0.00	2,997.36
AUXILIAR ARCHIVISTA	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
AUXILIAR ARCHIVISTA	SEC DE M AM Y G	5,516.89	0.00	0.00	5,516.89
ANALISTA "C"	SEC DE PRO ECO	4,584.00	0.00	0.00	4,584.00
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "A"	SEC DE SERV VEC	5,410.33	0.00	0.00	5,410.33

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	AGENCIA CINCO S	5,226.57	0.00	0.00	5,226.57
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.27	0.00	0.00	5,807.27
AUXILIAR UNIVERSAL DE OFI	D REC MA Y SE G	5,879.21	0.00	0.00	5,879.21
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
ARCHIVISTA	SECRETARIA MPAL	5,698.07	0.00	0.00	5,698.07
TAQUIMECANOGRAFA	DIR DE CAP HUM	5,807.27	0.00	0.00	5,807.27
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	AGENCIA CANDIAN	5,650.12	0.00	0.00	5,650.12
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
ASEADOR	D REC MA Y SE G	5,293.12	0.00	0.00	5,293.12
TAQUIMECANOGRAFA	DIR DE MERCADOS	5,807.27	0.00	0.00	5,807.27
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "A"	SEC DE SERV VEC	5,410.33	0.00	0.00	5,410.33
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
COCINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
VELADOR	DIR DE CAP HUM	5,490.28	0.00	0.00	5,490.28
INTENDENTE	INST MPAL DE LA	5,226.57	0.00	0.00	5,226.57
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
MECANOGRAFA	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
COCINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ADMINISTRADOR "B"	SEC DE SERV VEC	4,049.16	0.00	0.00	4,049.16
ANALISTA	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
COORDINADOR	SEC DE SEG VECI	6,021.73	0.00	0.00	6,021.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
SECRETARIA A	SEC OB PU DE UR	3,113.77	0.00	0.00	3,113.77
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO	DIR DE ASEO PUB	5,205.24	0.00	0.00	5,205.24
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	5,967.14	0.00	0.00	5,967.14
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
SECRETARIA C	ORG INT DE CON	3,290.50	0.00	0.00	3,290.50
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
AUXILIAR UNIVERSAL DE OFICINA	DIR DE MTO URBA	5,879.21	0.00	0.00	5,879.21
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	CONSEJ JURIDICA	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
MECANOGRAFA	D REC MA Y SE G	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASISTENTE OPERATIVO “C”	SEC DE SERV VEC	2,400.00	0.00	0.00	2,400.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
NOTIFICADOR	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00
NOTIFICADOR	SISTEMA MPAL DE	5,650.12	0.00	0.00	5,650.12
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89
SUPERVISOR	DIR DE CAP HUM	3,113.77	0.00	0.00	3,113.77
AUXILIAR UNIVERSAL DE OFI	DIR DE CAP HUM	5,879.21	0.00	0.00	5,879.21

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
OFICIAL UNIVERSAL DE OFIC	TESORERIA MPAL	3,118.04	0.00	0.00	3,118.04
DIBUJANTE	SEC OB PU DE UR	5,879.21	0.00	0.00	5,879.21
AYUDANTE ADMINISTRATIVO	DIR DE PATRIMON	5,967.14	0.00	0.00	5,967.14
TAQUIMECANOGRAFA	DIR DE MTO URBA	5,807.30	0.00	0.00	5,807.30
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
CHOFER B	DIR OB PUB Y MA	6,161.56	0.00	0.00	6,161.56
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
MECANOGRAFA	DIR DE SANIDAD	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SEC C ED Y FO A	5,226.57	0.00	0.00	5,226.57
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
ELECTRICISTA DE ALUMB.PUB	D. MC IMAGEN UR	6,542.54	0.00	0.00	6,542.54
INTENDENTE	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
CONSERJE	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
AUXILIAR DE INGENIERO	DIR C SEG CT OB	5,516.89	0.00	0.00	5,516.89
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYDTE. OPER. MAQ. PESADA "C"	DIR DE MTO URBA	6,617.12	0.00	0.00	6,617.12
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASEADOR	DIR DE CAP HUM	5,090.69	0.00	0.00	5,090.69
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SUPERVISOR	DIR DE PENSIONE	3,113.77	0.00	0.00	3,113.77
SECRETARIA B	OFICIALIA MAYOR	3,197.09	0.00	0.00	3,197.09
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
TAQUIMECANOGRAFA	DIR DE CONTABIL	5,807.27	0.00	0.00	5,807.27
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
EDUCADORA	SEC OB PU DE UR	5,807.27	0.00	0.00	5,807.27
TAQUIMECANOGRAFA	DIR C SEG CT OB	5,807.27	0.00	0.00	5,807.27
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	5,650.12	0.00	0.00	5,650.12
ELECTRICISTA DE ALUMBRADO PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR DE MTO URBA	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
PROMOTOR SOCIAL	DIR F A LA LEC	3,618.12	0.00	0.00	3,618.12
TAQUIMECANOGRAFA	INST MPAL DEL D	5,807.27	0.00	0.00	5,807.27
OFICIAL ADMINISTRATIVO	DIR F A LA LEC	5,967.14	0.00	0.00	5,967.14
MECANOGRAFA	AG STA ROSA	5,516.89	0.00	0.00	5,516.89
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	5,967.14	0.00	0.00	5,967.14
ANALISTA	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
PROMOTOR SOCIAL	REG GOB DE TER	3,618.12	0.00	0.00	3,618.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
AYUDANTE ADMINISTRATIVO	COORD DE COM SO	5,967.14	0.00	0.00	5,967.14
OFICIAL DE TRABAJO SOCIAL	SISTEMA MPAL DE	6,214.84	0.00	0.00	6,214.84
VELADOR	DIR DE MERCADOS	5,490.28	0.00	0.00	5,490.28
INTENDENTE	AGENCIA CANDIAN	5,226.57	0.00	0.00	5,226.57
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
MECANOGRAFA	AGENCIA CANDIAN	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE TRABAJO SOCIA	SEC DE BIE Y TE	5,495.60	0.00	0.00	5,495.60
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
MECANOGRAFA	SEC DE TURISMO	5,516.89	0.00	0.00	5,516.89
AUXILIAR ADMINISTRATIVO	SEC DE PRO ECO	5,650.12	0.00	0.00	5,650.12
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
MECANOGRAFA	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	6,955.42	0.00	0.00	6,955.42
TECNICO ADMINISTRATIVO	SECRETARIA MPAL	6,955.42	0.00	0.00	6,955.42
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	5,967.14	0.00	0.00	5,967.14
TRABAJADORA SOCIAL	DIR DE SANIDAD	6,968.73	0.00	0.00	6,968.73
TECNICO ADMINISTRATIVO	SEC DE TURISMO	6,955.42	0.00	0.00	6,955.42
MECANOGRAFA	SEC C ED Y FO A	5,516.89	0.00	0.00	5,516.89
AUX DE TRABAJO SOCIAL	SISTEMA MPAL DE	5,495.60	0.00	0.00	5,495.60
AYUDANTE ADMINISTRATIVO	AGENCIA DE SANT	5,967.14	0.00	0.00	5,967.14
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR F A LA LEC	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	5,650.12	0.00	0.00	5,650.12
JARDINERO	SEC DE SERV VEC	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	INST MPAL DE LA	5,807.27	0.00	0.00	5,807.27
MECANOGRAFA	DIR EGR CON PRE	5,516.89	0.00	0.00	5,516.89
VELADOR	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
AFANADORA	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
NOTIFICADOR	AG SAN MAR MEX	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
VERIFICADOR	DIR EGR CON PRE	5,975.10	0.00	0.00	5,975.10
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.27	0.00	0.00	5,807.27
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	COMISARIA SEG P	5,389.73	0.00	0.00	5,389.73
MECANOGRAFA	DIR DE MERCADOS	5,516.89	0.00	0.00	5,516.89

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE DEPARTAMENTO	SEC DE BIE Y TE	3,629.99	0.00	0.00	3,629.99
AUXILIAR ADMINISTRATIVO	AG DE TRANS DIG	5,650.12	0.00	0.00	5,650.12
ANALISTA "C"	CONSEJ JURIDICA	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
SECRETARIO	COORD DE COM SO	4,842.62	0.00	0.00	4,842.62
JEFE DE OFICINA	DIR DE ASEO PUB	3,582.65	0.00	0.00	3,582.65
ANALISTA "C"	DIR DE SANIDAD	4,584.00	0.00	0.00	4,584.00
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 1o VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
POLICIA 1o VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
SUBOFICIAL VIAL	DIR DE MOVILIDA	13,827.71	0.00	0.00	13,827.71
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
POLICIA 1o VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 1o VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 1 VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
OFICIAL VIAL	DIR DE MOVILIDA	19,910.54	0.00	0.00	19,910.54
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 1o VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA 3o VIAL	DIR DE MOVILIDA	7,672.25	0.00	0.00	7,672.25
POLICIA 1o VIAL	DIR DE MOVILIDA	11,424.10	0.00	0.00	11,424.10
POLICIA 2o VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
POLICIA 2 VIAL	DIR DE MOVILIDA	9,460.04	0.00	0.00	9,460.04
COORDINADOR	SEC DE SEG VECI	6,021.73	0.00	0.00	6,021.73
COORDINADOR	SEC C ED Y FO A	3,737.33	0.00	0.00	3,737.33
JEFE DE DEPARTAMENTO	COORD DE GEST V	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	REG GOB DE TER	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	3,629.99	0.00	0.00	3,629.99
INSPECTOR "C"	SEC DE TURISMO	2,400.00	0.00	0.00	2,400.00
DIRECTOR	SEC DE GOB Y TE	4,236.29	0.00	0.00	4,236.29
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
SECRETARIO	SEC DE BIE Y TE	4,842.62	0.00	0.00	4,842.62
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
NOTIFICADOR	CONSEJ JURIDICA	5,650.12	0.00	0.00	5,650.12
SECRETARIO	SEC DE GOB Y TE	4,842.62	0.00	0.00	4,842.62
JEFE DE DEPARTAMENTO	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
ASISTENTE OPERATIVO "C"	DIR DE INGRESOS	2,400.00	0.00	0.00	2,400.00
ASESOR "C"	REG DE HDA MPAL	4,584.00	0.00	0.00	4,584.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
JEFE DE UNIDAD	JEF DE LA OF D	3,629.99	0.00	0.00	3,629.99
ADMINISTRADOR B	DIR EGR CON PRE	4,049.16	0.00	0.00	4,049.16
ANALISTA	PRESIDENCIA MPA	3,898.28	0.00	0.00	3,898.28
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
SECRETARIO	SEC DE SERV VEC	4,842.62	0.00	0.00	4,842.62
COORDINADOR	DIR DE INGRESOS	3,737.33	0.00	0.00	3,737.33
INSPECTOR "C"	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
SECRETARIA B	REG GPOS PRI JU	3,197.09	0.00	0.00	3,197.09
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
REGIDORA	REG DE HDA MPAL	4,236.29	0.00	0.00	4,236.29
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
NOTIFICADOR	DIR C SEG CT OB	5,650.12	0.00	0.00	5,650.12
JEFE DE DEPARTAMENTO	DIR DE CON SOC	3,629.99	0.00	0.00	3,629.99
SECRETARIO	SECRETARIA MPAL	4,842.62	0.00	0.00	4,842.62
OFICINISTA A	REG SEG VEC Y C	2,846.50	0.00	0.00	2,846.50
CAPTURISTA B	DIR C SEG CT OB	3,039.04	0.00	0.00	3,039.04
JEFE DE DEPARTAMENTO	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	SEC DE TURISMO	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE CONTABIL	4,584.00	0.00	0.00	4,584.00
MECANOGRAFA	SEC DE SERV VEC	5,516.90	0.00	0.00	5,516.90
DIRECTOR	DIR DE AG BARR	4,236.29	0.00	0.00	4,236.29
OFICINISTA B	PRESIDENCIA MPA	2,997.36	0.00	0.00	2,997.36
ASESOR	REG DE PROTEC C	3,898.28	0.00	0.00	3,898.28
COORDINADOR "A"	DIR EGR CON PRE	3,720.00	0.00	0.00	3,720.00
OFICINISTA "E"	REG CEN HIS Y	2,257.37	0.00	0.00	2,257.37
ASESOR "C"	REG DE HDA MPAL	4,584.00	0.00	0.00	4,584.00
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	REG DES S ME AM	4,584.00	0.00	0.00	4,584.00
REGIDOR	REG BIE TEQ VEC	4,236.29	0.00	0.00	4,236.29
PROMOTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
JEFE DE DEPARTAMENTO	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
AUXILIAR UNIVERSAL DE OFICINA	PRESIDENCIA MPA	5,879.21	0.00	0.00	5,879.21
ASESOR "C"	REG OB PUB Y DE	4,584.00	0.00	0.00	4,584.00
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
NOTIFICADOR	CONSEJ JURIDICA	5,650.12	0.00	0.00	5,650.12
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
ANALISTA "C"	OFICIALIA MAYOR	4,584.00	0.00	0.00	4,584.00
AUXILIAR DE COCINA	SEC PARTICULAR	2,665.43	0.00	0.00	2,665.43

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ASESOR "C"	REG OB PUB Y DE	4,584.00	0.00	0.00	4,584.00
INTENDENTE	DIR DE BIE COM	5,226.57	0.00	0.00	5,226.57
ESPECIALISTA ADMVO. B	DIR DE CAP HUM	3,616.67	0.00	0.00	3,616.67
AUXILIAR UNIVERSAL DE OFICINA	PRESIDENCIA MPA	5,879.21	0.00	0.00	5,879.21
ANALISTA	D REC MA Y SE G	3,898.28	0.00	0.00	3,898.28
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE ASEO PUB	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SEC DE M AM Y G	4,584.00	0.00	0.00	4,584.00
ANALISTA	DIR OB PUB Y MA	3,898.28	0.00	0.00	3,898.28
OFICINISTA D	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
COORDINADOR	ORG INT DE CON	3,737.33	0.00	0.00	3,737.33
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CAJERO "C"	TESORERIA MPAL	3,000.00	0.00	0.00	3,000.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE TURISMO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE TURISMO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE TURISMO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE TURISMO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE TURISMO	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
COORDINADOR "A"	DIR DE INGRESOS	3,720.00	0.00	0.00	3,720.00
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE TURISMO	2,400.00	0.00	0.00	2,400.00
COBRADOR "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	PRESIDENCIA MPA	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	3,629.99	0.00	0.00	3,629.99
TECNICO CONTABLE	SIND SEGUNDA MP	7,480.21	0.00	0.00	7,480.21
PROGRAMADOR DE COMPUTADORA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
COORDINADOR	ORG INT DE CON	3,737.33	0.00	0.00	3,737.33
TECNICO CONTABLE	OFICIALIA MAYOR	7,480.21	0.00	0.00	7,480.21
SINDICO	SIND SEGUNDA MP	4,842.62	0.00	0.00	4,842.62
JUEZ	ALC MPAL CIVICA	5,308.52	0.00	0.00	5,308.52
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JEFE DE DEPARTAMENTO	SEC TECNICA	3,629.99	0.00	0.00	3,629.99

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
AUXILIAR UNIVERSAL DE OFICINA	SECRETARIA MPAL	5,879.21	0.00	0.00	5,879.21
ANALISTA "A"	DIR DE INGRESOS	3,720.00	0.00	0.00	3,720.00
SECRETARIO	SEC DE TURISMO	4,842.62	0.00	0.00	4,842.62
ASESOR "C"	REG PROS COMP Y	4,584.00	0.00	0.00	4,584.00
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	5,879.21	0.00	0.00	5,879.21
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	5,879.21	0.00	0.00	5,879.21
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	5,879.21	0.00	0.00	5,879.21
CAJERO "C"	TESORERIA MPAL	3,000.00	0.00	0.00	3,000.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	5,879.21	0.00	0.00	5,879.21
ANALISTA	SEC DE TURISMO	3,898.28	0.00	0.00	3,898.28
ANALISTA	DIR DE AUDIT IN	3,898.28	0.00	0.00	3,898.28
AUXILIAR UNIVERSAL DE OFICINA	COORD DE COM SO	5,879.21	0.00	0.00	5,879.21
AUDITOR "A"	DIR DE INGRESOS	3,120.00	0.00	0.00	3,120.00
CAPACITADOR "A"	OFICIALIA MAYOR	3,120.00	0.00	0.00	3,120.00
CAPACITADOR "A"	DIR EGR CON PRE	3,120.00	0.00	0.00	3,120.00
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO	DIR F A LA LEC	3,629.99	0.00	0.00	3,629.99
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
AUXILIAR UNIVERSAL DE OFICINA	SEC DE PRO ECO	5,879.21	0.00	0.00	5,879.21
BOLETERO "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00
ANALISTA "C"	DIR EGR CON PRE	4,584.00	0.00	0.00	4,584.00
CAPACITADOR "A"	OFICIALIA MAYOR	3,120.00	0.00	0.00	3,120.00
TECNICO CONTABLE	OFICIALIA MAYOR	7,480.21	0.00	0.00	7,480.21
JEFE DE DEPARTAMENTO	DIR DE DES ECO	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA	REG PROS COMP Y	3,898.28	0.00	0.00	3,898.28
TECNICO CONTABLE	SEC OB PU DE UR	7,480.21	0.00	0.00	7,480.21
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "B"	DIR DE INGRESOS	3,900.00	0.00	0.00	3,900.00
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	REG DE HDA MPAL	4,584.00	0.00	0.00	4,584.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ANALISTA	DIR EGR CON PRE	3,898.28	0.00	0.00	3,898.28
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG GOB DE TER	4,584.00	0.00	0.00	4,584.00
BOLETERO "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ASESOR "C"	REG PROS COMP Y	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "C"	OFICIALIA MAYOR	4,584.00	0.00	0.00	4,584.00
TECNICO CONTABLE	SEC C ED Y FO A	7,480.21	0.00	0.00	7,480.21
ESPECIALISTA ADMINISTRATIVO "A"	DIR DE SANIDAD	3,085.01	0.00	0.00	3,085.01
JUEZ	ALC MPAL CIVICA	4,584.00	0.00	0.00	4,584.00
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	3,629.99	0.00	0.00	3,629.99
INSPECTOR "C"	DIR DE MER DE A	2,400.00	0.00	0.00	2,400.00
AYUDANTE ADMINISTRATIVO	CONSEJ JURIDICA	5,967.14	0.00	0.00	5,967.14
ANALISTA "A"	D REC MA Y SE G	3,720.00	0.00	0.00	3,720.00
ANALISTA "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
TECNICO CONTABLE	REG DES S ME AM	7,480.21	0.00	0.00	7,480.21
CAJERO "C"	TESORERIA MPAL	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	TESORERIA MPAL	3,000.00	0.00	0.00	3,000.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
CAJERO "C"	TESORERIA MPAL	3,000.00	0.00	0.00	3,000.00
ANALISTA "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
BOLETERO "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00
JEFE DE DEPARTAMENTO	INST MPAL DE LA	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
BOLETERO "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00
BOLETERO "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00
BOLETERO "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00
ASESOR "A"	DIR DE CAP HUM	3,720.00	0.00	0.00	3,720.00
ANALISTA "C"	DIR DE CONTABIL	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	UNIDAD DE TRANS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	3,629.99	0.00	0.00	3,629.99
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
SECRETARIA C	AG DE TRANS DIG	3,290.50	0.00	0.00	3,290.50
ANALISTA	SEC PARTICULAR	3,898.28	0.00	0.00	3,898.28
ANALISTA "C"	UNIDAD DE TRANS	4,584.00	0.00	0.00	4,584.00
ANALISTA "A"	SEC PARTICULAR	3,720.00	0.00	0.00	3,720.00
ANALISTA "A"	DIR DE INGRESOS	3,720.00	0.00	0.00	3,720.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	INST MPAL DE LE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE BIE COM	3,629.99	0.00	0.00	3,629.99

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG D LAS M CD	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
SUPERVISOR	DIR DE CAP HUM	3,113.77	0.00	0.00	3,113.77
ASESOR "C"	DIR DE BIE COM	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
BOLETERO "C"	DIR DE INGRESOS	1,860.00	0.00	0.00	1,860.00
ANALISTA "C"	DIR EGR CON PRE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	OFICIALIA MAYOR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SEC DE PRO ECO	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE M AM Y G	4,584.00	0.00	0.00	4,584.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
COORDINADOR "C"	SEC PARTICULAR	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MER DE A	3,629.99	0.00	0.00	3,629.99
SUPERVISOR ''C''	DIR DE MER DE A	3,000.00	0.00	0.00	3,000.00
ASISTENTE OPERATIVO "C"	D REC MA Y SE G	2,400.00	0.00	0.00	2,400.00
ANALISTA ''C''	DIR DE AG BARR	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
ANALISTA "B"	DIR EGR CON PRE	3,900.00	0.00	0.00	3,900.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ARRIERO	DIR OB PUB Y MA	5,018.75	0.00	0.00	5,018.75
ADMINISTRADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ANALISTA "C"	DIR EGR CON PRE	4,584.00	0.00	0.00	4,584.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
CAPTURISTA DE DATOS "B"	DIR DE INGRESOS	2,700.00	0.00	0.00	2,700.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	CONSEJ JURIDICA	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	INST MPAL DE LA	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG GOB DE TER	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	3,629.99	0.00	0.00	3,629.99
MECANOGRAFO	DIR DE PATRIMON	5,516.89	0.00	0.00	5,516.89
SUPERVISOR	DIR DE PATRIMON	3,113.77	0.00	0.00	3,113.77
ADMINISTRADOR	OFICIALIA MAYOR	4,671.34	0.00	0.00	4,671.34
JUEZ	ALC MPAL CIVICA	5,308.52	0.00	0.00	5,308.52
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	SEC DE SERV VEC	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
TECNICO CONTABLE	INST MPAL DE PL	7,480.21	0.00	0.00	7,480.21
TAQUIMECANOGRAFA	SEC DE PRO ECO	5,807.27	0.00	0.00	5,807.27
OFICINISTA A	SECRETARIA MPAL	2,846.50	0.00	0.00	2,846.50
OFICINISTA A	SECRETARIA MPAL	2,846.50	0.00	0.00	2,846.50
SUBDIRECTOR OPERATIVO	DIR DE MOVILIDA	6,637.60	0.00	0.00	6,637.60
AUDITOR	ORG INT DE CON	3,898.28	0.00	0.00	3,898.28

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ESPECIALISTA ADMVO. A	SEC DE SERV VEC	3,085.01	0.00	0.00	3,085.01
INSPECTOR (UNID.INSPECCIO	SEC DE TURISMO	3,113.77	0.00	0.00	3,113.77
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	3,629.99	0.00	0.00	3,629.99
MECANOGRAFA	CONSEJ JURIDICA	5,516.89	0.00	0.00	5,516.89
INSPECTOR (UNID.INSPECCIO	DIR DE INGRESOS	3,113.77	0.00	0.00	3,113.77
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
MECANOGRAFA	OFICIALIA MAYOR	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO	SEC DE SEG VECI	3,629.99	0.00	0.00	3,629.99
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INSPECTOR (MDO. 20 DE NOV	SEC DE SERV VEC	3,113.77	0.00	0.00	3,113.77
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
SECRETARIA DE JUEZ B	DIR DE MOVILIDA	4,771.99	0.00	0.00	4,771.99
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
INTENDENTE	DIR DE BIE COM	5,226.57	0.00	0.00	5,226.57
PROGRAMADOR B	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
INSPECTOR (UNID.INSPECCIO	SEC DE M AM Y G	3,113.77	0.00	0.00	3,113.77
PROMOTOR SOCIAL	REG BIE TEQ VEC	3,618.12	0.00	0.00	3,618.12
CAPTURADOR Y AUX. DE SERVICIOS	CONSEJ JURIDICA	5,293.12	0.00	0.00	5,293.12
PROMOTOR SOCIAL	SEC OB PU DE UR	3,618.12	0.00	0.00	3,618.12
ANALISTA "C"	SEC C ED Y FO A	4,584.00	0.00	0.00	4,584.00
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
ADMINISTRADOR	D REC MA Y SE G	4,671.34	0.00	0.00	4,671.34
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
OFICINISTA B	DIR EGR CON PRE	2,997.36	0.00	0.00	2,997.36
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE EDUCACION	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	SEC C ED Y FO A	5,807.27	0.00	0.00	5,807.27
PROGRAMADOR B	AG DE TRANS DIG	3,898.28	0.00	0.00	3,898.28

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
AYUDANTE ADMINISTRATIVO	DIR DE ASEO PUB	5,967.14	0.00	0.00	5,967.14
AUXILIAR ADMINISTRATIVO	SEC DE M AM Y G	5,650.12	0.00	0.00	5,650.12
MECANOGRAFA	DIR DE MTO URBA	5,516.89	0.00	0.00	5,516.89
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR DE SANIDAD	5,516.89	0.00	0.00	5,516.89
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
JEFE DE DEPARTAMENTO	JEF DE LA OF D	3,629.99	0.00	0.00	3,629.99
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
VELADOR	SEC DE SERV VEC	5,285.13	0.00	0.00	5,285.13
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	SEC DE GOB Y TE	5,490.28	0.00	0.00	5,490.28
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.27	0.00	0.00	5,807.27
TAQUIMECANOGRAFA	TESORERIA MPAL	5,807.27	0.00	0.00	5,807.27
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	3,629.99	0.00	0.00	3,629.99
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
INTENDENTE	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	REG GPOS PRI JU	5,807.27	0.00	0.00	5,807.27
COORDINADOR	SEC DE SEG VECI	6,021.73	0.00	0.00	6,021.73
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	6,681.52	0.00	0.00	6,681.52
VELADOR	INST MPAL DE LA	5,490.28	0.00	0.00	5,490.28
CONSERJE	D REC MA Y SE G	5,490.28	0.00	0.00	5,490.28
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AYUDANTE ADMINISTRATIVO	SEC DE BIE Y TE	5,967.14	0.00	0.00	5,967.14
MECANOGRAFA	DIR DE MERCADOS	5,516.89	0.00	0.00	5,516.89
MECANOGRAFA	DIR DE MERCADOS	5,516.89	0.00	0.00	5,516.89
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
TAQUIMECANOGRAFA	DIR DE MTO URBA	5,807.27	0.00	0.00	5,807.27
VELADOR	SEC DE SERV VEC	5,490.28	0.00	0.00	5,490.28
NOTIFICADOR	DIR DE SANIDAD	5,650.12	0.00	0.00	5,650.12
AUXILIAR ADMINISTRATIVO	SEC DE SERV VEC	5,650.12	0.00	0.00	5,650.12
AUXILIAR DE TRABAJO SOCIAL	SEC PARTICULAR	5,495.60	0.00	0.00	5,495.60
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
SECRETARIA B	DIR C SEG CT OB	3,197.09	0.00	0.00	3,197.09
OFICINISTA A	SEC DE SERV VEC	2,846.50	0.00	0.00	2,846.50
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
COBRADOR	DIR DE MERCADOS	5,634.11	0.00	0.00	5,634.11
OPERADOR DE COMPUTADORA	DIR DEL C Y P H	5,924.47	0.00	0.00	5,924.47
JEFE DE UNIDAD	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
CAPTURISTA B	SEC OB PU DE UR	5,836.58	0.00	0.00	5,836.58
VELADOR	SEC DE SERV VEC	5,490.28	0.00	0.00	5,490.28
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR DE BIE COM	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE TRABAJO SOCIAL	SEC PARTICULAR	5,495.60	0.00	0.00	5,495.60
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	AGENCIA MONTOYA	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE TRABAJO SOCIAL	DIR DE ASEO PUB	5,495.60	0.00	0.00	5,495.60
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERA	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
ANALISTA	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
NINERA	OFICIALIA MAYOR	5,490.28	0.00	0.00	5,490.28
TECNICO LABORATORISTA	DIR DE SANIDAD	6,752.95	0.00	0.00	6,752.95
AUDITOR	SEC C ED Y FO A	3,898.28	0.00	0.00	3,898.28
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
NOTIFICADOR	SEC DE BIE Y TE	5,650.12	0.00	0.00	5,650.12
SUPERVISOR	SEC DE BIE Y TE	3,113.77	0.00	0.00	3,113.77
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
OFICINISTA B	DIR DE PATRIMON	2,997.36	0.00	0.00	2,997.36
AUXILIAR DE TRABAJO SOCIAL	SISTEMA MPAL DE	5,495.60	0.00	0.00	5,495.60
CONSERJE	SEC C ED Y FO A	5,490.28	0.00	0.00	5,490.28
INTENDENTE	INST MPAL DE LA	5,226.57	0.00	0.00	5,226.57
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MEDICO B	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	5,650.12	0.00	0.00	5,650.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
ARRIERO	D. CONSTRUCCION	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CHOFER "B"	DIR DEL C Y P H	6,161.56	0.00	0.00	6,161.56
MACHETERO	SEC DE SERV VEC	5,018.75	0.00	0.00	5,018.75
AFANADORA	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	5,495.60	0.00	0.00	5,495.60
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
TRABAJADORA SOCIAL	INST MPAL DE LA	6,968.74	0.00	0.00	6,968.74
CONSERJE	SEC DE PRO ECO	5,490.28	0.00	0.00	5,490.28
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
AYUDANTE DE CONTABILIDAD	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
TRABAJADOR SOCIAL	INST MPAL DE LA	6,968.73	0.00	0.00	6,968.73
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
CONSERJE	DIR EGR CON PRE	5,490.28	0.00	0.00	5,490.28
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
VERIFICADOR DE OBRA	SEC DE PRO ECO	6,028.36	0.00	0.00	6,028.36
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	6,529.18	0.00	0.00	6,529.18
INTENDENTE	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE ENFERMERA	DIR DE SANIDAD	5,591.48	0.00	0.00	5,591.48
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,516.86	0.00	0.00	5,516.86
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	SEC DE SERV VEC	5,490.28	0.00	0.00	5,490.28
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR DE ASEO PUB	5,516.90	0.00	0.00	5,516.90
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR ADMINISTRATIVO	DIR OB PUB Y MA	5,650.12	0.00	0.00	5,650.12
AUXILIAR ARCHIVISTA	REG CULT Y EDUC	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CONSERJE	DIR DE CAP HUM	5,490.28	0.00	0.00	5,490.28
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
AYUDANTE ADMINISTRATIVO	DIR F A LA LEC	5,967.14	0.00	0.00	5,967.14

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA VIAL	DIR DE MOVILIDA	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CAPTURISTA B	DIR C SEG CT OB	3,039.04	0.00	0.00	3,039.04
ANALISTA	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
MECANOGRAFA	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AFANADORA	CONSEJ JURIDICA	5,024.08	0.00	0.00	5,024.08
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
COCINERA	INST MPAL DE LA	5,285.13	0.00	0.00	5,285.13
MECANOGRAFA	DIR DE CAP HUM	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR DE CAP HUM	5,018.75	0.00	0.00	5,018.75
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
CONSERJE	DIR DE INGRESOS	5,490.28	0.00	0.00	5,490.28
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE EDUCACION	DIR F A LA LEC	5,516.90	0.00	0.00	5,516.90
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
ASEADOR	DIR DE MERCADOS	5,090.69	0.00	0.00	5,090.69
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
NOTIFICADOR	REG DE HDA MPAL	5,650.12	0.00	0.00	5,650.12
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR DE BIE COM	5,516.89	0.00	0.00	5,516.89
VELADOR	INST MPAL DEL D	5,490.28	0.00	0.00	5,490.28
CONSERJE	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
AUXILIAR ADMINISTRATIVO	OFICIALIA MAYOR	5,650.12	0.00	0.00	5,650.12

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	5,650.12	0.00	0.00	5,650.12
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	5,650.12	0.00	0.00	5,650.12
AUXILIAR DE ENFERMERA	DIR F A LA LEC	5,591.48	0.00	0.00	5,591.48
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA B	DIR DE MOVILIDA	4,771.99	0.00	0.00	4,771.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
OFICINISTA E	DIR DE MOVILIDA	4,771.99	0.00	0.00	4,771.99
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR ARCHIVISTA	DIR OB PUB Y MA	5,516.89	0.00	0.00	5,516.89
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	5,879.21	0.00	0.00	5,879.21
OPERADOR DE COMPUTADORA	DIR DEL C Y P H	5,924.47	0.00	0.00	5,924.47
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFA	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	5,650.12	0.00	0.00	5,650.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
MECANOGRAFA	REG DES S ME AM	5,516.89	0.00	0.00	5,516.89
SECRETARIA A	AG DE TRANS DIG	3,113.77	0.00	0.00	3,113.77
MECANOGRAFA	SEC DE SERV VEC	5,516.89	0.00	0.00	5,516.89
MECANOGRAFA	INST MPAL DE LA	5,516.89	0.00	0.00	5,516.89
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
PIANISTA	DIR DE AG BARR	5,157.26	0.00	0.00	5,157.26
ASESOR "C"	REG D LAS M CD	4,584.00	0.00	0.00	4,584.00
INSPECTOR DE OBRAS	DIR DEL C Y P H	3,113.77	0.00	0.00	3,113.77
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
ANALISTA	SEC OB PU DE UR	3,898.28	0.00	0.00	3,898.28
ASESOR "C"	REG BIE TEQ VEC	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR CON Y MEJ D	3,629.99	0.00	0.00	3,629.99
MEDICO	DIR DE SANIDAD	3,898.28	0.00	0.00	3,898.28
ASESOR "B"	SEC DE SERV VEC	3,737.33	0.00	0.00	3,737.33
ASISTENTE OPERATIVO "C"	SISTEMA MPAL DE	2,400.00	0.00	0.00	2,400.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE UNIDAD	TESORERIA MPAL	3,629.99	0.00	0.00	3,629.99
ADMINISTRADOR B	INST MPAL DE LA	4,049.16	0.00	0.00	4,049.16
ANALISTA "C"	INST MPAL DE LA	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE M AM Y G	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
ANALISTA	DIR DE MTO URBA	3,898.28	0.00	0.00	3,898.28
AYUDANTE ADMINISTRATIVO	SEC DE M AM Y G	5,967.14	0.00	0.00	5,967.14
JEFE DE SUPERVISORES	DIR DE CAP HUM	3,582.65	0.00	0.00	3,582.65
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	5,293.12	0.00	0.00	5,293.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASESOR "C"	SEC DE SERV VEC	4,584.00	0.00	0.00	4,584.00
AUXILIAR TOPOGRAFO	DIR C SEG CT OB	5,223.92	0.00	0.00	5,223.92
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
MECANOGRAFA	SEC DE BIE Y TE	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TAQUIMECANOGRAFA	SEC OB PU DE UR	5,807.30	0.00	0.00	5,807.30
AUXILIAR BIBLIOTECARIO	DIR DE SANIDAD	5,516.89	0.00	0.00	5,516.89
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
COCINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
NOTIFICADOR	SEC C ED Y FO A	5,650.12	0.00	0.00	5,650.12
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	3,900.00	0.00	0.00	3,900.00
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR FONTANERO	DIR DE MTO URBA	5,285.13	0.00	0.00	5,285.13
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SEC OB PU DE UR	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ASESOR "C"	REG CULT Y EDUC	4,584.00	0.00	0.00	4,584.00
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
COCINERA	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE PATRIMON	5,018.75	0.00	0.00	5,018.75
OFICIAL	DIR DE MOVILIDA	6,424.61	0.00	0.00	6,424.61
AUXILIAR UNIVERSAL DE OFICINA	DIR DE MTO URBA	5,879.21	0.00	0.00	5,879.21
TECNICO ARTESANAL	DIR DE BIE COM	5,807.27	0.00	0.00	5,807.27
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	5,293.12	0.00	0.00	5,293.12
TECNICO CONTABLE	SEC DE BIE Y TE	7,480.18	0.00	0.00	7,480.18
AUXILIAR DE TRABAJO SOCIAL	INST MPAL DE LA	5,495.60	0.00	0.00	5,495.60
MACHETERO	SEC DE SERV VEC	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	SEC DE TURISMO	5,516.89	0.00	0.00	5,516.89
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	5,650.12	0.00	0.00	5,650.12
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE OFICINA	SEC OB PU DE UR	3,582.65	0.00	0.00	3,582.65
JEFE DE UNIDAD	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	REG SERV VEC Y	5,516.89	0.00	0.00	5,516.89
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ASEADOR	SISTEMA MPAL DE	5,090.69	0.00	0.00	5,090.69
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
COORDINADOR	SEC DE SEG VECI	6,021.73	0.00	0.00	6,021.73
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
INTENDENTE	DIR DE MTO URBA	5,226.57	0.00	0.00	5,226.57
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JEFE DE OFICINA	TESORERIA MPAL	3,582.65	0.00	0.00	3,582.65
INTENDENTE	REG DES S ME AM	5,226.57	0.00	0.00	5,226.57
AUXILIAR ARCHIVISTA	DIR DE PATRIMON	5,516.89	0.00	0.00	5,516.89
AUXILIAR DE TRABAJO SOCIAL	DIF MUNICIPAL	5,495.60	0.00	0.00	5,495.60
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	SEC OB PU DE UR	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
ASEADOR	TESORERIA MPAL	5,090.69	0.00	0.00	5,090.69
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
AYDTE. OPER. MAQ. PESADA "C"	SEC OB PU DE UR	6,617.12	0.00	0.00	6,617.12
INTENDENTE	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
INTENDENTE	CONSEJ JURIDICA	5,226.57	0.00	0.00	5,226.57
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EDUCADORA	DIR DE SANIDAD	5,807.30	0.00	0.00	5,807.30
MECANOGRAFA	SEC OB PU DE UR	5,516.90	0.00	0.00	5,516.90
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
JEFE DE OFICINA	DIR PLA URB Y L	3,582.65	0.00	0.00	3,582.65
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	5,591.48	0.00	0.00	5,591.48
VELADOR	SEC OB PU DE UR	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AGENTE	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TITULAR DE OPD	INST MPAL DE LE	4,236.29	0.00	0.00	4,236.29
AUXILIAR DE INGENIERO	DIR OB PUB Y MA	5,516.89	0.00	0.00	5,516.89
AFANADORA	DIR F A LA LEC	5,024.08	0.00	0.00	5,024.08
JEFE DE UNIDAD	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
MECANOGRAFA	AG SAN MAR MEX	5,516.89	0.00	0.00	5,516.89

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
AUDITOR	ORG INT DE CON	3,898.28	0.00	0.00	3,898.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SEC OB PU DE UR	5,226.57	0.00	0.00	5,226.57
INTENDENTE	INST MPAL DE LA	5,226.57	0.00	0.00	5,226.57
POLICIA 3o	SEC DE SEG VECI	7,672.25	0.00	0.00	7,672.25
MACHETERO	SEC OB PU DE UR	5,018.75	0.00	0.00	5,018.75
OFICINISTA B	SEC DE GOB Y TE	5,764.67	0.00	0.00	5,764.67
JUEZ B	SEC DE SEG VECI	4,940.58	0.00	0.00	4,940.58
ANALISTA B	DIR DE MOVILIDA	4,771.99	0.00	0.00	4,771.99
MEDICO B	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
JEFE DE UNIDAD	INST MPAL DEL D	3,629.99	0.00	0.00	3,629.99
CONSERJE	INST MPAL DE LA	5,490.28	0.00	0.00	5,490.28
INTENDENTE	COORD DE COM SO	5,226.57	0.00	0.00	5,226.57
REGIDOR	REG D LAS M CD	4,236.29	0.00	0.00	4,236.29
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
OFICINISTA "A"	SEC DE BIE Y TE	2,846.50	0.00	0.00	2,846.50
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MERCADOS	6,529.18	0.00	0.00	6,529.18
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
AUXILIAR DE ENFERMERA	TESORERIA MPAL	5,591.48	0.00	0.00	5,591.48
MECANOGRAFA	DIR DE INGRESOS	5,516.89	0.00	0.00	5,516.89
MECANOGRAFA	DIR DE PATRIMON	5,516.90	0.00	0.00	5,516.90
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
AUXILIAR ARCHIVISTA	DIR EGR CON PRE	5,516.89	0.00	0.00	5,516.89
INTENDENTE	SEC DE BIE Y TE	5,226.57	0.00	0.00	5,226.57
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA B	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INSPECTOR DE OBRAS	DIR DEL C Y P H	3,113.77	0.00	0.00	3,113.77
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR DE INGRESOS	5,226.57	0.00	0.00	5,226.57
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	5,650.12	0.00	0.00	5,650.12
ANALISTA	ORG INT DE CON	3,898.28	0.00	0.00	3,898.28
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	5,879.21	0.00	0.00	5,879.21
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
INTENDENTE	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ANALISTA ''C''	DIR DE AG BARR	4,584.00	0.00	0.00	4,584.00
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
PROMOTOR SOCIAL	SEC DE BIE Y TE	3,618.12	0.00	0.00	3,618.12
INSPECTOR ''C''	DIR DE AG BARR	2,400.00	0.00	0.00	2,400.00
DIRECTOR	DIR DE ASEO PUB	4,236.29	0.00	0.00	4,236.29
JEFE DE UNIDAD	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
TECNICO CONTABLE	TESORERIA MPAL	7,480.21	0.00	0.00	7,480.21
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
BARRENDERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
JEFE DE UNIDAD	SEC DE SERV VEC	3,629.99	0.00	0.00	3,629.99
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
REGIDOR	REG PROS COMP Y	4,236.29	0.00	0.00	4,236.29
ANALISTA "C"	OFICIALIA MAYOR	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SEG VEC Y C	4,584.00	0.00	0.00	4,584.00
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ASESOR "C"	REG CEN HIS Y	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	INST MPAL DE PL	3,629.99	0.00	0.00	3,629.99
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
AFANADORA	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
COORDINADOR	COORD DE AT DE	4,236.29	0.00	0.00	4,236.29
ANALISTA	DIR DE CAP HUM	3,898.28	0.00	0.00	3,898.28
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	3,629.99	0.00	0.00	3,629.99
TECNICO CONTABLE	SEC DE PRO ECO	7,480.21	0.00	0.00	7,480.21
INSPECTOR "C"	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
TECNICO EN EQUIPO DE COMPUTO	INST MPAL DE LA	3,016.03	0.00	0.00	3,016.03
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ANALISTA	OFICIALIA MAYOR	3,898.28	0.00	0.00	3,898.28
ESPECIALISTA ADMVO"	DIR EGR CON PRE	3,085.01	0.00	0.00	3,085.01
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	5,650.12	0.00	0.00	5,650.12
ASESOR "C"	AG DE TRANS DIG	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR F A LA LEC	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	3,629.99	0.00	0.00	3,629.99
CAPTURADOR Y AUX. DE SERVICIOS	DIR F A LA LEC	5,293.12	0.00	0.00	5,293.12
MECANOGRAFA	SEC DE SERV VEC	5,516.90	0.00	0.00	5,516.90
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	5,879.21	0.00	0.00	5,879.21
MECANOGRAFA	PRESIDENCIA MPA	5,516.90	0.00	0.00	5,516.90
JEFE DE DEPARTAMENTO	ORG INT DE CON	3,629.99	0.00	0.00	3,629.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
MECANOGRAFO	REG SEG VEC Y C	5,516.89	0.00	0.00	5,516.89
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA	INST MPAL DE PL	3,898.28	0.00	0.00	3,898.28

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INTENDENTE	ASILO	5,226.57	0.00	0.00	5,226.57
BARRENDERO	D. MERCADOS P	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO	DIR CON Y MEJ D	3,629.99	0.00	0.00	3,629.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
AUXILIAR ARCHIVISTA	D REC MA Y SE G	5,516.89	0.00	0.00	5,516.89
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
ANALISTA	REG DES S ME AM	3,898.28	0.00	0.00	3,898.28
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	5,293.12	0.00	0.00	5,293.12
JEFE DE DEPARTAMENTO	SEC DE TURISMO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE TURISMO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	3,629.99	0.00	0.00	3,629.99
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
SELECCIONADOR DE BASURA	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CONSERJE	DIR PLA URB Y L	5,490.28	0.00	0.00	5,490.28
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
INTENDENTE	SEC OB PU DE UR	5,226.57	0.00	0.00	5,226.57
AUXILIAR DE ENFERMERA	DIR DE MERCADOS	5,591.48	0.00	0.00	5,591.48
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
CONSERJE	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
VELADOR	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
MECANOGRAFA	SIND PRIMERA MP	5,516.89	0.00	0.00	5,516.89
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR DE CAP HUM	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
NOTIFICADOR	SEC OB PU DE UR	5,650.12	0.00	0.00	5,650.12
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
AUXILIAR BIBLIOTECARIO	SEC C ED Y FO A	5,516.89	0.00	0.00	5,516.89

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
MECANOGRAFA	SISTEMA MPAL DE	5,516.89	0.00	0.00	5,516.89
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CAPTURADOR Y AUX. DE SERV	DIR DE PATRIMON	5,293.12	0.00	0.00	5,293.12
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CONSERJE	SEC DE TURISMO	5,490.28	0.00	0.00	5,490.28
OFICINISTA "B"	D REC MA Y SE G	5,764.67	0.00	0.00	5,764.67
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE INGRESOS	5,410.33	0.00	0.00	5,410.33
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
OFICINISTA "E"	AG DE TRANS DIG	2,257.37	0.00	0.00	2,257.37
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR DE MERCADOS	5,516.89	0.00	0.00	5,516.89
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "C"	TESORERIA MPAL	6,529.18	0.00	0.00	6,529.18
OFICINISTA A	DIR PLA URB Y L	2,846.50	0.00	0.00	2,846.50
JEFE DE UNIDAD	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MERCADOS	5,285.13	0.00	0.00	5,285.13
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	SEC C ED Y FO A	5,516.89	0.00	0.00	5,516.89
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
COCINERO	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
SECRETARIA DE JUEZ B	DIR DE MOVILIDA	4,771.99	0.00	0.00	4,771.99
DIRECTOR	DIR DE DES ECO	4,236.29	0.00	0.00	4,236.29
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
AFANADORA	DIR F A LA LEC	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	4,940.58	0.00	0.00	4,940.58
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	5,495.60	0.00	0.00	5,495.60
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
EDUCADORA	DIR F A LA LEC	5,807.30	0.00	0.00	5,807.30
INSPECTOR DE OBRAS	DIR DEL C Y P H	3,113.77	0.00	0.00	3,113.77
VELADOR	DIR DE ASEO PUB	5,285.13	0.00	0.00	5,285.13
MACHETERO	D. SIS LIMPIA	5,018.75	0.00	0.00	5,018.75
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	AGENCIA MONTOYA	5,226.57	0.00	0.00	5,226.57
SUPERVISOR	DIR OB PUB Y MA	3,113.77	0.00	0.00	3,113.77
MECANOGRAFA	D. GOBIERNO	5,516.89	0.00	0.00	5,516.89
COORDINADOR	SEC DE SEG VECI	6,021.73	0.00	0.00	6,021.73
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	SEC C ED Y FO A	5,226.57	0.00	0.00	5,226.57
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE MTO URBA	5,490.28	0.00	0.00	5,490.28
INTENDENTE	D REC MA Y SE G	5,226.57	0.00	0.00	5,226.57
OFICINISTA D	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
OFICINISTA D	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
AUXILIAR ADMINISTRATIVO	DIR OB PUB Y MA	5,650.12	0.00	0.00	5,650.12
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	6,542.54	0.00	0.00	6,542.54
NINERA	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
AUXILIAR BIBLIOTECARIO	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
JARDINERA	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
MACHETERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
AUXILIAR DE MECANICO	DIR DE ASEO PUB	5,495.60	0.00	0.00	5,495.60

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INTENDENTE	DIR OB PUB Y MA	5,018.75	0.00	0.00	5,018.75
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
MECANOGRAFA	DIR DE MERCADOS	5,516.89	0.00	0.00	5,516.89
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
AUXILIAR DE TRABAJO SOCIAL	DIR DE MERCADOS	5,495.60	0.00	0.00	5,495.60
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	5,879.21	0.00	0.00	5,879.21
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
AGENTE 2o.	DIR DE MOVILIDA	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
JARDINERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
TECNICO CONTABLE	DIR DE PATRIMON	7,480.21	0.00	0.00	7,480.21
AUXILIAR UNIVERSAL DE OFICINA	DIR DE PATRIMON	5,879.21	0.00	0.00	5,879.21
TECNICO CONTABLE	SEC DE BIE Y TE	7,480.21	0.00	0.00	7,480.21
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	SISTEMA MPAL DE	5,516.90	0.00	0.00	5,516.90
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INTENDENTE	DIR F A LA LEC	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA 2o.	SEC DE SEG VECI	5,475.38	0.00	0.00	5,475.38
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
VELADOR	DIR DE MTO URBA	5,285.13	0.00	0.00	5,285.13
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
VELADOR	SISTEMA MPAL DE	5,285.13	0.00	0.00	5,285.13
INTENDENTE	SEC DE BIE Y TE	5,226.57	0.00	0.00	5,226.57
MECANOGRAFA	SEC DE M AM Y G	5,516.89	0.00	0.00	5,516.89
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
INTENDENTE	SEC DE SERV VEC	5,226.57	0.00	0.00	5,226.57

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INTENDENTE	DIR EGR CON PRE	5,226.57	0.00	0.00	5,226.57
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	SEC C ED Y FO A	4,584.00	0.00	0.00	4,584.00
AFANADORA	DIR DE SANIDAD	5,024.08	0.00	0.00	5,024.08
SECRETARIO PARTICULAR	DIR DE CAP HUM	4,671.34	0.00	0.00	4,671.34
ANALISTA	CONSEJ JURIDICA	3,898.28	0.00	0.00	3,898.28
ANALISTA "C"	D REC MA Y SE G	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR QUE DEN INV	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	SECRETARIA MPAL	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	SEC DE SEG VECI	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	DIR DE DES ECO	3,629.99	0.00	0.00	3,629.99
TITULAR OPD	DIR DE PENSIONE	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	3,629.99	0.00	0.00	3,629.99
ADMINISTRADOR ''C''	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	D REC MA Y SE G	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	CONSEJ JURIDICA	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	UNIDAD DE TRANS	3,629.99	0.00	0.00	3,629.99
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	5,516.89	0.00	0.00	5,516.89
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE PATRIMON	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	PRESIDENCIA MPA	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
AUXILIAR TOPOGRAFO	SEC OB PU DE UR	5,223.92	0.00	0.00	5,223.92

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ANALISTA "C"	OFICIALIA MAYOR	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
CONSERJE	D REC MA Y SE G	5,490.28	0.00	0.00	5,490.28
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	SIND PRIMERA MP	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA	AG DE TRANS DIG	3,898.28	0.00	0.00	3,898.28
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	CONSEJ JURIDICA	4,584.00	0.00	0.00	4,584.00
BARRENDERO	SEC DE SERV VEC	5,018.75	0.00	0.00	5,018.75
TECNICO EN EQUIPO DE COMP	AG DE TRANS DIG	3,016.03	0.00	0.00	3,016.03
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR DE CAP HUM	5,490.28	0.00	0.00	5,490.28
EMPLEADO DE CUADRILLA MOVIL "A"	INST MPAL DE LA	5,410.33	0.00	0.00	5,410.33
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
MACHETERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	SISTEMA MPAL DE	5,223.92	0.00	0.00	5,223.92
ANALISTA	SEC DE SEG VECI	4,771.99	0.00	0.00	4,771.99
MECANOGRAFA	SECRETARIA MPAL	5,516.89	0.00	0.00	5,516.89
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	REG OB PUB Y DE	5,226.57	0.00	0.00	5,226.57
COCINERA	SISTEMA MPAL DE	5,490.28	0.00	0.00	5,490.28
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
AUXILIAR DE COCINA	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO	ORG INT DE CON	3,629.99	0.00	0.00	3,629.99

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ADMINISTRADOR ''C''	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	SEC DE SERV VEC	3,629.99	0.00	0.00	3,629.99
INTENDENTE	DIR F A LA LEC	5,226.57	0.00	0.00	5,226.57
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	5,495.60	0.00	0.00	5,495.60
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	5,205.24	0.00	0.00	5,205.24
ASESOR "C"	SEC C ED Y FO A	4,584.00	0.00	0.00	4,584.00
INTENDENTE	INST MPAL DE LA	5,226.57	0.00	0.00	5,226.57
BARRENDERO	SEC OB PU DE UR	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
CABO	DIR OB PUB Y MA	5,386.39	0.00	0.00	5,386.39
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE TRABAJO SOCIAL	SEC DE SERV VEC	5,495.60	0.00	0.00	5,495.60
ASEADOR	SISTEMA MPAL DE	5,090.69	0.00	0.00	5,090.69
INTENDENTE	D REC MA Y SE G	5,018.75	0.00	0.00	5,018.75
MECANOGRAFA	DIR PLA URB Y L	5,516.90	0.00	0.00	5,516.90
INTENDENTE	DIR DE BIE COM	5,226.57	0.00	0.00	5,226.57
AUXILIAR ADMINISTRATIVO	DIR PLA URB Y L	5,650.12	0.00	0.00	5,650.12
ANALISTA "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
MECANOGRAFO	DIR F A LA LEC	5,516.89	0.00	0.00	5,516.89
INSPECTOR "C"	TESORERIA MPAL	2,400.00	0.00	0.00	2,400.00
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
ANALISTA "C"	CONSEJ JURIDICA	4,584.00	0.00	0.00	4,584.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AFANADORA	DIR DE SANIDAD	5,024.08	0.00	0.00	5,024.08
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
POLICIA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
POLICIA	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
ANALISTA "B"	DIR EGR CON PRE	3,900.00	0.00	0.00	3,900.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	3,629.99	0.00	0.00	3,629.99
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	3,900.00	0.00	0.00	3,900.00
SECRETARIO PARTICULAR	SEC DE TURISMO	4,671.34	0.00	0.00	4,671.34
JEFE DE DEPARTAMENTO	SEC DE TURISMO	3,629.99	0.00	0.00	3,629.99
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	6,529.18	0.00	0.00	6,529.18
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	SEC DE M AM Y G	4,584.00	0.00	0.00	4,584.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASEADOR DE INODOROS	DIR DE ASEO PUB	5,090.69	0.00	0.00	5,090.69
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	3,900.00	0.00	0.00	3,900.00
JARDINERO	SEC DE TURISMO	5,223.92	0.00	0.00	5,223.92
ANALISTA "C"	INST MPAL DE LA	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	3,629.99	0.00	0.00	3,629.99
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
ANALISTA ''C''	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
PROGRAMADOR B	AG DE TRANS DIG	3,898.28	0.00	0.00	3,898.28
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
ENFERMERO "C"	SISTEMA MPAL DE	2,400.00	0.00	0.00	2,400.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
SUPERVISOR "C"	DIR DE PATRIMON	3,000.00	0.00	0.00	3,000.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "A"	DIR EGR CON PRE	3,720.00	0.00	0.00	3,720.00
ADMINISTRADOR "C"	SEC C ED Y FO A	4,584.00	0.00	0.00	4,584.00
TECNICO EN EQUIPO DE COMP	AG DE TRANS DIG	3,016.03	0.00	0.00	3,016.03
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO	DIR RESP ADM CO	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
VELADOR	DIR DE PATRIMON	5,490.28	0.00	0.00	5,490.28
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
MEDICO "C"	SISTEMA MPAL DE	3,600.00	0.00	0.00	3,600.00
INTENDENTE	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ENFERMERO "C"	SISTEMA MPAL DE	2,400.00	0.00	0.00	2,400.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	INST MPAL DE LA	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
INTENDENTE	DIR DE MTO URBA	5,226.57	0.00	0.00	5,226.57
INTENDENTE	DIR DE SANIDAD	5,226.57	0.00	0.00	5,226.57
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
VELADOR	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
INTENDENTE	SECRETARIA MPAL	5,226.57	0.00	0.00	5,226.57
INTENDENTE	DIR DEL C Y P H	5,226.57	0.00	0.00	5,226.57
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	3,900.00	0.00	0.00	3,900.00
CONSERJE	OFICIALIA MAYOR	5,490.28	0.00	0.00	5,490.28
INTENDENTE	SEC OB PU DE UR	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	DIR EGR CON PRE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
INTENDENTE	DIR OB PUB Y MA	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	3,629.99	0.00	0.00	3,629.99
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
PANTEONERO SEPULTURERO	DIR DE MERCADOS	5,223.92	0.00	0.00	5,223.92
INTENDENTE	DIR DE MERCADOS	5,226.57	0.00	0.00	5,226.57
ENFERMERO "C"	SISTEMA MPAL DE	2,400.00	0.00	0.00	2,400.00
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	2,400.00	0.00	0.00	2,400.00
INTENDENTE	SISTEMA MPAL DE	5,226.57	0.00	0.00	5,226.57
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
RECAUDADOR	SEC DE GOB Y TE	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
JARDINERO	DIR DE MTO URBA	5,018.75	0.00	0.00	5,018.75
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
MEDICO "A"	SISTEMA MPAL DE	3,120.00	0.00	0.00	3,120.00
ASESOR "C"	REG DE PROTEC C	4,584.00	0.00	0.00	4,584.00
INTENDENTE	INST MPAL DE LA	5,226.57	0.00	0.00	5,226.57
ANALISTA "C"	SEC DE M AM Y G	4,584.00	0.00	0.00	4,584.00
TECNICO ADMINISTRATTIVO	SEC OB PU DE UR	6,955.42	0.00	0.00	6,955.42
AUXILIAR DE TRABAJO SOCIAL	OFICIALIA MAYOR	5,495.60	0.00	0.00	5,495.60
INTENDENTE	DIR F A LA LEC	5,018.75	0.00	0.00	5,018.75
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE PRO ECO	2,400.00	0.00	0.00	2,400.00
ANALISTA "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ASESOR "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INSPECTOR DE RIESGOS	SEC DE SEG VECI	5,389.73	0.00	0.00	5,389.73
MECANICO	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ASESOR "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
PROGRAMADOR DE COMPUTADORA	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
ANALISTA "C"	SEC DE PRO ECO	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	INST MPAL DE PL	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
BARRENDERO	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
INTENDENTE	INST MPAL DEL D	5,226.57	0.00	0.00	5,226.57
AFANADORA	DIR F A LA LEC	5,024.08	0.00	0.00	5,024.08
INTENDENTE	SEC C ED Y FO A	5,226.57	0.00	0.00	5,226.57

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
INTENDENTE	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASISTENTE OPERATIVO "C"	DIR F A LA LEC	2,400.00	0.00	0.00	2,400.00
INTENDENTE	OFICIALIA MAYOR	5,226.57	0.00	0.00	5,226.57
MECANOGRAFA	DIR DE ASEO PUB	5,516.89	0.00	0.00	5,516.89
INTENDENTE	CONSEJ JURIDICA	5,226.57	0.00	0.00	5,226.57
AFANADORA	DIR F A LA LEC	5,024.08	0.00	0.00	5,024.08
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	3,629.99	0.00	0.00	3,629.99
ANALISTA ''C''	DIR DE CO EN VI	4,584.00	0.00	0.00	4,584.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "A"	SEC DE SEG VECI	6,268.94	0.00	0.00	6,268.94
BARRENDERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASEADOR	DIR DE MERCADOS	5,090.69	0.00	0.00	5,090.69
AUXILIAR DE TRABAJO SOCIAL	DIR DE CAP HUM	5,495.60	0.00	0.00	5,495.60
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
AFANADORA	DIR F A LA LEC	5,024.08	0.00	0.00	5,024.08
NINERA	DIR F A LA LEC	5,490.28	0.00	0.00	5,490.28
AUXILIAR DE COCINA	SISTEMA MPAL DE	5,018.75	0.00	0.00	5,018.75
AUXILIAR DE COCINA	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
INTENDENTE	DIR DE MERCADOS	5,018.75	0.00	0.00	5,018.75
MEDICO "C"	SISTEMA MPAL DE	3,600.00	0.00	0.00	3,600.00
ANALISTA "C"	INST MPAL DE LA	4,584.00	0.00	0.00	4,584.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
ANALISTA "B"	TESORERIA MPAL	3,900.00	0.00	0.00	3,900.00
INTENDENTE	DIR DE CAP HUM	5,226.57	0.00	0.00	5,226.57
MEDICO "C"	SISTEMA MPAL DE	3,600.00	0.00	0.00	3,600.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "C	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
INTENDENTE	DIR DE CAP HUM	5,226.57	0.00	0.00	5,226.57
JARDINERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	2,400.00	0.00	0.00	2,400.00
ARRIERO	DIR DE ASEO PUB	5,018.75	0.00	0.00	5,018.75
ASISTENTE OPERATIVO “C”	SEC DE SERV VEC	2,400.00	0.00	0.00	2,400.00
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
PANTEONERO SEPULTURERO	DIR DE MTO URBA	5,223.92	0.00	0.00	5,223.92
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	5,205.24	0.00	0.00	5,205.24
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	5,650.12	0.00	0.00	5,650.12
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SECRETARIA MPAL	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG CEN HIS Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG CEN HIS Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG DE PROTEC C	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE BIE Y TE	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	3,629.99	0.00	0.00	3,629.99
ASISTENTE OPERATIVO "C"	DIR DE CAP HUM	2,400.00	0.00	0.00	2,400.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
DIRECTOR	DIR PLA URB Y L	4,236.29	0.00	0.00	4,236.29
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG DE HDA MPAL	4,584.00	0.00	0.00	4,584.00
COORDINADOR	SEC DE GOB Y TE	4,236.29	0.00	0.00	4,236.29
DIRECTOR	DIR DE MERCADOS	4,236.29	0.00	0.00	4,236.29
DIRECTOR	DIR DE CO EN VI	4,236.29	0.00	0.00	4,236.29
DIRECTOR	SEC DE GOB Y TE	4,236.29	0.00	0.00	4,236.29
DIRECTOR	D REC MA Y SE G	4,236.29	0.00	0.00	4,236.29
JEFE DE UNIDAD	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
COORDINADOR	SEC DE GOB Y TE	4,236.29	0.00	0.00	4,236.29
JEFE DE UNIDAD	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR DE MTO URBA	4,236.29	0.00	0.00	4,236.29
DIRECTOR	DIR EGR CON PRE	4,236.29	0.00	0.00	4,236.29
COORDINADOR	OFICIALIA MAYOR	4,236.29	0.00	0.00	4,236.29
DIRECTOR	DIR DE CONTABIL	4,236.29	0.00	0.00	4,236.29

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE UNIDAD	SEC DE BIE Y TE	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIRECCION TECNI	4,236.29	0.00	0.00	4,236.29
JEFE DE UNIDAD	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
SECRETARIO	CONSEJ JURIDICA	4,842.62	0.00	0.00	4,842.62
SECRETARIO	SEC PARTICULAR	4,842.62	0.00	0.00	4,842.62
TITULAR DE OPD	INST MPAL DEL D	4,236.29	0.00	0.00	4,236.29
JEFE DE UNIDAD	SEC OB PU DE UR	3,629.99	0.00	0.00	3,629.99
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
DIRECTOR	DIR PLA URB Y L	4,236.29	0.00	0.00	4,236.29
JEFE DE UNIDAD	COORD DE REL IN	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR DE INGRESOS	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIRECCION TECNI	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
SECRETARIO	SEC ADMON Y FIN	4,842.62	0.00	0.00	4,842.62
SECRETARIO	SEC DE M AM Y G	4,842.62	0.00	0.00	4,842.62
SECRETARIO	SEC DE SEG VECI	4,842.62	0.00	0.00	4,842.62
SECRETARIO	SEC DE PRO ECO	4,842.62	0.00	0.00	4,842.62
SECRETARIO	SEC C ED Y FO A	4,842.62	0.00	0.00	4,842.62
TITULAR OPD	INST MPAL DE LA	4,236.29	0.00	0.00	4,236.29
TITULAR DE OPD	INST MPAL DE LA	4,236.29	0.00	0.00	4,236.29
TITULAR DE OPD	INST MPAL DE PL	4,236.29	0.00	0.00	4,236.29
TITULAR OPD	SISTEMA MPAL DE	4,236.29	0.00	0.00	4,236.29
SECRETARIO	TESORERIA MPAL	4,842.62	0.00	0.00	4,842.62
SECRETARIO	SEC OB PU DE UR	4,842.62	0.00	0.00	4,842.62
SECRETARIO	OFICIALIA MAYOR	4,842.62	0.00	0.00	4,842.62
DIRECTOR	DIR DE CAP HUM	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	COORD DE GEST V	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	COORD DE GEST V	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	INST MPAL DEL D	3,629.99	0.00	0.00	3,629.99
SECRETARIO	COORD DE GEST V	4,842.62	0.00	0.00	4,842.62
JEFE DE UNIDAD	COORD DE GEST V	3,629.99	0.00	0.00	3,629.99

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE UNIDAD	SEC OB PU DE UR	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	SEC DE PRO ECO	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	COORD DE REL IN	3,629.99	0.00	0.00	3,629.99
SECRETARIO	SEC TECNICA	4,842.62	0.00	0.00	4,842.62
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	INST MPAL DEL D	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	3,629.99	0.00	0.00	3,629.99
COORDINADOR	SEC DE SEG VECI	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	SEC PARTICULAR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC PARTICULAR	3,629.99	0.00	0.00	3,629.99
ASESOR "A"	DIR DE CAP HUM	3,720.00	0.00	0.00	3,720.00
JEFE DE DEPARTAMENTO	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC TECNICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE REG DE L	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR F A LA LEC	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	SECRETARIA MPAL	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	INST MPAL DE PL	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	D REC MA Y SE G	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	3,629.99	0.00	0.00	3,629.99

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	3,629.99	0.00	0.00	3,629.99
COORDINADOR	ALC MPAL CIVICA	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	DIR DE BIE COM	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	INST MPAL DE LE	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR DE PATRIMON	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	D REC MA Y SE G	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	OFICIALIA MAYOR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	COORD DE REL IN	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR DE SANIDAD	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
REGIDOR	REG OB PUB Y DE	4,236.29	0.00	0.00	4,236.29
REGIDOR	REG DE PROTEC C	4,236.29	0.00	0.00	4,236.29
REGIDOR	REG DES S ME AM	4,236.29	0.00	0.00	4,236.29
REGIDOR	REG GPOS PRI JU	4,236.29	0.00	0.00	4,236.29
REGIDOR	REG CEN HIS Y	4,236.29	0.00	0.00	4,236.29
REGIDOR	REG SEG VEC Y C	4,236.29	0.00	0.00	4,236.29
REGIDOR	REG SERV VEC Y	4,236.29	0.00	0.00	4,236.29
REGIDOR	REG CULT Y EDUC	4,236.29	0.00	0.00	4,236.29
PRESIDENTE MUNICIPAL	PRESIDENCIA MPA	5,447.78	0.00	0.00	5,447.78
SINDICO	SIND PRIMERA MP	4,842.62	0.00	0.00	4,842.62
JEFE DE DEPARTAMENTO	SEC PARTICULAR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MOVILIDA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIRECCION TECNI	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC PARTICULAR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC TECNICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE MOVILIDA	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR DE BIE COM	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	COORD DE REL IN	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	SEC DE TURISMO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE DES ECO	3,629.99	0.00	0.00	3,629.99

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
DIRECTOR	DIR DE PROX SOC	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR DE FOM CULT	4,236.29	0.00	0.00	4,236.29
ASESOR "C"	REG GPOS PRI JU	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG BIE TEQ VEC	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG DE PROTEC C	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG DE PROTEC C	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG GPOS PRI JU	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG OB PUB Y DE	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG OB PUB Y DE	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SEG VEC Y C	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG CEN HIS Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG DES S ME AM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG DE HDA MPAL	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SERV VEC Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SERV VEC Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SEG VEC Y C	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SIND PRIMERA MP	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SIND SEGUNDA MP	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SIND SEGUNDA MP	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG PROS COMP Y	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	D REC MA Y SE G	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	INST MPAL DE LA	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	SEC DE SEG VECI	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	INST MPAL DE LA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	JEF DE LA OF D	3,629.99	0.00	0.00	3,629.99
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
SECRETARIO	ORG INT DE CON	4,842.62	0.00	0.00	4,842.62
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
DIRECTOR	DIR F A LA LEC	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	ALC MPAL CIVICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	3,629.99	0.00	0.00	3,629.99
SECRETARIO	JEF DE LA OF D	4,842.62	0.00	0.00	4,842.62
JEFE DE DEPARTAMENTO	DIR DE DES ECO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	ALC MPAL CIVICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR OB PUB Y MA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	D REC MA Y SE G	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	REG SERV VEC Y	4,584.00	0.00	0.00	4,584.00
ASESOR "A"	DIR DE CAP HUM	3,720.00	0.00	0.00	3,720.00
ASESOR "A"	DIR DE CAP HUM	3,720.00	0.00	0.00	3,720.00
ASESOR "A"	DIR DE CAP HUM	3,720.00	0.00	0.00	3,720.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "A"	DIR DE CAP HUM	3,720.00	0.00	0.00	3,720.00
ASESOR "A"	DIR DE CAP HUM	3,720.00	0.00	0.00	3,720.00
ASESOR "B"	DIR DE CAP HUM	3,900.00	0.00	0.00	3,900.00
ASESOR "B"	DIR DE CAP HUM	3,900.00	0.00	0.00	3,900.00
ASESOR "B"	DIR DE CAP HUM	3,900.00	0.00	0.00	3,900.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC OB PU DE UR	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	SISTEMA MPAL DE	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	JEF DE LA OF D	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	SEC DE SEG VECI	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR QUE DEN INV	4,236.29	0.00	0.00	4,236.29
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	2,400.00	0.00	0.00	2,400.00
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	2,400.00	0.00	0.00	2,400.00
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	SISTEMA MPAL DE	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	CONSEJ JURIDICA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR DE AUDIT IN	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE REG DE L	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SISTEMA MPAL DE	4,584.00	0.00	0.00	4,584.00
RECAUDADOR	SEC DE GOB Y TE	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	SEC DE GOB Y TE	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	SEC DE GOB Y TE	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	SEC DE GOB Y TE	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	SEC DE GOB Y TE	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
RECAUDADOR	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INSPECTOR "C"	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
ADMINISTRADOR "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "A"	DIR DE MER DE A	3,720.00	0.00	0.00	3,720.00
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "C"	DIR DE CO EN VI	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE AG BARR	3,629.99	0.00	0.00	3,629.99
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	DIR DE AG BARR	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "C"	DIR DE MERCADOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
ADMINISTRADOR "C"	SEC DE GOB Y TE	4,584.00	0.00	0.00	4,584.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
JEFE DE DEPARTAMENTO	INST MPAL DE LE	3,629.99	0.00	0.00	3,629.99
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	D REC MA Y SE G	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
CAJERO "C"	DIR DE INGRESOS	3,000.00	0.00	0.00	3,000.00
ANALISTA "C"	DIR DE INGRESOS	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	COORD DE COM SO	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	COORD DE AT DE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	3,629.99	0.00	0.00	3,629.99
DIRECTOR	ORG INT DE CON	4,236.29	0.00	0.00	4,236.29
JEFE DE DEPARTAMENTO	DIR DE DES ECO	3,629.99	0.00	0.00	3,629.99
INSPECTOR "C"	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
INSPECTOR "C"	DIR DE REG DE L	2,400.00	0.00	0.00	2,400.00
JEFE DE DEPARTAMENTO	JEF DE LA OF D	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE SERV VEC	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	OFICIALIA MAYOR	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	COORD DE COM SO	3,629.99	0.00	0.00	3,629.99
COORDINADOR	AG DE TRANS DIG	4,236.29	0.00	0.00	4,236.29
ASESOR "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	INST MPAL DE PL	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	SEC ADMON Y FIN	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR EGR CON PRE	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR EGR CON PRE	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	INST MPAL DE LE	3,629.99	0.00	0.00	3,629.99
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	3,000.00	0.00	0.00	3,000.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE REG DE L	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	TESORERIA MPAL	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	CONSEJ JURIDICA	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG CULT Y EDUC	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG CULT Y EDUC	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG GOB DE TER	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE PRO ECO	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	COORD DE COM SO	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG GPOS PRI JU	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG GPOS PRI JU	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG BIE TEQ VEC	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	ORG INT DE CON	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG PROS COMP Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG PROS COMP Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SERV VEC Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SERV VEC Y	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG OB PUB Y DE	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR OB PUB Y MA	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR RESP ADM CO	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	REG DES S ME AM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	REG SEG VEC Y C	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	3,629.99	0.00	0.00	3,629.99
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	2,400.00	0.00	0.00	2,400.00
ASESOR "C"	SIND SEGUNDA MP	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SIND SEGUNDA MP	4,584.00	0.00	0.00	4,584.00
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	2,400.00	0.00	0.00	2,400.00
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	2,400.00	0.00	0.00	2,400.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	2,400.00	0.00	0.00	2,400.00
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	2,400.00	0.00	0.00	2,400.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	3,629.99	0.00	0.00	3,629.99
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	3,629.99	0.00	0.00	3,629.99
DIRECTOR	DIR RESP ADM CO	4,236.29	0.00	0.00	4,236.29
ASESOR "C"	SEC DE M AM Y G	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	SEC DE M AM Y G	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	SEC TECNICA	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE SERV VEC	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE SERV VEC	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE SERV VEC	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE PRO ECO	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE PRO ECO	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE REG DE L	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC C ED Y FO A	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
INSPECTOR ''C''	SEC DE GOB Y TE	2,400.00	0.00	0.00	2,400.00
ANALISTA "C"	SEC C ED Y FO A	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	INST MPAL DE LA	3,629.99	0.00	0.00	3,629.99
JEFE DE UNIDAD	JEF DE LA OF D	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	INST MPAL DE LA	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE UNIDAD	SISTEMA MPAL DE	3,629.99	0.00	0.00	3,629.99
ASESOR "C"	REG DES S ME AM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC DE SERV VEC	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	3,629.99	0.00	0.00	3,629.99
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE SANIDAD	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	INST MPAL DE LA	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	INST MPAL DE LA	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC ADMON Y FIN	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	INST MPAL DE LA	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SECRETARIA MPAL	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	COORD DE COM SO	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	SEC OB PU DE UR	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ANALISTA "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
COORDINADOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
ASESOR "C"	DIR DE CAP HUM	4,584.00	0.00	0.00	4,584.00
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,018.75	0.00	0.00	5,018.75
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57

Plaza/ Puesto	Adscripción	Incremento de las percepciones	Incremento en creación de plazas	Otras medidas de carácter económico y laboral	Importe
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
INTENDENTE		5,226.57	0.00	0.00	5,226.57
SUPLENTES		2,683,410.25	0.00	0.00	2,683,410.25
AGENTE MUNICIPAL	AGENCIA DOLORES	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA CANDIAN	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA CINCO S	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA SN LUIS BEL	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA MONTOYA	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA TRINIDAD DE VIG	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA DONAJI	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA DE SANT	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AG SAN MAR MEX	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AG PUE NVO	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA SN JUAN CHAP	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AGENCIA GPE VIC	0.00	0.00	0.00	0.00
AGENTE MUNICIPAL	AG SAN FEL DEL	0.00	0.00	0.00	0.00
Total					**26,873,258.21**

ANEXO 5.1: MATRICES DE INDICADORES PARA RESULTADOS.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente Municipal
Clave del Programa Presupuestario	01
Unidad(es) Responsable(s)	Secretaría Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al fortalecimiento institucional del Gobierno Municipal mediante la implementación de servicios administrativos, jurídicos y documentales que garanticen la legalidad, transparencia y eficiencia en la gestión pública	Tasa de crecimiento de acceso a la gaceta municipal. [(Número de visitas a la gaceta municipal durante el ejercicio actual - número de visitas a la gaceta municipal durante el ejercicio inmediato anterior)/ Número total de visitas a la gaceta municipal durante el ejercicio inmediato anterior] * 100	Reporte anual de visitas a la gaceta municipal durante el ejercicio actual Área responsable de la información: Secretaría Municipal. Información de caracter anual; Archivos físicos y digitales de la Secretaría Municipal, y en la página oficial: https://transparencia.municipiodeoaxaca.gob.mx/gacetas.	Se mantiene la estabilidad institucional, normativa y presupuestal del Gobierno Municipal, lo que permite consolidar los servicios administrativos, jurídicos y documentales que fortalecen la legalidad, transparencia y eficiencia en la gestión pública.
PROPÓSITO	La ciudadanía del Municipio de Oaxaca de Juárez accede a servicios administrativos, jurídicos, documentales y de gobierno institucional oportunos, confiables y eficientes que fortalecen la gestión pública y el ejercicio de los derechos.	Porcentaje de acciones sustantivas, administrativas, jurídicas, documentales y de Gobierno insitucional implementadas. (Número de acciones sustantivas, administrativas, jurídicas, documentales y de Gobierno institucional realizadas/ Número de acciones sustantivas, administrativas, jurídicas, documentales y de Gobierno insitucional programadas) x 100	Registros estadísticos de atención ciudadana, bitácora y base de datos. Informes de desempeño o gestión municipal que incluyan indicadores de atención y eficiencia en los servicios. Área responsable de la información: Secretaría Municipal; Información de carácter anual; Archivos físicos y digitales de la Secretaría Municipal.	La ciudadanía del Municipio de Oaxaca de Juárez accede a servicios administrativos, jurídicos, documentales y de gobierno institucional oportunos, confiables y eficientes que fortalecen la gestión pública y el ejercicio de los derechos.
COMPONENTE 1	Acciones de soporte institucional normativos y documental del Cabildo Municipal implementadas.	Porcentaje de acciones de soporte institucional normativos y documental del Cabildo Municipal implementadas. (Número de acciones de soporte institucional normativos y documental del Cabildo Municipal realizadas/ Número de acciones de soporte institucional normativos y documental del Cabildo Municipal programadas)* 100	Reporte semestral de actas de Cabildo, acuerdos y dictámenes. Oficio y documentos jurídicos o administrativos emitidos como parte del soporte institucional, dirigidos a la Secretaria Municipal. Oficios de convocatoria para realizar las sesiones de cabildo dirgidos a todos los consejales del Honorable Ayuntamiento. Área responsable de la información: Unidad de Acuerdos de Cabildo Municipal; Información de carácter semestral; Archivos físicos y digitales de la Unidad de Acuerdos de Cabildo Municipal.	Las dependencias y áreas del Ayuntamiento entregan en tiempo y forma la información normativa y documental requerida para respaldar los acuerdos del Cabildo Municipal, conforme a los procedimientos establecidos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente Municipal
Clave del Programa Presupuestario	01
Unidad(es) Responsable(s)	Secretaría Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 2	Acciones de supervisión normativa, validación documental y difusión oficial del quehacer institucional municipal implementadas.	Porcentaje de acciones de supervisión, revisión de documentos y difusión relativo a actos de cabildo. porcentaje de documentos para difusión digital relativo a actos de cabildo/ número de publicaciones en el apartado de sesiones programadas (Número de acciones de supervisión normativa, revisión de documentos y difusión digital de los actos de Cabildo realizadas / Número de acciones de supervisión normativa, revisión de documentos y difusión digital de los actos de Cabildo programadas) * 100	Documentos relativos a las sesiones de cabildo. oficio dirigido a la agencia de transformación digital mediante el cual se solicita la carga en el apartado de sesiones de diversa información relativa a las mismas. área responsable de la información: unidad de acuerdos de cabildo; información de carácter semanal. archivos físicos y digitales de la unidad de acuerdos de cabildo. https://transparencia.municipiodeoaxaca.gob.mx/sesiones-de-cabildo	El cabildo aprueba dictámenes y puntos de acuerdo mismos que se analizan y realizan los documentos para publicar en el apartado de sesiones de la pagina oficial del municipio
COMPONENTE 3	Servicios de gestión, resguardo, acceso y difusión del patrimonio documental e histórico municipal implementados	Porcentaje de servicios de gestión, resguardo y acceso a documentos históricos implementados (Número de servicios de gestión, resguardo, acceso y difusión del patrimonio documental e histórico municipal programados / Número de servicios de gestión, resguardo, acceso y difusión del patrimonio documental e histórico municipal realizados) x 100	Inventarios y catálogos actualizados del patrimonio documental e histórico municipal, Reporte semestral de servicios de gestión, resguardo y acceso a documentos históticos implementados. Área responsable de la información: Departamento de Archivo General, información de caracter semestral; Archivos físicos y digitales del Departamento de Archivo General.	Las áreas generadoras de información entregan oportunamente la documentación requerida para su resguardo, acceso y difusión.
COMPONENTE 4	Constancias de acreditación personal y jurídica, así como cartillas de no alistamiento militar emitidas	Porcentaje de acciones de emisión de constancias y cartillas militares ejecutadas durante el periodo. (Número de acciones de emisión de constancias y cartillas militares ejecutadas durante el periodo / número de acciones de emisión de constancias y cartillas militares programadas durante el periodo) * 100	Reporte semestral de emisión de constancias y cartillas Área responsable de la información: Departamento de Tramites y Certificaciones, información de caracter semestral, Archivos físicos y digitales del Departamento de Tramites y Certificaciones.	La ciudadanía presenta de manera completa y oportuna la documentación requerida para adquirir una constancia de acreditación personal, jurídica o una cartilla de no alistamiento militar.
COMPONENTE 5	Servicios de apoyo administrativo, jurídico y operativo implementados	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. (Número de acciones de apoyo administrativo, jurídico y operativo realizadas / Número de acciones administrativos, jurídico y operativo programadas) * 100	Reporte semestral de los informes de documentos revisados jurídicamente, de oficios de remisión de reportes de coordinación institucional y de seguimiento presupuestal dirigidos a las instancias correspondientes. Área responsable de la información: Departamento de Oficialía de partes.; Información de carácter semestral; Archivos físicos y digitales del Departamento de Oficialía de partes	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaría Municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente Municipal
Clave del Programa Presupuestario	01
Unidad(es) Responsable(s)	Secretaría Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.1	Elaboración de la Gaceta Municipal	Porcentaje de ediciones de la Gaceta Municipal elaboradas. (Número de ediciones de la Gaceta Municipal elaboradas / Número de ediciones de la Gaceta Municipal programadas) * 100	Gacetas Municipales elaboradas. Oficio dirigido a la Agencia de Transformación Digital mediante el cual se solicita la carga de la Gaceta Municipal en el portal del Ayuntamiento. Área responsable de la información: Unidad de Acuerdos de Cabildo Municipal; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Acuerdos de Cabildo Municipal. https://transparencia.municipiodeoaxaca.gob.mx/gacetas	La Secretaría Técnica de Comisiones entrega la información normativa requerida en tiempo y forma para la integración de la Gaceta Municipal.
C1 ACTIVIDAD 1.2	Coordinación de las Sesiones Ordinarias de Cabildo	Porcentaje de Sesiones Ordinarias de Cabildo convocadas y realizadas conforme al día establecido. (Número de sesiones ordinarias de cabildo coordinadas conforme al día establecido/Número de sesiones ordinarias de cabildo programadas para coordinar)*100	Oficios de convocatoria para la sesión de cabildo dirigido a los concejales. Actas de las Sesiones Ordinarias de Cabildo, debidamente firmadas y selladas. Área responsable de la información: Departamento de Seguimiento legislativo; información de carácter mensual; Archivos físicos y digitales del Departamento de seguimiento legislativo.	Las y los integrantes del Cabildo municipal asisten y participan conforme al calendario establecido en las Sesiones de Cabildo.
C1 ACTIVIDAD 1.3	Resguardo y organización de documentacion semiactiva institucional	Porcentaje de unidades documentales semiactivas organizadas y resguardadas en el archivo institucional. (Número de unidades documentales semiactivas organizadas y resguardadas en el archivo institucional / Total de unidades documentales semiactivas programadas para organizar y resguardar) * 100	Registros de control archivístico. Bitácoras de ingreso, movimiento y resguardo de documentos semiactiva institucional. Área responsable de la información:Secretaría Municipal ; información de carácter mensual; Archivos físicos y digitales de la Secretaría Municipal	Las dependencias municipales y entiddaes entregan en tiempo y forma la documentación semiactiva conforme a los lineamientos establecidos, lo que permite su correcta organización, clasificación y resguardo institucional.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente Municipal
Clave del Programa Presupuestario	01
Unidad(es) Responsable(s)	Secretaría Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.1	Supervisión del cumplimiento del reglamento Municipal en el sector público	Porcentaje de acciones de supervisión del apartado de normatividad en cuanto a los reglamentos municipales. (Número de modificaciones a la normatividad municipal/ número de modificaciones a la normatividad programada *100	Modificaciones a los reglamentos municipales en el apartado de normatividad. oficio dirigido a la agencia de transformación digital mediante el cual se solicita la carga o actualización de los reglamentos en el apartado de normatividad. Área responsable de la información: unidad de reglamentos y normatividad; información de carácter ocasional. https://transparencia.municipiodeoaxaca.gob.mx/normativi	La unidad de acuerdos de cabildo entrega la información aprobada por cabildo que necesite ser publicada en el apartado de normatividad.
C2 ACTIVIDAD 2.2	Revisión de dictámenes y actas de Cabildo	Porcentaje de acciones de revisión de dictámenes aprobados por cabildo y actas de sesiones validadas. (Número de dictámenes y actas de cabildo revisados y validados/ número de dictámenes y actas de cabildo programadas *100	Actas de cabildo y dictámenes revisados y validados oficio dirigido a la agencia de transformación digital mediante el cual se solicita la carga de las actas de cabildo. área responsable de la actividad: departamento de seguimiento legislativo y unidad de acuerdos de cabildo. información de carácter semanal; archivos físicos y digitales de la unidad de acuerdos de cabildo. https://transparencia.municipiodeoaxaca.gob.mx/sesiones-de-cabildo	El departamento de seguimiento legislativo y la unidad de acuerdos de cabildo revisan los dictámenes aprobados para ser enviados a publicar, y revisa y valida las actas de cabildo para recabar firmas y publicarlas.
C2 ACTIVIDAD 2.3	Registro y publicación digital de sesiones de Cabildo y gacetas municipales en la plataforma oficial del municipio	Porcentaje de sesiones de cabildo y gacetas municipales registradas y publicadas en la plataforma oficial dentro de los plazos establecidos/ total de sesiones de cabildo y gacetas municipales programadas para registro y publicación (Número de Sesiones de Cabildo y gacetas municipales registradas y publicadas en la plataforma oficial dentro de los plazos establecidos/ Total de sesiones de Cabildo y gacetas municipales programadas para registro y publicación) * 100	Reporte de publicación digital en el apartado de sesiones y de gaceta respectivamente en la plataforma oficial del municipio a través de un oficio dirigido a la agencia de transformación digital. área responsable de la información: departamento de gaceta municipal y departamento de seguimiento legislativo. información de carácter semanal, ocasional y mensual respectivamente. archivos físicos y digitales de los departamentos de gaceta municipal y seguimiento legislativo respectivamente. https://transparencia.municipiodeoaxaca.gob.mx/sesiones-de-cabildo	Se mantiene vigente y sin modificaciones el marco normativo federal y estatal en materia de transparencia, protección de datos y difusión pública, permitiendo continuar con los procesos establecidos para la publicación digital de la información municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente Municipal
Clave del Programa Presupuestario	01
Unidad(es) Responsable(s)	Secretaría Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.1	Gestión y control de documentos históricos	Porcentaje de documentos históricos inventariados y clasificados. (Número de documentos históricos inventariados y clasificados / Número de documentos históricos programados para inventariarlos y clasificarlos)	Oficios de documentos historicos entregados remitidos por las dependencias municipales. Área responsable de la información:Departamento de Archivo Historico ; Información de carácter mensual; Archivos físicos y digitales del Departamento de Archivo Historico	Las dependencias municipales entregan oportunamente los documentos o información histórica requerida para su control y registro.
C3 ACTIVIDAD 3.2	Atención a solicitudes de consulta de documentos históricos	Porcentaje de solicitudes de consulta de documentos históricos atendidas. (Número de solicitudes de consulta de documentos históricos atendidas/ Número de solicitudes de consulta de documentos históricos recibidas) *100	Solicitudes de consulta de documentos históricos recibidas dirigidas al titular de la Secretaría Municipal. Bitácoras de atención al usuario y de solictudes recibidas. Área responsable de la información:Departamento de Archivo Historico ; Información de carácter mensual; Archivos físicos y digitales del Departamento de Archivo Historico	La ciudadanía presenta solicitudes de consulta de documentos históricos
C3 ACTIVIDAD 3.3	Desarrollo de actividades de difusión del patrimonio documental	Porcentaje de actividades de difusión del patrimonio documental realizadas. (Número de actividades de difusión del patrimonio documental realizadas / Número de actividades de difusión del patrimonio documental programadas) *100	Reporte mensual de actividades de difusion del patrimonio documental. mediante convocatorias. Material gráfico de difusión del patrimonio documental realizadas. Área responsable de la información:Departamento de Archivo Historico ; Información de carácter semestral; Archivos físicos y digitales del Departamento de Archivo Historico	La ciudadanía participa activamente en las actiiadades de difusión del patrimonio documental.
C.4 ACTIVIDAD 4.1	Emisión mensual de constancias de carácter acreditativo personal o jurídico	Porcentaje de constancias de carácter acreditativo personal o jurídico emitidas (Número de constancias de carácter acreditativo personal o jurídico emitidas / Número de solicitudes de constancias de carácter acreditativo personal o jurídico recibidas) *100	Solicitudes para la emisión de constancias de carácter acreditativo personal o jurídico recibidas dirigidas al titular de la Secretaría Municipal Reporte mensual de constancias de carácter acreditativo personal o jurídico emitidas dirigido al titular de la Secretaría Municipal. Área responsable de la información:Departamento de tramites y Certificaciones; Información de carácter mensual; Archivos físicos y digitales del Departamento de tramites y Certificaciones.	Existen solicitudes para la emisión de las constancias acreditativas personales o jurídicas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente Municipal
Clave del Programa Presupuestario	01
Unidad(es) Responsable(s)	Secretaría Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.4 ACTIVIDAD 4.2	Emisión de cartillas de no alistamiento militar a ciudadanos del municipio	Porcentaje de cartillas de no alistamiento militar emitidas. (Número de cartillas de no alistamiento militar emitidas / Número de solicitudes de cartillas de no alistamiento militar recibidas) *100	Solicitudes de emisión de cartillas de no alistamiento militar recibidas dirigidas al Secretario Municipal. Oficio Reporte de cartillas de no alistamiento militar emitidas. Área responsable de la información:Departamento de tramites y Certificaciones; Información de carácter mensual; Archivos físicos y digitales del Departamento de tramites y Certificaciones.	La Secretaría de la Defensa Nacional mantiene los lineamientos y procedimientos vigentes para la emisión y validación de cartillas de no alistamiento militar.
C.5 ACTIVIDAD 5.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. (Número de acciones de apoyo administrativo, jurídico y operativo realizadas / Número de acciones administrativos, jurídico y operativo programadas) *100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SICAP y del SAP Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la administracion mensual. Área responsable de la información: Departamento de oficialia de partes, Información de carácter mensual; Archivos físicos del Departamento de oficialia de partes.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaria Municipal.
C.5 ACTIVIDAD 5.2	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas)*100	Oficio de revisión jurídica de documentos para validación institucional. Área responsable de la información: Departamento de oficialia de partes, Información de carácter mensual; Archivos físicos del Departamento de oficialia de partes	Existe la documentación que requiere revisión jurídica para su validez institucional.
C.5 ACTIVIDAD 5.3	Reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados/ Número de reportes de coordinación institucional y gestión documental operativa programados)*100	Oficios de remisión de coordinación institucional dirigidos a las instancias correspondientes. Área responsable de la información: Departamento de oficialia de partes, Información de carácter mensual; Archivos físicos y digitales del Departamento de oficialia de partes	Existen requerimientos de coordinación institucional dirigidas ala Secretaria Municipal por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente Municipal
Clave del Programa Presupuestario	01
Unidad(es) Responsable(s)	Secretaría Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.5 ACTIVIDAD 5.4	Recepción y distribución de documentación oficial institucional	Porcentaje de documentos oficiales distribuidos a las áreas correspondientes. (Número de documentos oficiales distribuidos / Número de documentos oficiales recibidos) *100	Reporte de documentos oficiales recibidos y distribuidos con fecha, hora y responsable de entrega interna y exrterna del Municipio de Oaxaca de Juárez. Área responsable de la información: Departamento de oficialia de partes, Archivos físicos del Departamento de oficialia de partes	Las dependencias municipales entregan la documentación oficial en tiempo y forma para su recepción y distribución.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente de Recursos Institucionales
Clave del Programa Presupuestario	
Unidad(es) Responsable(s)	Secretaría de Administración y Finanzas (Oficialía Mayor)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a impulsar una administración eficiente en el gobierno municipal mediante el fortalecimiento de la capacidad de respuesta institucional y la optimización del funcionamiento de las unidades administrativas.	Tasa de crecimiento de la asignación global de recursos para servicios personales aprobada en el presupuesto de egresos del Municipio para el ejercicio que se está presupuestando. [(Asignación global de recursos para servicios personales del ejercicio presupuestado / Asignación global para servicios personales del ejercicio inmediato anterior) - 1] * 100	Presupuesto de Egresos Municipal aprobado para el ejercicio presupuestario en revisión, con detalle de la asignación global de recursos para servicios personales. Reporte del comparativo de asignaciones presupuestales de servicios personales entre el ejercicio actual y el ejercicio inmediato anterior, emitido por la Tesorería Municipal. Responsable de la información: Oficialía Mayor; Archivos físicos y digitales de la Oficialía Mayor; Información de carácter anual. Archivos físicos y digitales de la Oficialía Mayor.	Se mantiene la asignación presupuestal suficiente y oportuna para servicios personales, conforme a las políticas y lineamientos financieros del municipio, favoreciendo la optimización del funcionamiento de las unidades administrativas.
PROPÓSITO	La administración pública municipal de Oaxaca de Juárez fortalece su capacidad de respuesta institucional mediante la optimización del funcionamiento administrativo, el desarrollo del capital humano y la mejora de la gestión interna.	Porcentaje de acciones administrativas, operativas y de atención institucional implementadas respecto a las programadas. (Número de acciones administrativas, operativas y de atención institucional implementadas / Número de acciones programadas) *100	Informe anual de resultados de la Oficialía Mayor, que documenta las acciones realizadas para fortalecer la capacidad institucional mediante la mejora administrativa, la profesionalización del personal y la gestión eficiente de los recursos dirigido al Presidente Municipal Constitucional. Responsable de la información: Oficialía Mayor; Archivos físicos y digitales de la Oficialía Mayor; Información de carácter anual. Archivos físicos y digitales de la Oficialía Mayor.	El entorno político, social y económico del municipio se mantiene estable y la legislación y regulaciones externas relacionadas con la gestión pública y recursos humanos permanecen vigentes y coherentes, facilitando el fortalecimiento de la capacidad de respuesta institucional y la mejora de la gestión interna
COMPONENTE 1	Servicios de gestión administrativa y fortalecimiento del capital humano implementados.	Porcentaje de implementación de acciones de gestión y desarrollo organizacional del capital humano. (Número de acciones en gestión y desarrollo organización del capital humano implementadas /Número total de acciones programadas)*100	Informe semestral de las actividades administrativas implementadas en la Dirección de Capital Humano en cuanto a la atención de las diferentes dependencias y entidades del gobierno municipal en materia de recursos humanos, dirigido al Titular de la Oficialía Mayor. Archivos físicos y digitales de la Dirección de Capital Humano. Información de carácter semestral. Archivo físico y digital de la Dirección de Capital Humano.	Las dependencias municipales participan y colaboran activamente en la implementación de los servicios de gestión administrativa y fortalecimiento del capital humano.
COMPONENTE 2	Servicios de adquisición, mantenimiento y control administrativo implementados para las dependencias del Municipio de Oaxaca de Juárez.	Porcentaje de solicitudes de adquisición y mantenimiento atendidas a las dependencias municipales. (Número de acciones de servicios de adquisición, mantenimiento y control administrativo implementadas / Número acciones programadas)*100	Informe semestral de las actividades administrativas de servicios de adquisición , mantenimiento y control administrativo dirigido al Titular de la Oficialía Mayor. Archivos físicos y digitales de la Dirección de Recursos Materiales y Servicios Generales. Información de carácter semestral. Archivo físico y digital de la Dirección de Recursos Materiales y Servicios Generales.	Se dispone de recursos presupuestales suficientes y liberados en tiempo para cubrir los servicios de adquisición y mantenimiento.
COMPONENTE 3	Controles administrativos de bienes muebles e inmuebles del municipio implementados.	Porcentaje de acciones de administración y control del inventario de bienes muebles e inmuebles implementados. (Número de acciones implementadas / Número de acciones programadas)*100	Inventario oficial de bienes muebles e inmuebles municipales actualizado. Informe semestral de las actividades administrativas realizadas referente a la actualización de los bienes muebles e inmuebles, propiedades del municipio de Oaxaca de Juárez, dirigido al Titular de la Oficialía Mayor. Archivos físicos y digitales de la Dirección de Patrimonio. Responsable de la información: Dirección de Patrimonio. Información de carácter semestral. Archivo físico y digital de la Dirección de Patrimonio.	Las áreas responsables del resguardo de bienes colaboran activamente en la verificación y actualización del inventario patrimonial.
COMPONENTE 4	Servicios de atención a prestaciones y trámites contractuales del personal sindicalizado implementados.	Porcentaje de acciones de gestión y atención a prestaciones del personal sindicalizado implementadas. (Número de acciones de gestión y atención a prestaciones del personal sindicalizado implementadas / Número de acciones de gestión y atención a prestaciones del personal sindicalizado programadas)*100	Informe semestral de atención a prestaciones y trámites contractuales de los servicios de atención al personal sindicalizado dirigido al titular de la Oficialía Mayor. Archivos físicos y digitales de la Dirección de Capital Humano. Responsable de la información: Dirección de Capital Humano. Información de carácter semestral. Archivo físico y digital de la Dirección de Capital Humano.	Las disposiciones normativas en materia laboral y sindical permanecen vigentes sin cambios que afecten la gestión de prestaciones.

COMPONENTE 5	Servicios de apoyo administrativo, jurídico y operativo implementados	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. Número de acciones de apoyo implementadas / Número de acciones programadas *100	Informe semestral de seguimiento presupuestal. Informe semestral de actividades jurídicas y de coordinación institucional. Archivos físicos y digitales de la Oficialía Mayor Responsable de la información: Oficialía Mayor. Información de carácter semestral. Archivo físico y digital de la Oficialía Mayor.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Oficialía Mayor.
C1 ACTIVIDAD 1.1	Procesamiento mensual y trámite de pago de la nómina.	Porcentaje de procesamiento mensual y trámites de pago de nómina realizados. (Número de procesamiento mensual y trámites de pago de nómina realizados / Número de procesamiento mensual y trámites de pago de nómina programados) * 100	Oficio de importes de lista de raya para pago dirigido a la Dirección de Egresos. Oficio de importes de nómina quincenal para pago dirigido a la Dirección de Egresos. Responsable de la información: Dirección de Capital Humano; Información de carácter mensual; Archivo físico y digital de la Dirección de Capital Humano.	La plantilla del personal y las incidencias están registradas de acuerdo a la calendarización establecida.
C1 ACTIVIDAD 1.2	Administración de la plantilla de personal	Porcentaje de acciones en la administración de la plantilla del personal realizadas. (Número de acciones de gestión de la plantilla del personal realizadas / Número de acciones programadas) * 100	Formatos Múltiples del personal dirigidos a la Dirección de Capital Humano Oficios de gestión solicitud de dirigidos a la Dirección de Capital Humano. Plantilla laboral generada por el Sistema Integral de Gestión Municipal (SIGMUN). Responsable de la información: Dirección de Capital Humano; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Capital Humano.	Trattites de Gestión solicitados en tiertipo y fortta por el personal, de acuerdo a la Normatividad establecida.
C1 ACTIVIDAD 1.3	Cumplimiento de la normativa aplicable en materia de prestaciones sociales.	Porcentaje de procesos realizados en materia prestaciones y cuotas IMSS . (Número de procesos en materia de prestaciones sociales y cuotas IMSS realizados / Número de procesos solicitados)*100	Archivo Reporte de las cuotas obrero-patronales al Seguro Social y Afores emitidos por el Programa SUA (Sistema Único de Autodeterminación) enviados para pago. Responsable de la información: Dirección de Capital Humano; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Capital Humano.	Se cuenta con los recursos finanacieros y administrativos suficientes, así como con la coordinación interinstitucional necesaria, para cumplir oportunamente con las disposiciones en materia de prestaciones sociales.
C1 ACTIVIDAD 1.4	Vinculación para la profesiotalización y desarrollo del personal	Porcentaje de capacitaciones de vinculación para la profesionalización y desarrollo del personal realizadas. (Número de capacitaciones de vinculación para la profesionalización y desarrollo del personal realizadas / Número de capacitaciones programadas) * 100	Oficios de solicitud de apoyo para la capacitación. Listas de asistencia a las capacitaciones de vinculación para la profesionalización y desarrollo del personal realizadas. Responsable de la información: Dirección de Capital Humano; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Capital Humano.	Se asume que el personal del municipio de Oaxaca de Juárez participa activamente en las capacitaciones y aplica los conocimientos adquiridos.
C1 ACTIVIDAD 1.5	Impartición de talleres de innovación organizacional.	Porcentaje de talleres de innovación organizacional impartidos. (Número de talleres de innovación organizacional impartidos / Número de talleres programados)*100	Oficios de solicitud Solicitudes de talleres de innovación organizacional dirigido a la Oficialía Mayor Responsable de la información: Dirección de Capital Humano; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Capital Humano.	El personal del de la Oficialía Mayor participa activamente en los talleres de innovación organizacional.
C2 ACTIVIDAD 2.1	Integración de expedientes para la adquisición de bienes y/o servicios de compras mayores	Porcentaje de expedientes integrados para la adquisición de bienes y/o servicios de compras mayores. (Número de expedientes integrados para la adquisición de bienes y/o servicios de compras mayores realizados / Número de expedientes integrados para la adquisición de bienes y/o servicios de compras mayores programados) * 100	Oficio de solicitud mediante el cual las áreas solicitan la autorización del bien o servicio que se vaya a contratar al Comité de adquisiciones de Bienes y/o Servicios, siempre y cuando el monto sea mayor a cien mil pesos antes de IVA. notificación del acuerdo o fallo se le hace del conocimiento al área requirente. (Una vez autorizado por el C.A.BA.EC.S) Se elabora el contrato de adquisición de bienes o prestación del servicio. Responsable de la información: Dirección de Recursos Materiales y Servicios Generales; información mensual; Archivos físicos y digitales de la Dirección de Recursos Materiales y Servicios Generales.	Las áreas solicitantes entregan de matera oportuna y completa la documentación requerida para la integración de los expedientes de compras mayores.

C2 ACTIVIDAD 2.2	Administración del padrón de proveedores	Porcentaje de solicitudes de inscripción al padrón de proveedores (Número de solicitudes de inscripción al padrón de proveedores atendidas / Número de solicitudes del padrón de proveedores recibidas)*100	Oficio de solicitud de inscripción al padrón de proveedores dirigido al Oficial Mayor. Emisión de la Cedula de Identificación del Proveedor. Responsable de la información: Dirección de Recursos Materiales y Servicios Generales; información de carácter mensual, Archivo físico y digital de la Dirección de Recursos Materiales y Servicios Generales.	Los proveedores presentan de manera oportuna y completa la documentación necesaria para su registro o actualización en el padrón.
C2 ACTIVIDAD 2.3	Mantenimiento y control de las instalaciones del Palacio Municipal	Porcentaje de acciones de mantenimiento y control de las instalaciones del Palacio Municipal. (Número de acciones de mantenimiento y control de las instalaciones del Palacio Municipal realizadas/ Número de acciones programadas).	Oficio de solicitud mediante el cual las áreas solicitan de los servicios o mantenimiento, dirigidos a la Dirección de Recursos Materiales y Servicios Generales. Se lleva un control de agenda el cual es la función de un calendario interno para poder llevar el control y no se vayan a juntar con otra área requirente como lo es: audio, sillas, mesas dentro y fuera de este Palacio Municipal. Evidencia fotográfica. Responsable de la información: Dirección de Recursos Materiales y Servicios Generales información mensual, Archivo físico y digital de la Dirección de Recursos Materiales y Servicios Generales.	Las condiciones climáticas permiten la ejecución de las acciones de mantenimiento y control de las instalaciones.
C2 ACTIVIDAD 2.4	Validación de compras de bienes y/o servicios adquiridos	Porcentaje de validación de compras de bienes y/o servicio atendidas. (Número de solicitudes en materia de compras de bienes y/o servicios atendidas / Número de solicitudes en materia de compras de bienes y/o servicios recibidas)*100	Oficio de solicitud del bien y/o servicio dirigido a la Oficialia Mayor. Recibo de almacén (entrada y salida de almacén) reporte Fotográfico de la entrega. Responsable de la información: Dirección de Recursos Materiales y Servicios Generales. Información de carácter mensual ; Archivo físico y digital de la Dirección de Recursos Materiales y Servicios Generales.	Las dependencias y entidades de la Administración Pública Municipal presentan su solicitud de compras de bienes y/o servicios con documentación completa. (correcto)
C3 ACTIVIDAD 3.1	Administración de inventario de bienes muebles y unidades de motor	Porcentaje de acciones de administración de inventario de bienes muebles y unidades de motor realizadas (Número de acciones de administración de inventario de bienes muebles y unidades de motor realizadas / Número de solicitudes de administración de inventario de bienes muebles y unidades de motor recibidas) * 100.	* Oficios de solicitud recibidos por las diversas áreas del Municipio de Oaxaca de Juárez. * Inventario de bienes muebles del Municipio de Oaxaca de Juárez. * Inventario de unidades de motor del Municipio de Oaxaca de Juárez. * Resguardos actualizados.. Responsable de la información: Dirección de Patrimonio. Información de carácter mensual, archivo físico y digital de la Dirección de Patrimonio.	Las áreas de la Administración Pública Municipal, informan oportunamente sobre altas, bajas y movimientos de los bienes muebles y unidades de motor bajo su resguardo.
C3 ACTIVIDAD 3.2	Administración del inventario de bienes inmuebles municipales	Porcentaje de acciones de administración de bienes inmuebles municipales realizadas (Número de acciones de administración de bienes inmuebles municipales realizadas/ **Número total de bienes inmuebles municipales)** * 100	Actas de verificación de bienes inmuebles municipales Inventario de bienes inmuebles municipales actualizado Catálogo de bienes inmuebles actualizado. Responsable de la información: Dirección de Patrimonio; Información generada en los meses de febrero, marzo, abril, mayo, junio, julio, agosto, septiembre y octubre, Archivo físico y digital de la Dirección de Patrimonio.	Las dependencias involucradas en la regularización y actualización de los inmuebles municipales, proporcionan la información y documentación de manera oportuna y de acuerdo a la normatividad aplicable en materia patrimonial vigente.
C3 ACTIVIDAD 3.3	Administración de combustibles	Tasa de variación de consumo de combustible suministrados a las unidades de motor del Municipio de Oaxaca de Juárez. [(Cantidad de litros de combustible consumidos en el periodo actual/ Cantidad de litros de consumidos en el periodo anterior) -1]*100	Reportes de carga de combustible mensual emitidos por la estación de servicios (gasolinera o proveedor). Bitácoras de consumo de combustible realizadas por las dependencias municipales Responsable de la información: Dirección de Patrimonio. Información de carácter mensual, archivo físico y digital de la Dirección de Patrimonio.	La gasolinera emite los reportes mensuales en tiempo y forma. Las áreas operativas municipales envían en tiempo y forma sus bitácoras de consumo de combustible a la Dirección de Patrimonio

C.4 ACTIVIDAD 4.1	Gestión de prestaciones contractuales del personal sindicalizado.	Porcentaje de acciones de gestión de prestaciones contractuales del personal sindicalizado realizadas. (Número de acciones de gestión de prestaciones contractuales del personal sindicalizado realizadas / Número de acciones de gestión de prestaciones contractuales del personal sindicalizado programadas) * 100	Oficios dirigidos a los Gremios sindicales del Municipio de Oaxaca de Juárez, para el periodo de validación de prestaciones conforme al Contrato Colectivo de Trabajo. Oficio de remisión de los listados de trabajadores sindicalizados propuestos para recibir la prestación contractual correspondiente emitido por el sindicato. Oficio de solicitud dirigido a la Tesorería Municipal, Dirección de Capital Humano y otras, para el cumplimiento (pago, condonación) de las prestaciones contractuales del personal sindicalizado. Responsable de la información: Unidad de Relaciones Laborales; Información de carácter mensual; Archivo físico de la Unidad de Relaciones Laborales.	Los Gremios sindicales del Municipio de Oaxaca de Juárez deben entregar en tiempo la documentación necesaria para la validación y gestión de las prestaciones.
C.4 ACTIVIDAD 4.2	Atención a solicitudes para trámites de finiquito.	Porcentaje de acciones de atención de solicitudes para trámites de finiquito realizadas. (Número de acciones de atención de solicitudes para trámites de finiquito realizadas / Número de acciones programadas) * 100	Formato de liberación de no adeudo, para tramitar finiquito del ex personal de base, policía y confianza; y solicitudes de pago de seguros de vida y gastos funerarios para personal de base. Oficio de solicitud dirigido a la Dirección de Capital Humano y otras, a fin de recabar información para realizar el cálculo de finiquito. Oficio de autorización para a su vez girar oficio a la Tesorería Municipal, solicitando cobertura presupuestal para el pago. Responsable de la información: Unidad de Relaciones Laborales; información de carácter mensual; archivo físico en Unidad de Relaciones Laborales.	El personal interesado entregan los oficios y documentos para elaboración de cálculo y trámite de pago de finiquito, pago de seguros de vida y gastos funerarios en tiempo y forma.
C.5 ACTIVIDAD 5.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Expediente administrativo sobre las requisiciones y solicitudes a áreas vinculantes dirigido al titular de Oficialía Mayor. Reportes generados por el **sistema SAP.** Responsable de la información: Oficialía Mayor, Información de carácter mensual; Archivos físicos y digitales de la Oficialía Mayor.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Oficialía Mayor.
C.5 ACTIVIDAD 5.2	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de revisiones jurídicas realizadas / Número de revisiones jurídicas programadas) * 100	Expediente jurídico sobre las validaciones institucionales dirigido a la titular de la Oficialía Mayor. Responsable de la información: Oficialía Mayor, Información de carácter mensual; Archivos físicos y digitales de la Oficialía Mayor.	Existe la documentación que requiere revisión jurídica para su validez institucional.
C.5 ACTIVIDAD 5.3	Coordinación institucional y gestión documental operativa	Porcentaje de acciones de coordinación institucional y gestión documental operativa realizadas. (Número de acciones de coordinación institucional y gestión documental operativa realizadas / Número de acciones programadas) * 100	Expediente sobre la gestión documental operativa realizada dirigido a la titular de la Oficialía Mayor. Responsable de la información: Oficialía Mayor. Información de carácter mensual; Archivos físicos y digitales de la Oficialía Mayor.	Existen requerimientos de coordinación institucional dirigidas a la Oficialía Mayor por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fortalecimiento de las Finanzas Públicas
Clave del Programa Presupuestario	'03
Unidad(es) Responsable(s)	Secretaría de Administración y Finanzas (Tesorería)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la generación de finanzas públicas sanas en el Municipio de Oaxaca de Juárez, mediante el fortalecimiento de la gestión hacendaria y presupuestaria basada en resultados.	Porcentaje de avance en la implementación del PbR-SED en el Municipio de Oaxaca de Juárez. Porcentaje obtenido en el Diagnóstico PbR-SED publicado por la SHCP.	Diagnóstico PbR-SED. Responsable de la información: Secretaría de Hacienda y Crédito Público (SHCP); Información anual; https://www.transparenciapresupuestaria.gob.mx/Entidades-Federativas	La Secretaría de Hacienda y Crédito Público (SHCP) realiza el diagnóstico anual en materia de PbR-SED.
PROPÓSITO	La Hacienda Municipal de Oaxaca de Juárez fortalece su gestión financiera mediante la mejora de la recaudación, el control del gasto y el cumplimiento contable, para ejercer con eficacia y transparencia los recursos públicos.	Balance presupuestario municipal sostenible. Ingreso total anual - Gasto total anual (excepto amortización de deuda).	Cuenta pública del ejercicio fiscal 2025. Responsable de la información: Tesorería Municipal. Información de carácter anual. Archivos físicos y digitales de la Tesorería Municipal.	El municipio cuenta con una Ley de Ingresos y un Presupuesto de Egresos aprobados y actualizados, elaborados conforme a la normatividad aplicable, y se ministran oportunamente los recursos federales, lo que permite fortalecer la gestión financiera municipal.
COMPONENTE 1	Acciones de gestión, recaudación, control y supervisión de ingresos municipales realizadas para fortalecer la hacienda municipal.	Porcentaje de acciones de gestión, recaudación, control y supervisión de ingresos municipales realizadas. (Número de acciones realizadas para la gestión, recaudación, control y supervisión de los ingresos municipales / Total de acciones programadas) * 100	Analíticos de Ingresos Mensuales y Trimestrales Pólizas de Diario. Oficios de entrega. Dictámenes de autorización. Reportes mensuales por actividad, por la Dirección de Ingresos, Unidad de Recaudación y la Unidad Fiscal Responsable de la información: Dirección de Ingresos. Información de carácter semestral. Archivos físicos y Archivos digitales de la Dirección de Ingresos.	Se cuenta con la colaboración oportuna de los contribuyentes y dependencias municipales, así como con la ministración puntual de los recursos federales, para fortalecer la gestión y control de los ingresos municipales
COMPONENTE 2	Expedientes catastrales integrados y actualizados, verificados y valuados, con registros y órdenes de pago emitidas.	Porcentaje de expedientes catastrales integrados y actualizados. (Numero de expedientes catastrales integrados, actualizados, verificados, valuados y con orden de pago emitida / Total de expedientes catastrales programados) * 100.	Agenda de registro de contribuyentes Libro de expedientes ingresados y enviados al Departamento de Cartografía y Estadística Inmobiliaria. Registro de expedientes enviados al Departamento de Archivo Catastral. Responsable de la información: Unidad de Catastro Municipal Información de carácter semestral; Archivos físicos y digitales de la Unidad de Catastro.	Los contribuyentes solicitan y facilitan de manera oportuna la actualización y entrega de la información necesaria para la integración y valuación de sus expedientes catastrales.
COMPONENTE 3	Planeación, programación y seguimiento del ejercicio del gasto municipal realizado.	Costo de operación municipal. (Gasto corriente / Gasto total) * 100	Reporte Presupuestal del Analítico de Egresos semestral. Área responsable de la información: Dirección de Egresos y Control Presupuestal; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	El Presupuesto de Egresos del municipio para el ejercicio fiscal correspondiente es aprobado y publicado conforme a la normatividad para su respectiva entrada en vigor.
COMPONENTE 4	Acciones contables, financieras y presupuestales implementadas para el cumplimiento de la normatividad aplicable	Porcentaje de acciones contables, financieras y presupuestales implementadas conforme a la normatividad vigente. (Número de acciones contables, financieras y presupuestales implementadas / Número de acciones programadas) * 100 .	Informes financieros presentados ante la Auditoría Superior del Estado. Área responsable: Dirección de Contabilidad. Información de carácter semestral; Archivos físicos y digitales de la Dirección de Contabilidad..	Los órganos fiscalizadores emiten los lineamientos contables, financieros y presupuestales para la entrega y/o presentación de la información.
COMPONENTE 5	Servicios de apoyo administrativo, jurídico y operativo implementados.	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. Número de acciones de apoyo implementadas / Número de acciones programadas *100.	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable: Dirección de Egresos y Control Presupuestal. Información de carácter semestral; Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal..	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Tesorería Municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fortalecimiento de las Finanzas Públicas
Clave del Programa Presupuestario	'03
Unidad(es) Responsable(s)	Secretaria de Administración y Finanzas (Tesorería)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.1	Cobro de contribuciones municipales.	Porcentaje de actividades realizadas para el cobro de contribuciones municipales. (Número de actividades realizadas para el cobro de contribuciones municipales / Número total de actividades programadas para el cobro de contribuciones municipales)*100.	Balanza de comprobación Municipio de Oaxaca. Estado Analítico de los Ingresos-IN03. Responsable de la información: Dirección de Ingresos. Información mensual: Archivos físicos y digitales de la Dirección de Ingresos.	Los contribuyentes cumplen con el pago de sus obligaciones municipales.
C1 ACTIVIDAD 1.2	Contabilización de los ingresos del municipio.	Porcentaje de registros contables de ingresos municipales efectuados. (Número de registros contables de ingresos efectuados / Número total de registros contables programados) * 100.	Reporte mensual de las pólizas de Diario. Responsable de la información: Dirección de Ingresos y Unidad de Recaudación. Información de carácter mensual. Archivos físicos y digitales de la Dirección de Ingresos y la Unidad de Recaudación.	Los contribuyentes del municipio de Oaxaca de Juárez cumplen oportunamente con el pago de sus obligaciones fiscales y los recursos presupuestales federales se ministran conforme a lo programado.
C1 ACTIVIDAD 1.3	Elaboración del anteproyecto de la ley de ingresos.	Porcentaje de avance en el plan de trabajo para la elaboración del anteproyecto de la Ley de Ingresos autorizada. (Número de actividades realizadas del plan de trabajo para la elaboración del anteproyecto de la Ley de Ingresos autorizada / Número de actividades programadas) * 100	Borrador del anteproyecto de la Ley de Ingresos. Oficio de recibido ente Cabildo de la Ley de ingresos. Plan de trabajo para la elaboración del anteproyecto de la Ley de Ingresos. Responsable de la información: Dirección de Ingresos. Información generada en el mes de octubre: Archivos físicos y digitales de la Dirección de Ingresos.	El oficio del anteproyecto de la Ley de Ingresos del ejercicio fiscal correspondiente es recibido en tiempo y forma por el cabildo para su aprobación.
C1 ACTIVIDAD 1.4	Administración del padrón de comercio.	Porcentaje de registros del padrón de comercio actualizados. (Número de registros actualizados en el padrón de comercio / Número total de registros programados para actualización) * 100.	Padrón municipal de comercio actualizado. Reportes de actualización emitidos por la Dirección de Ingresos y la Unidad de Recaudación. Reporte del sistema SIR. Solicitud de inscripción al Padrón municipal de comercio por parte de personas físicas y morales. Responsable de la información: Dirección de Ingresos y la unidad de Recaudación; Información de carácter mensuales. Archivos físicos y digitales de la Dirección de Ingresos y la unidad de Recaudación.	Las personas físicas y morales que inician una actividad comercial en el Municipio de Oaxaca de Juárez presentan la documentación y el pago correspondiente a su inscripción en el Padrón Municipal de Comercio, conforme a lo establecido en la normatividad vigente.
C1 ACTIVIDAD 1.5	Interventoría de eventos públicos.	Porcentaje de acciones de interventoría de eventos públicos realizadas. (Número de acciones de interventoría de eventos públicos realizadas / Número de acciones programadas) * 100	Dictamen por la comisión de espectáculos autorizando el evento. Solicitud de permisos y autorizaciones por parte de los organizadores de los eventos dirigida a la Unidad Fiscal. Responsable de la información: Unidad Fiscal; Información de carácter mensual. Archivos físicos y digitales de la Unidad Fiscal.	Los organizadores de eventos gestionan y obtienen en tiempo y forma los permisos y autorizaciones requeridas ante la Comisión de Espectáculos.
C2 ACTIVIDAD 2.1	Verificación física y documental de la información catastral.	Porcentaje de acciones de verificación física y documental de la información catastral. (Número de acciones de verificación física y documental de la información catastral realizadas / Número de acciones de verificación programadas) * 100.	Agenda de registro de contribuyentes. Libro de expedientes catastrales ingresados y enviados al Departamento de Cartografía y Estadística Inmobiliaria. Responsable de la información: Unidad de Catastro Municipal; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Catastro.	Los contribuyentes integran e ingresan en tiempo y forma la documentación requerida para el trámite catastral.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Clave del Programa Presupuestario	03
Unidad(es) Responsable(s)	Secretaría de Administración y Finanzas (Tesorería)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.2	Actualización de los registros cartográficos, estadísticos y de ubicación.	Porcentaje de actualización de los registros cartográficos, estadísticos y de ubicación respecto al total programado (Numero de registros cartográficos, estadísticos y de ubicación a ctualizados / Número de registros cartográficas programados por actualizar) *100	Registro de expedientes enviados al Departamento De Verificación y Valuación. Informe de fichas cartográficas actualizadas Responsable de la información: Unidad de Catastro Municipal; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Catastro.	Los contribuyentes entregan en tiempo y forma la información veridica y actualizada sobre la ubicación de sus inmuebles.
C2 ACTIVIDAD 2.3	Valuación de bienes inmuebles.	Porcentaje de bienes inmuebles valuados respecto al total programado. (Numero de bienes inmuebles valuados / Numero total de bienes inmuebles programados para valuar) * 100	Carátulas de Avalúos Fiscales Inmobiliarios realizados. Registro de expedientes catastrales enviados al Departamento de Verificación y Valuación. Responsable de la información: Unidad de Catastro Municipal; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Catastro.	Los contribuyentes proporcionan la información requerida para la elaboración de las fichas cartográficas.
C2 ACTIVIDAD 2.4	Expedición de ordenes de pago.	Porcentaje de órdenes de pago expedidas respecto al total de trámites catastrales generadores de pago (Numero de órdenes de pago expedidas / Número total de trámites catastrales recibidos que generan cobro) * 100.	Reporte de órdenes de pago generado por el Sistema Integral de Recaudación (SIR) Responsable de la información: Unidad de Catastro; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Catastro.	Los contribuyentes solicitan trámites catastrales que requieren un pago de acuerdo a lo estipulado en la Ley de Ingresos Municipal.
C2 ACTIVIDAD 2.5	Actualización de los registros históricos del Catastro Municipal.	Porcentaje de registros históricos del Catastro Municipal realizado. (Número de expedientes archivados / Número de expedientes archivados programados.-) * 100	Registro de expedientes enviados al Departamento de Archivo Catastral. Responsable de la información: Unidad de Catastro; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Catastro.	Los expedientes históricos del Catastro Municipal se encuentran disponibles, completos y en condiciones adecuadas para su revisión y archivo.
C3 ACTIVIDAD 3.1	Elaboración del Proyecto de Presupuesto de Egresos Municipal.	Proyecto de Presupuesto de Egresos Municipal elaborado (indicador de carácter nominal). Proyecto de Presupuesto de Egresos Municipal elaborado.	Proyecto de Presupuesto de Egresos presentado ante el Cabildo Municipal, para sesión y aprobación. Área responsable de la información: Dirección de Egresos y Control Presupuestal; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	El Cabildo Municipal recibe en tiempo y forma el Proyecto de Presupuesto de Egresos para su análisis y aprobación.
C3 ACTIVIDAD 3.2	Integración de expedientes de comprobación.	Porcentaje de expedientes de comprobación integrados. (Número de expedientes de comprobación integrados / Número de expedientes programados para su integración) * 100	Reporte Presupuestal del Analítico de Egresos Mensual: Clasificación por objeto del gasto. Área responsable de la información: Dirección de Egresos y Control Presupuestal. Información de carácter mensual. Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	Las ordenes de compra o contratación de servicios fueron aprobadas por la Oficialía Mayor del Municipio de Oaxaca de Juárez

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Clave del Programa Presupuestario	'03
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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.3	Elaboración de informes de cumplimiento de Recursos Federales Transferidos.	Porcentaje de avance de reportes de Recursos Federales Transferidos (SFRT) enviados a través del sistema de la Secretaría de Hacienda y Crédito Público. (Número de reportes realizados en el SRFT / Número de reportes programados en el SRFT) * 100.	Acuse del envío de la información emitido por el Sistema de Recursos Federales Transferidos (SFRT). Envío de reportes de manera trimestral. Área responsable de la información: Dirección de Egresos y Control Presupuestal. Información de carácter trimestral. Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	Se etiquetaron recursos por parte de la Federación al Municipio de Oaxaca de Juárez para el Ejercicio fiscal a reportar.
C3 ACTIVIDAD 3.4	Realización de pagos de nómina.	. Porcentaje de pagos de nómina realizados. (Número de pagos de nómina realizados / Número de pagos de nómina programados) * 100	Reporte Presupuestal del Analítico de Egresos Mensual- LDF Servicios Personales. Área responsable de la información: Dirección de Egresos y Control Presupuestal. Información de carácter mensual. Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	Los recursos presupuestales asignados al municipio se ministran oportunamente, y los sistemas financieros y bancarios operan correctamente para realizar los pagos de nómina.
C3 ACTIVIDAD 3.5	Realización de pagos a proveedores.	. Porcentaje de pagos a proveedores realizados. (Número de pago a proveedores realizados / Número de pago a proveedores programados) * 100	Reporte Presupuestal del Analítico de Egresos Mensual:- Clasificación por objeto del gasto. Área responsable de la información: Dirección de Egresos y Control Presupuestal. Información de carácter mensual. Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	Los proveedores entregan en tiempo y forma los bienes y servicios contratados, y la Tesorería recibe oportunamente los recursos presupuestales para efectuar los pagos correspondientes
C.4 ACTIVIDAD 4.1	Implementación del sistema de contabilidad gubernamental.	Porcentaje de avance en la implementación del sistema de contabilidad gubernamental. (Numero de componentes implementados del SCG /Numero total de componentes establecidos por la normativa) * 100	Informes financieros físicos de manera trimestral, presupuestales y la cuenta pública presentados a la Auditoría Superior de Fiscalización del Estado (ASFE) y al Consejo de Armonización Contable de Oaxaca (CEACO). Área responsable de la Información: Dirección de Contabilidad. Información de carácter trimestral. Archivos físicos y digitales en la Dirección de Contabilidad.	Las dependencias municipales entregan oportunamente la información contable y financiera requerida para elaborar la Cuenta Pública del ejercicio a informar. Disponibilidad y confiabilidad de la información financiera:
C.4 ACTIVIDAD 4.2	Generación de Estados Financieros a través del sistema contable gubernamental.	Porcentaje de estados financieros generados oportunamente a través del sistema gubernamental. (Número de estados financieros generados y entregados a tiempo / Número de estados financieros programados) * 100	Captura de pantalla de los reportes financieros generados de manera trimestral por el sistema de contabilidad gubernamental SAP. Carátula de los reportes financieros generados de manera trimestral por el sistema de contabilidad gubernamental SAP. Área responsable de la Información: Dirección de Contabilidad. Información de carácter trimestral. Archivos físicos y digitales en la Dirección de Contabilidad.	Se cuenta con los registros de la información contable financiera en tiempo y forma para los respectivos cierres trimestrales del ejercicio fiscal en curso.
C.4 ACTIVIDAD 4.3	Integración de informes trimestrales requeridos por el ASFE con información financiera y presupuestal consolidada.	Porcentaje de informes trimestrales integrados y presentados a la ASFE con información financiera y presupuestal consolidada, entregados en tiempo y forma. (Número de informes trimestrales con información financiera y presupuestal consolidada entregados a la ASFE / Número total de informes trimestrales requeridos) * 100.	Oficio de entrega de la información trimestral de estados financieros y de avances de gestión financiera a la Auditoría Superior de Fiscalización del Estado (ASFE). Área responsable de la Información: Dirección de Contabilidad. Información de carácter trimestral. Archivos físicos y digitales en la Dirección de Contabilidad.	La Tesorería Municipal cuenta con la información financiera y presupuestal completa y actualizada, generada conforme a la normatividad vigente y a los criterios establecidos por la Auditoría Superior de Fiscalización del Estado.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fortalecimiento de las Finanzas Públicas
Clave del Programa Presupuestario	03
Unidad(es) Responsable(s)	Secretaria de Administración y Finanzas (Tesorería)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.4 ACTIVIDAD 4.4	Presentación de informes financieros generados por el sistema contable y presupuestal a las áreas de gobierno.	Porcentaje de informes financieros generados por el sistema contable y presupuestal a las áreas de gobierno en tiempo y forma. (Número de informes financieros entregados completos / Número de informes financieros programados) * 100.	Oficio de entrega de la información el trimestral de los estados financieros, Ley de Disciplina Financiera y Normas CONAC al Consejo de Armonización Contable de Oaxaca (CEACO). Área responsable de la Información: Dirección de Contabilidad. Información de carácter trimestral. Archivos físicos y digitales en la Dirección de Contabilidad.	Se integran las obligaciones fiscales en tiempo y forma de acuerdo a la normatividad establecida en la Ley de Disciplina Financiera y Normas CONAC.
C.4 ACTIVIDAD 4.5	Atención de las observaciones de auditoría emitidas por los órganos de fiscalización estatal y federal.	Porcentaje de las observaciones de auditoría atendidas y resueltas en el tiempo establecido. (Número de observaciones atendidas / Número total de observaciones emitidas por los órganos de fiscalización estatal y federal) * 100.	Oficios remitidos por el órgano fiscalizador federal. Oficios de respuesta dirigidos al órgano fiscalizador federal, solventando observaciones de auditoría. Informes de auditoría publicados por el órgano fiscalizador estatal y federal. Área responsable de la Información: Dirección de Contabilidad. Información de carácter trimestral. Archivos físicos y digitales en la Dirección de Contabilidad.	Los órganos de fiscalización estatal y federal emiten observaciones de auditoría dirigidas a lI Municipio de Oaxaca de Juárez.
C.5 ACTIVIDAD 5.1	Seguimiento presupuestal y control financiero.	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Reportes financieros y registros contables. Área responsable: Dirección de Egresos y Control Presupuestal. Información de carácter mensual; Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto.
C.5 ACTIVIDAD 5.2	Revisión jurídica de documentos para validación institucional.	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas)*100	Oficio de revisión jurídica de documentos para validación institucional. Memorándum de atención y seguimiento a documentos para validación institucional. Área responsable: Dirección de Egresos y Control Presupuestal. Información de carácter mensual; Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	Existe la documentación que requiere revisión jurídica para su validez institucional.
C.5 ACTIVIDAD 5.3	Coordinación institucional y gestión documental operativa.	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable: Dirección de Egresos y Control Presupuestal. Información de carácter mensual; Archivos físicos y digitales de la Dirección de Egresos y Control Presupuestal.	Existen requerimientos de coordinación institucional dirigidas a la Tesorería Municipal por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	´04
Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a fortalecer el desarrollo sostenible del municipio mediante el acceso equitativo a infraestructura y equipamiento público de calidad, orientados a mejorar el bienestar social y económico de la población.	Carencia por acceso a servicios básicos en la vivienda. Carencia por acceso a servicios básicos en la vivienda medido de acuerdo a CONEVAL / INEGI	Índice de Rezago Social del Municipio de Oaxaca de Juárez Responsable de la Información: INEGI/CONEVAL; Información de carácter anual, Archivo físico y digital de la Secretaría de Obras Públicas y Desarrollo Urbano.	Las condiciones politicas, sociales, socioeconómicas y meteorológicas son las adecuadas para contribuir a la mejora de la vivienda. Las políticas públicas federales y estatales continúan favoreciendo la inversión en infraestructura y desarrollo sostenible en los municipios.
PROPÓSITO	Los habitantes del municipio de Oaxaca de Juárez cuentan con acceso a infraestructura y servicios públicos sostenibles y equitativos	Porcentaje de acciones sustantivas para el acceso equitativo y sostenible a infraestructura y servicios públicos. (Número de acciones sustantivas para el acceso equitativo y sostenible a infraestructura y servicios públicos ejecutadas / Número total de acciones sustantivas para el acceso equitativo y sostenible a infraestructura y servicios públicos programadas) x 100	Acta de Priorización de obras . Acta del Comité Municipal de Desarrollo Social Acta de entrega recepción de la obra Responsable de la Información: Secretaría de Obras Públicas y Desarrollo Urbano; Información de carácter anual, Archivo físico y digital de la Secretaría de Obras Públicas y Desarrollo Urbano.	Disponibilidad presupuestaria para financiar las obras programadas. Los ocupantes de viviendas sin servicios básicos priorizan la atención de las mismas La coordinación interinstitucional entre los tres niveles de gobierno se mantiene efectiva para impulsar proyectos de infraestructura sostenible.
COMPONENTE 1	Obras públicas programadas, contratadas y supervisadas conforme a la normatividad aplicable.	Porcentaje de obras públicas programadas y contratadas conforme a la normatividad aplicable. (Número total de obras públicas incluidas en la programación anual del ejercicio fiscal/ Número de obras que han cumplido con los procesos normativos y fueron contratadas de manera formal) * 100	Acta del Comité Municipal de Desarrollo Social Programa Anual de Obras Responsable de la Información: Dirección de Contratación, Seguimientos y Control de Obra Pública, información de carácter mensual	No se presentan contingencias sociales, climáticas o presupuestales que afecten el desarrollo de las obras o limiten el cumplimiento de los contratos establecidos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	´04
Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 2	Acciones de supervisión, mantenimiento y ejecución directa de obras urbanas coordinadas y realizadas para conservar y mejorar la infraestructura del municipio.	Porcentaje de acciones de supervisión, mantenimiento y ejecución directa de obras realizadas respecto a las programadas para conservar y mejorar la infraestructura urbana (Número de acciones de supervisión, mantenimiento y ejecución de obras realizadas/Número de acciones de supervisión, mantenimiento y ejecución de obras programadas) * 100	Acta del Comité Municipal de Desarrollo Social Plan Anual de Supervisión, mantenimiento y ejecución de directa de Obras. Responsable de la Información: Dirección de Obras Públicas y Mantenimiento, información de carácter mensual.	Se cuenta con suficiencia presupuestal para la ejecución de las obras programadas
COMPONENTE 3	Acciones de ordenamiento territorial, regulación urbanística y control de licencias implementadas para el mejoramiento de la infraestructura y el orden urbano del municipio.	Porcentaje de acciones de ordenamiento territorial, regulación urbanística y control de licencias implementadas respecto a las programadas. (Número de acciones implementadas/ Número de acciones programadas) * 100	Plan Anual de Ordenamiento Territorial, Regulación y Control de Licencias Responsable de la Información: Dirección de Planeación Urbana y Licencias, información de carácter mensual.	Problemas sociales bajo control del Municipio. Recursos financieros oportunos. Se aplica la normatividad vigente en materia de desarrollo urbano Solicitudes de trámite realizados oportunamente por la ciudadanía y cumpliendo con los requisitos necesarios.
COMPONENTE 4	Acciones de regulación urbanística, conservación del patrimonio y mejora del entorno urbano del Centro Histórico implementadas.	Porcentaje de acciones integrales implementadas para la conservación y revitalización del Centro Histórico. (Número de acciones integrales urbanísticas para la conservación y revitalización del Centro Histórico implementadas / Número de acciones programadas) * 100	Programa de Conservación del Patrimonio Histórico Responsable de la Información: Dirección de Centro Histórico y Patrimonio Histórico, información de carácter mensual.	Problemas sociales bajo control del Municipio. Recursos financieros oportunos. Solicitudes de trámite realizados oportunamente por la ciudadanía y cumpliendo con los requisitos necesarios. Se aplica la normatividad vigente en materia de desarrollo urbano

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
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Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 5	Servicios de apoyo administrativo, jurídico y operativo implementados	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas (Número de acciones de apoyo implementadas / Número de acciones programadas) * 100	Informe semestral de seguimiento presupuestal. Informe semestral de actividades jurídicas y de coordinación institucional. Responsable de la información: Secretaría de Obras Públicas y Desarrollo Urbano; Información de carácter anual; Archivos físicos y digitales de la Secretaría de Obras Públicas y Desarrollo Urbano.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaría de Obras Públicas y Desarrollo Urbano.
C1 ACTIVIDAD 1.1	Visitas de inspección de la infraestructura municipal	Porcentaje de visitas de inspección de la infraestructura municipal realizadas. (Número de visitas de inspección de la infraestructura municipal realizadas / Número de visitas de inspección de la infraestructura municipal programadas) * 100	Informe de visita de inspección. Oficio de Solicitud de apoyo técnico dirigido a la Secretaría de Obras Públicas y Desarrollo Urbano. Solicitudes registradas en la plataforma de Buzón Vecinal. Responsable de la información: Dirección de Contratación, Seguimiento y Control de Obra Pública; Información de carácter mensual; Archivo físico y digital de la Dirección de Contratación, Seguimiento y Control de Obra Pública.	Existen solicitudes de apoyo técnico de la ciudadanía para la realización de visitas de verificación en sitios con el propósito de identificar y analizar de manera puntual la problemática existente en materia de infraestructura municipal.
C1 ACTIVIDAD 1.2	Elaboración de proyectos y expedientes técnicos para obras públicas	Porcentaje de proyectos y expedientes técnicos para obras públicas elaborados. (Número de proyectos y expedientes técnicos para obras públicas elaborados/ Número de proyectos y expedientes técnicos para obras públicas programados)*100	Plan Anual de Obras Caratulas de proyectos elaborados Caratulas de expedientes técnicos elaborados. Responsable de la información: Dirección de Contratación, Seguimiento y Control de Obra Pública; Información de carácter mensual; Archivo físico y digital de la Dirección de Contratación, Seguimiento y Control de Obra Pública.	La priorizacion de obras se realiza en tiempo y forma de acuerdo con los requisitos técnicos, por las instancias estatales y municipales.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	'04
Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.3	Proceso de adjudicación de obra pública	Porcentaje de procesos de adjudicación de obra pública concluidos conforme a la normatividad aplicable. (Número de proyectos de obra apública adjudicados /número de proyectos de obra pública solicitados)*100	Oficios de autorización Convocatorias de licitación. Minutas de apertura de licitación. Acta de presentación y apertura de propuestas Caratula del fallo de la licitación Responsable de la información: Dirección de Contratación, Seguimiento y Control de Obra Pública; Información generada en los meses de agosto, septiembre, octubre, noviembre y diciembre ; Archivo físico y digital de la Dirección de Contratación, Seguimiento y Control de Obra Pública	Los licitantes participantes cumplen con los requisitos establecidos en las bases de licitación.
C1 ACTIVIDAD 1.4	Emisión de solicitud de pago a la Tesorería Municipal	Porcentaje de solicitudes de pagos a la tesorería emitidas (Número de solicitudes de pago a la tesorería emitidas/ Número de solicitudes de pago a la tesorería programadas)*100	Acuse de oficios de solicitud de pagos dirigido a la Tesorería Municipal. Estimaciones Responsable de la información: Dirección de Contratación, Seguimiento y Control de Obra Pública; Información generada en los meses de septiembre, octubre, noviembre y diciembre ; Archivo físico y digital de la Dirección de Contratación, Seguimiento y Control de Obra Pública	La información es integrada de acuerdo a los lineamientos establecidos por la Tesorería Municipal para solicitar el pago correspondiente.
C1 ACTIVIDAD 1.5	Atención de auditorías realizadas por los órganos de fiscalización	Porcentaje de auditorias atendidas. (Número de auditorías atendidas/Número de notificaciones de auditorías recibidas) *100	Notificaciones de auditorías recibidas. Dictamenes de auditoria. Responsable de la Información:Dirección de Contratación, Seguimiento y Control de Obra Pública; Información generada en el mes de abril; Archivo físico y digital de la Dirección de Contratación, Seguimiento y Control de Obra Pública	Los órganos de fiscalización emiten oportunamente sus requerimientos e informes.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	´04
Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.1	Supervisión de obra pública contratada	Porcentaje de obras públicas contratadas supervisadas (Número de supervisiones a la obra contratada realizadas / Número de supervisiones a la obra contratada programadas) * 100	Informes de supervisión a la obra contratada. Responsable de la información: Dirección de Obras Públicas y Mantenimiento; Información generada en los meses de agosto, septiembre, octubre, noviembre y diciembre ; Archivo físico y digital de la Dirección de Obras Públicas y Mantenimiento.	Las empresas contratistas cumplen con las especificaciones técnicas, normativas y plazos establecidos en los contratos de obra, permitiendo que la supervisión se realice de manera continua, eficiente y conforme a la normatividad aplicable
C2 ACTIVIDAD 2.2	Mantenimiento de infraestructura pública	Porcentaje de infraestructura pública atendida mediante acciones de mantenimiento (Número de acciones de mantenimiento de infraestructura pública realizadas/Número de acciones de mantenimiento de infraestructura pública programadas)*100	Informe de mantenimiento a la infraestructura pública Responsable de la información: Dirección de Obras Públicas y Mantenimiento; Información mensual; archivo físico y digital de la Dirección de Obras Públicas y Mantenimiento.	La infraestructura pública presenta condiciones de deterioro o uso continuo que justifica y permite su mantenimiento preventivo y correctivo.
C2 ACTIVIDAD 2.3	Ejecución de obra pública administrada	Porcentaje de obra pública administrada ejecutada (Número de obra públicas administrada ejecutadas / Número de obra pública administrada programadas) *100	Informe mensual de avance físico y financiero de la ejecución de obra pública. Contratos de obra pública. Acuse del SRFT (Sistema de Reporte de Recursos Federales Transferidos) Responsable de la información: Dirección de Obras Públicas y Mantenimiento; información de caracter mensual; archivo físico y digital de la Dirección de Obras Públicas y Mantenimiento.	Se cuenta con los recursos financieros, materiales, humanos y de maquinaria suficientes, así como con las condiciones técnicas y administrativas necesarias para ejecutar las obras programadas conforme a la normatividad y los plazos establecidos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	'04
Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.1	Acciones de ordenamiento territorial y desarrollo urbano	Porcentaje de acciones de ordenamiento territorial y desarrollo urbano realizadas. (Número de acciones de ordenamiento territorial y desarrollo urbano realizadas/Número de acciones de ordenamiento territorial y desarrollo urbano programadas)*100	Reporte de inspección y acta de verificación de obra. Solicitudes de trámites de acciones urbanísticas a través de la ventanilla única. Reportes de obras sobre ordenamiento territorial y desarrollo urbano Responsable de la información: Dirección de Planeación Urbana y Licencias: Información de caracter mensual; archivo físico y digital de la Dirección de Planeación Urbana y Licencias	Las personas acuden a la Dirección de Planeación Urbana y Licencias a tramitar sus licencias de obras de manera anticipada
C3 ACTIVIDAD 3.2	Regulación de la acción urbanística	Porcentaje de acciones de regulación urbanística realizadas (Número de acciones de regulación urbanística realizadas/Número de acciones de regulación urbanística programadas*100)	Solicitudes de regulación urbanistica dirigido al Titular de la Secretaria de Obras Públicas y Desarrollo Urbano Reporte de notificaciones de obras emitidas Dictámenes de alineamientos de calles y de impacto urbano Responsable de la Información: Dirección de Planeación Urbana y Licencias: Información de caracter mensual; archivo físico y digital de la Dirección de Planeación Urbana y Licencias	La ciudadanía y las instancias correspondientes presentan, en tiempo y forma, las solicitudes de regulación de la acción urbanística conforme a los lineamientos establecidos.
C3 ACTIVIDAD 3.3	Elaboración de dictámenes de alineamiento, uso de suelo y número oficial	Porcentaje de dictámenes de alineamiento, uso de suelo y número oficial elaborados. (Número de dictámenes de alineamiento, uso de suelo y número oficial elaborados/Número de dictámenes de alineamiento, uso de suelo y número oficial solicitados)*100	Dictamenes de alineamiento, uso de suelo y número oficial Solicitudes de alineamiento, uso de suelo y número oficial dirigidas al titular de la Secretaria de Obras Públicas y Desarrollo Urbano. Responsable de la información: Dirección de Planeación Urbana y Licencias; información de caracter mensual; archivo físico y digital	La ciudadanía y las personas promoventes presentan solicitudes de alineamiento, uso de suelo y número oficial con documentación completa y vigente, conforme a los requisitos técnicos y normativos aplicables.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	´04
Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.4	Emisión de licencias de obra	Porcentaje de licencias de obras emitidas respecto al total de solicitudes recibidas. (Número de licencias de obras emitidas / Número de solicitudes de licencias de obras recibidas)* 100	Reporte de licencias de obras emitidas. Solicitudes de licencias recibidas dirigidas a la Secretaría de Obras Públicas y Desarrollo Urbano. Responsable de la información: Dirección de Planeación Urbana y Licencias: Información de caracter mensual; archivo físico y digital de la Dirección de Planeación Urbana y Licencias	Los solicitantes cumplen con los requisitos técnicos, legales y administrativos establecidos, lo que permite emitir las licencias de obra en tiempo y forma, conforme a la normatividad vigente en materia de construcción y desarrollo urbano.
C4 ACTIVIDAD 4.1	Regulación de la acción urbanística del Centro Histórico	Porcentaje de acciones para la regulación de la acción urbanística del Centro Histórico realizada. (Número de acciones para la regulación de la acción urbanística del Centro Histórico realizadas / Número de acciones para la regulación de la acción urbanística del Centro Histórico programadas) * 100	Reporte de inspección para notificacion obra irregular Reporte de procedimientos administrativos de suspension provisional Folio A emitidos Solicitudes de trámites de acciones urbanísticas a través de la ventanilla única. Responsable de la información: Dirección de Centro y Patrimonio Histórico; información de caracter mensual; archivo físico y digital de la Dirección de Centro y Patrimonio Histórico.	Existe disposición de la ciudadanía y los propietarios para cumplir con la normatividad aplicable en materia de conservación, uso y ocupación del Centro Histórico.
C4 ACTIVIDAD 4.2	Conservación del patrimonio edificado	Porcentaje de acciones de conservación del patrimonio edificado realizadas. (Número de acciones de conservación del patrimonio edificado realizadas / Número de acciones de conservación del patrimonio edificado programadas)*100	Recibos de visita para información. Solicitudes de interesados en los programas enfocados a la conservación del patrimonio edificado. Responsable de la Información; Dirección de Centro y Patrimonio Histórico; información de caracter mensual; archivo físico y digital de la Dirección de Centro y Patrimonio Histórico	Las personas propietarias o responsables de los inmuebles catalogados facilitan el acceso y la ejecución de intervenciones, conforme a los lineamientos establecidos por las instancias responsables del patrimonio histórico.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	´04
Unidad(es) Responsable(s)	Secretaría de Obras Públicas y Desarrollo Urbano

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C4 ACTIVIDAD 4.3	Diseño de proyectos y apoyo técnico para la preservación y revitalización del Centro Histórico	Porcentaje de proyectos y apoyos técnicos para la preservación y revitalización del centro histórico diseñados. (Número de diseños de proyectos y apoyo técnico para la preservación y revitalización del centro histórico realizados / Número de diseños de proyectos y apoyo técnico para la preservación y revitalización del centro histórico programados) * 100	Proyectos para la preservación y revitalización del Centro Histórico en formato digital. Responsable de la información: Dirección de Centro y Patrimonio Histórico; información de caracter mensual; archivo físico y digital de la Dirección de Centro y Patrimonio Histórico	Se cuenta con los recursos humanos, técnicos y financieros necesarios, así como con la coordinación interinstitucional y el respaldo normativo para elaborar proyectos viables que contribuyan a la conservación, rehabilitación y revitalización del Centro Histórico de Oaxaca de Juárez.
C4 ACTIVIDAD 4.4	Limpieza, mantenimiento y mejora de la imagen del Centro Histórico	Porcentaje de acciones de Limpieza, mantenimiento y mejora de la imagen del Centro Histórico realizadas. (Número de acciones de limpieza, mantenimiento y mejora de la imagen del Centro Histórico realizadas/Número de acciones de limpieza, mantenimiento y mejora de la imagen del Centro Histórico programadas)*100	Programa de trabajo de limpieza, mantenimiento y mejora de la imagen del Centro Histórico. Solicitudes realizadas por parte de la ciudadanía. Responsable de la información: Dirección de Centro y Patrimonio Histórico; información de caracter mensual; archivo físico y digital de la Dirección de Centro y Patrimonio Histórico	Las condiciones climáticas, sociales y de movilidad permiten la ejecución de las actividades de limpieza, mantenimiento y mejora del Centro Histórico.
C5 ACTIVIDAD 5.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SICAP. Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la ministración mensual. Responsable de la información: Unidad de Seguimiento a la Gestión información de caracter mensual; archivo físico y digital de la Unidad de Seguimiento a la Gestión información	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Obras Públicas y Desarrollo Urbano
C5 ACTIVIDAD 5.2	Elaboración y revisión de contratos y dictámenes jurídicos	Porcentaje de elaboración y revisión de contratos y dictámenes jurídicos (Número de contratos y dictámenes jurídicos elaborados/Número de contratos y dictámenes jurídicos programados)*100	Oficio de revisión jurídica de documentos para validación institucional. Memorándum de atención y seguimiento a documentos para validación institucional. Responsable de la información: Unidad Jurídica información de caracter mensual; archivo físico y digital de la Unidad Jurídica	Existe la documentación que requiere revisión jurídica para su validez institucional.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C5 ACTIVIDAD 5.3	Reportes de coordinación institucional y gestión documental operativa	Acciones de coordinación institucional y gestión documental operativa realizadas. (Número de acciones de coordinación institucional y gestión documental realizadas/ Número de acciones de coordinación institucional y gestión documental programadas)*100	Oficios de remisión de reportes de coordinación institucional dirigidos a las instancias correspondientes Responsable de la información: Unidad de Ventanilla Única información mensual; archivo físico y digital de la Unidad de Ventanilla Única	Existen requerimientos de coordinación institucional dirigidas a la Secretaría de Obras Públicas y Desarrollo Urbano por parte de las dependencias y entidades de la Administración pública municipal.

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Nombre del Municipio	Oaxaca de Juárez
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Nombre del Programa	Gobernabilidad y Gestión Integral de Riesgos
Clave del Programa Presupuestario	'05
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	La ciudadanía de Oaxaca de Juárez fortalece la gobernabilidad democrática, la convivencia ciudadana y la seguridad comunitaria mediante una gobernanza local consolidada, la gestión integral de riesgos y el acceso a servicios regulados del espacio público.	Tasa de conflictividad municipal. (Número de conflictos registrados / Número total de unidades territoriales observadas)	Registro anual municipal de incidencias y reportes de conflictividad social. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter anual. Archivos físicos de la Secretaría de Gobierno y Territorio.	Las instancias municipales, estatales y comunitarias colaboran, dialogan y resuelven pacíficamente los conflictos, en un entorno de estabilidad social que favorece la gobernabilidad y la convivencia ciudadana.
PROPÓSITO	La ciudadanía participa activamente en acciones que promueven y facilitan su colaboración en los procesos de decisión de la administración pública municipal y en la gestión integral de riesgos y protección civil, fortaleciendo así la gobernanza local y la seguridad comunitaria en Oaxaca de Juárez.	Porcentaje de acciones sustantivas realizadas para fortalecer la participación ciudadana, la atención a autoridades auxiliares y comités vecinales y la gestión integral de riesgos. (Número de acciones sustantivas de participación ciudadana, atención a autoridades auxiliares y comités vecinales y la gestión integral de riesgos realizadas / Total de acciones sustantivas programadas) * 100	Informes anual de acciones de fortalecimiento de participación ciudadana, atención a autoridades auxiliares y comités vecinales y gestión integral de riesgos y de protección civil. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter anual. Archivos físicos de la Secretaría de Gobierno y Territorio.	La ciudadanía mantiene disposición e interés para participar en los procesos de decisión y en acciones comunitarias
COMPONENTE 1	Acciones institucionales implementadas para la atención de autoridades auxiliares, comités vecinales y ciudadanía.	Porcentaje de acciones institucionales realizadas para la atención de autoridades auxiliares, comités vecinales y ciudadanía. (Número de acciones institucionales para la atención de autoridades auxiliares, comités vecinales y ciudadanía realizadas / número de acciones programadas) * 100	Reportes institucionales de atención a autoridades auxiliares, comités vecinales y ciudadanía; Oficios dirigidos a dependencias gubernamentales para dar atención a solicitudes ciudadanas. Área responsable de la información: Dirección de Agencias Barrios y Colonias; Información de carácter semestral; Archivos de la Dirección de Agencias Barrios y Colonias.	Las autoridades auxiliares, los comités vecinales y la ciudadanía participan en los procesos de atención institucional para dar seguimiento a los acuerdos, mientras que las condiciones sociales y comunitarias permiten el desarrollo oportuno de las acciones programadas.
COMPONENTE 2	Acciones de promoción del diálogo, prevención de riesgos y construcción de paz comunitaria implementadas	Porcentaje de acciones acciones realizadas para la promoción del diálogo, prevención de riesgos y construcción de paz comunitaria. (Número de acciones para la promoción del diálogo, prevención de riesgos y construcción de paz comunitaria realizadas / Total de acciones programadas) * 100	Informe semestral sobre paz y gobernabilidad Área responsable de la información: Dirección de Gobierno y Gestión; Información de carácter semestral; Archivos de la Dirección de Gobierno y Gestión.	Las comunidades participan en los procesos de diálogo y prevención de riesgos, en un entorno social estable que permite la implementación continua de las acciones de construcción de paz comunitaria.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Acciones de prevención, atención y verificación en materia de protección civil implementadas para reducir riesgos y fortalecer la resiliencia institucional y comunitaria ante fenómenos perturbadores.	Porcentaje de acciones de protección civil realizadas para la prevención, atención y verificación de riesgos en el municipio. (Número de acciones de Protección Civil realizadas / Número total de acciones programadas en materia de protección civil) * 100	Reportes semestrales de acciones de prevención, atención y verificación en materia de protección civil dirigidos al titular de la Secretaría de Gobierno y Territorio. Área responsable de la información: Dirección de Protección Civil; Información de carácter semestral; Archivos de la Dirección de Protección Civil.	La ciudadanía, autoridades auxiliares y comités vecinales colaboran activamente en las acciones de protección civil, y las condiciones climáticas y de seguridad se mantienen dentro de niveles que permiten el desarrollo oportuno de las actividades programadas.
COMPONENTE 4	Acciones administrativas, jurídicas y de coordinación estratégica implementadas para la operación institucional del programa	Porcentaje de acciones administrativas, jurídicas y de coordinación estratégica realizadas. (Número de actividades administrativas, jurídicas y de coordinación estratégica realizadas / Número de actividades administrativas, jurídicas y de coordinación estratégica programadas) * 100	Reportes administrativos y jurídicos de gestión institucional. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter semestral; Archivos físicos de la Secretaría de Gobierno y Territorio.	Los servicios de apoyo administrativo, jurídico y de coordinación estratégica son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaría de Gobierno y Territorio.
C1 ACTIVIDAD 1.1	Programa para la atención de las autoridades auxiliares	Porcentaje de actividades del Programa para la atención de las autoridades auxiliares ejecutadas. (Número de actividades ejecutadas del Programa para la atención de las autoridades auxiliares / número de actividades programadas) * 100	Oficios de invitación a mesas de diálogo y recorridos dirigidos a los Agentes Municipales y de Policía. Listas de asistencia de mesas de diálogo y recorridos. Tarjeta informativa de los resultados de las mesas de diálogo y recorridos con los Agentes Municipales y de Policía. Oficios y minutas de atención emitidas a autoridades auxiliares. Área responsable de la información: Dirección de Agencias, Barrios y Colonias; Información de carácter semestral; Archivos físicos de la Dirección de Agencias, Barrios y Colonias.	Las autoridades auxiliares participan en las acciones del programa y colaboran en los procesos de gestión municipal, mientras que las condiciones sociales y políticas en las agencias y colonias permiten la ejecución oportuna de las actividades programadas.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.2	Programa de atención a solicitudes de Comités Vecinales	**Propuesta 1**: Porcentaje de acciones para implementación del Programa de atención a solicitudes de Comités Vecinales. (Número de acciones para implementación del Programa de atención a solicitudes de Comités Vecinales implementadas / Número de acciones programadas) * 100	Convocatoria para la elección de Comité Vecinal. Acta de elección de Comité Vecinal. Bitácora de atención a solicitudes de Comités Vecinales. Área responsable de la información: Dirección de Agencias, Barrios y Colonias; Información de carácter mensual; Archivo fisico y digital de la Dirección de Agencias, Barrios y Colonias.	Los Comités Vecinales presentan de manera oportuna solicitudes, quejas o denuncias a través de los canales establecidos por la Secretaría de Gobierno y Territorio para su atención conforme a los procedimientos institucionales.
C1 ACTIVIDAD 1.3	Ejecución de acciones de vinculación con sectores de la sociedad para dar atención prioritaria a las necesidades de la población	Porcentaje de acciones de vinculación con sectores de la sociedad para dar atención prioritaria a las necesidades de la población ejecutadas. (Número de acciones de vinculación con sectores de la sociedad para dar atención prioritaria a las necesidades de la población ejecutadas / número de solicitudes de vinculación con sectores de la sociedad para dar atención a las necesidades de la población recibidas) * 100	Oficios de solicitud para las gestiones de atención prioritaria recibidas. Fichas informativas sobre vinculación para la atención prioritaria dirigidas al titular de la Secretaría de Gobierno y Territorio. Área responsable: Dirección de Agencias,Barrios y Colonias;Información de carácter mensual; Archivo fisico y digital de la Dirección de Agencias, Barrios y Colonias.	Los sectores de la sociedad presentan solicitudes identificando sus necesidades para su atención prioritaria.
C1 ACTIVIDAD 1.4	Ejecución de acciones para la atención de la ciudadanía del buen funcionamiento del cabildo	Porcentaje de acciones ejecutadas para garantizar la atención ciudadana y el buen funcionamiento del Cabildo. (Número de acciones ejecutadas para la atención de la ciudadanía / Número de acciones recibidas) * 100	Informes mensuales de las actividades recibidas, gestionadas y ejecutadas sobre los ordenamientos municipales. Oficios de seguimiento a acuerdos, bitácoras o reportes generados sobre la gestión municipal. Área responsable: Dirección de Agencias,Barrios y Colonias;Información de carácter mensual; Archivo fisico y digital de la Dirección de Agencias, Barrios y Colonias.	Las dependencias municipales colaboran y cumplen oportunamente con la atención de las solicitudes ciudadanas canalizadas por el cabildo.

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Nombre del Municipio	Oaxaca de Juárez
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Nombre del Programa	Gobernabilidad y Gestión Integral de Riesgos
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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.5	Gestión y entrega de banco de materiales a comités vecinales	Porcentaje de acciones de gestión y entrega de banco de materiales a comités vecinales realizadas. (Número de acciones de gestión y entrega de banco de materiales a comités vecinales realizadas / Número de acciones programadas)	Oficios de solicitud de material por parte de los comités vecinales. Oficio de solicitud para la gestión del Banco de Materiales. Expediente de Agencias Municipales, de Policía y colonias beneficiadas. Área responsable de la información: Dirección de Agencias, Barrios y Colonias; Información generada en los meses de julio, agosto, septiembre, octubre y noviembre; Archivo fisico y digital de la Dirección de Agencias, Barrios y Colonias.	Las y los Comités Vecinales participan en los procesos de gestión del banco de materiales, y las condiciones sociales y de coordinación interinstitucional permiten la entrega oportuna de los apoyos.
C2 ACTIVIDAD 2.1	Atención a conflictos mediante la promoción del diálogo para la construcción de la paz	Porcentaje de acciones de atención a conflictos mediante la promoción del diálogo para la conservación de la paz realizadas. (Número de acciones de atención a conflictos mediante la promoción del diálogo para la conservación de la paz realizadas / Número de acciones programadas) * 100	Minutas de trabajo derivadas de los conflictos atendidos. Acuerdos de atención (internos) para la resolución de conflictos. Tarjetas informativas y oficios dirigidos a la Unidad de Seguimiento a la Concertación. Área responsable de la información: Dirección de Gobierno y Gestión; Información de carácter mensual; Archivos físicos y digítales del Departamento de Análisis y Seguimiento Político y Social.	Las partes involucradas en los conflictos participan en espacios de diálogo y mediación promovidos por el municipio, y las condiciones sociales y comunitarias favorecen la resolución pacífica de las diferencias sin que intervengan factores externos que escalen la confrontación.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.2	Agenda de acciones probables de riesgos	Porcentaje de acciones de riesgo priorizadas e integradas en la agenda. (Número de acciones de riesgo priorizadlas e integradas en la agenda / Número total de acciones de riesgo identificadas) *100	Agendas de riesgo semanales elaboradas y enviadas al Secretario de Gobierno y Territorio. Agendas de riesgo especiales para temas prioritarios enviadas al titular de la Secretaría de Gobierno y Territorio. Tarjetas informativas sobre asuntos relacionados con las agencias de riesgo para su actualización en el semáforo de contol Oficios de monitoreo de medios de comunicación, con síntesis de temas relacionados con la administración pública y la política social en el territorio del Municipio de Oaxaca de Juárez. Área responsable de la información: Dirección de Gobierno y Gestión; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Gobierno y Gestión	Las condiciones meteorológicas, ambientales, sociales y políticas del municipio permiten identificar oportunamente los riesgos y elaborar las agendas semanales correspondientes con información necesaria que permitan prevenir afectaciones mayores.
C2 ACTIVIDAD 2.3	Seguimiento de los acuerdos generados de mesas de trabajo o conflictos atendidos.	Porcentaje de seguimientos generados de mesas de trabajo o conflictos atendidos. (Número de seguimientos de los acuerdos generados de mesas de trabajo o conflictos atendidos / número de acuerdos generados) * 100	Tarjetas informativas de las mesas de trabajo o conflictos atendidos. Oficios turnados derivados de las mesas de trabajo o conflictos atendidos para el seguimiento ante dependencias municipales y estatales. Área responsable de la información: Dirección de Gobierno y Gestión; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Gobierno y Gestión.	Las instancias participantes proporcionan información oportuna que permite dar seguimiento a los avances de las mesas de trabajo o conflictos.

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C2 ACTIVIDAD 2.4	Realización de mesas de atención con los distintos sectores de la sociedad.	Porcentaje de mesas de atención con los distintos sectores de la sociedad realizadas. (Número de mesas de atención realizadas con los distintos sectores de la sociedad / Número de mesas de atención programadas) * 100	Listas de asistencia de las mesas de atención con los distintos sectores de la sociedad. Tarjetas informativas sobre los acuerdos, acciones, actividades derivados de las mesas de atención. Oficios elaborados para la participación en mesas de atención con los distintos sectores de la sociedad dirigido a dependencias municipales o estatales. Área responsable de la información: Dirección de Gobierno y Gestión; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Gobierno y Gestión	Los distintos sectores de la sociedad participan en espacios de diálogo y colaboración con el gobierno municipal, y las condiciones sociales, políticas y de seguridad favorecen el desarrollo constructivo de las mesas de atención.
C2 ACTIVIDAD 2.5	Promoción de valores vecinales para la participación ciudadana.	Porcentaje de acciones de difusión para la promoción de valores vecinales y de participación ciudadana realizadas. (Número de acciones de promoción sobre valores vecinales y participación ciudadana realizadas / Número de acciones de promoción programadas) * 100	Reportes de campañas de difusión para la promoción de valores vecinales y de participación ciudadana. Material audiovisual e impreso generado para la promoción de valores vecinales y de participación ciudadana. Área responsable de la información: Dirección de Agencias Barrios y Colonias; Información de carácter mensual; Archivos físicos y digitales de la Dirección Dirección de Agencias Barrios y Colonias.	Existe la disponibilidad de los canales de comunicación para la difusión de valores vecinales para la participación ciudadana.
C3 ACTIVIDAD 3.1	Avances de la Elaboración y actualización del atlas de planeación y consulta de riesgos.	Porcentaje de acciones realizadas para la actualización del Atlas de planeación y consulta de riesgos. (Número de acciones realizadas / Número total de acciones programadas) * 100	Informes técnicos de elaboración y actualización del Atlas de Planeación y Consulta de Riesgos. Elaboración y cumplimiento de cronograma de actividades donde se registren los hitos del procesos de elaboración. Oficios de validación de dictámenes técnicos remitidos a instancias estatales o federales para revisión, acreditación o visto bueno del contenido del Atlas. Área responsable de la información: Dirección Municipal de Protección Civil; Información de carácter trimestral; Archivos físicos y digitales de la Dirección Municipal de Protección Civil y repositorio digital del Atlas de Riesgos del municipio.	Las dependencias municipales, estatales y federales proporcionan de manera oportuna la información técnica y geográfica necesaria, y las condiciones presupuestales y operativas permiten avanzar en la elaboración y actualización del atlas de planeación y consulta de riesgos.

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Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.2	Programa de jornadas de campañas informativas sobre autoprotección y cultura de prevención y de desastres.	Porcentaje de jornadas de campañas informativas sobre autoprotección y cultura de prevención y de desastres realizadas. (Número de jornadas de campañas informativas sobre autoprotección y cultura de prevención y de desastres realizadas / Número total de jornadas de campañas informativas sobre autoprotección y cultura de prevención y de desastres programadas) * 100	Reportes de jornadas y campañas informativas dirigidas a la ciudadanía sobre autoprotección y cultura de prevención de desastres. Área responsable de la información: Dirección de Protección Civil Municipal: Información de carácter mensual; Archivos físicos y digitales de la Dirección de Protección Civil Municipal.	La población objetivo y las instituciones participantes colaboran y participan en las jornadas informativas, además de que se cuenta con los recursos logísticos y materiales necesarios para su adecuada implementación.
C3 ACTIVIDAD 3.3	Programa de Certificación del personal de la Dirección de protección del municipio de Oaxaca de Juárez en medidas de seguridad en materia de protección civil y uso de equipos.	Porcentaje de certificaciones del personal de la Dirección de protección del municipio de Oaxaca de Juárez en medidas de seguridad en materia de protección civil y uso de equipos (Número de certificaciones del personal de la Dirección de protección del municipio de Oaxaca de Juárez en medidas de seguridad en materia de protección civil y uso de equipos realizadas/ Número de Certificaciones del personal de la Dirección de protección del municipio de Oaxaca de Juárez en medidas de seguridad en materia de protección civil y uso de equipos gestionadas) * 100	Constancias y expedientes de certificación del personal de la Dirección de Protección Civil del Municipio de Oaxaca de Juárez. Área responsable de la información: Dirección de Protección Civil Municipal; Información de carácter específica en los meses de Febrero, Mayo, Agosto y Noviembre; Archivos físicos y digitales de la Dirección de Protección Civil Municipal.	El personal de la Dirección de Protección del Municipio participa en los procesos de certificación, además de que existen instituciones certificadoras que validan sus competencias en materia de seguridad y protección civil.
C3 ACTIVIDAD 3.4	Programa de Verificación de medidas de seguridad en materia de protección civil a comercio establecido, en vía pública, mercados y bienes inmuebles, centros educativos, eventos masivos y afectaciones por fenómenos perturbadores.	Porcentaje de acciones y medidas de seguridad en materia de protección civil a comercio establecido, en vía pública, mercados y bienes inmuebles, centros educativos, eventos masivos y afectaciones por fenómenos perturbadores realizadas. (Número de acciones y medidas de seguridad en materia de protección civil a comercio establecido, en vía pública, mercados y bienes inmuebles, centros educativos, eventos masivos y afectaciones por fenómenos perturbadores realizadas / Número de acciones y medidas de seguridad programadas) * 100	Reportes de supervisión y verificación en materia de protección civil dirigidos al titular de la Secretaría de Gobierno y Territorio. Área responsable de la información: Dirección de Protección Civil Municipal; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Protección Civil Municipal	Los propietarios, responsables y organizadores de establecimientos, eventos y espacios públicos facilitan el acceso y la información necesaria para la realización de las verificaciones, y las condiciones climáticas y sociales permiten ejecutar las inspecciones conforme a la programación establecida.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobernabilidad y Gestión Integral de Riesgos
Clave del Programa Presupuestario	'05
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.5	Reporte de atenciones a emergencias por riesgos o siniestros a desastres atendidas.	Porcentaje de atenciones a emergencias por riesgos siniestros a desastres atendidas. (Número de emergencias atendidas / Número total de emergencias reportadas) * 100	Reportes de atención a emergencias dirigidos al titular de la Secretaría de Gobierno y Territorio. Área responsable de la información: Dirección de Protección Civil; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Protección Civil Municipal.	La ciudadanía, autoridades auxiliares y dependencias municipales reportan de manera oportuna y veraz las emergencias o siniestros que se presentan, permitiendo activar los protocolos de atención y respuesta correspondientes.
C.4 ACTIVIDAD 4.1	Reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa. (Número de reportes de coordinación institucional y gestión documental operativa atendidas/ Número reporte de coordinación institucional y gestión documental operativa recibidas) * 100	Reportes de coordinación institucional e informes de gestión documental operativa dirigidos al titular de la Secretaría de Gobierno y Territorio. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Gobierno y Territorio.	La ciudadanía reporta de manera oportuna y veraz las emergencias o siniestros que se presentan, permitiendo activar los protocolos de atención y respuesta correspondientes.
C.4 ACTIVIDAD 4.2	Coordinación de política en materia de gobierno, territorio y gestión administrativa	Porcentaje de planeaciones materia de gobierno, territorio y gestión administrativa. (Número de reportes de información en materia de gobierno, territorio y gestión administrativa realizadas/ Número de reportes de información en materia de gobierno, territorio y gestión administrativa recibidas) * 100	Informe Anual de Trabajo, Actualización de Mejora Regulatoria, Creación de Normativas Jurídicas, Organizativas y Procedimentales. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Gobierno y Territorio.	Las dependencias municipales colaboran enviando en tiempo y forma la información requerida en materia de gobierno, territorio y gestión administrativa.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobernabilidad y Gestión Integral de Riesgos
Clave del Programa Presupuestario	'05
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.4 ACTIVIDAD 4.3	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas) * 100	Informe de atenciones en materia de transparencia ante el OAIPO. Integración de expedientes de revisión jurídica Elaboración de dictámenes. Oficios de validación. Informes de opinión técnica jurídica sobre contratos realizados entre particulares y la Secretaría de Gobierno y Territorio. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Gobierno y Territorio.	Existe la documentación que requiere revisión jurídica para su validez institucional.
C.4 ACTIVIDAD 4.4	Seguimiento presupuestal y control financiero.	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Expediente administrativo sobre las requisiciones y solicitudes a áreas vinculantes dirigido a la titular de la Secretaría. Reportes de trámites generados por el sistema SAP y SICAP Expediente administrativo sobre las requisiciones y solicitudes a áreas vinculantes dirigido a la titular de la Secretaría. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Gobierno y Territorio.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto Secretaría de Gobierno y Territorio.
C.4 ACTIVIDAD 4.5	Programa de gestión documental sobre peticiones administrativas y ciudadanas registradas	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Informe de atenciones vecinales realizadas por el titular de la dependencia, Informe de mesas de trabajo donde participa el titular, agenda de atenciones vecinales realizada. Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Gobierno y Territorio.	Existen requerimientos de coordinación institucional dirigidas a la Secretaría de Gobierno y Territorio por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	'06
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio (Comercio)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al ordenamiento y legalidad del espacio público en el Municipio de Oaxaca de Juárez mediante la regulación efectiva y la supervisión permanente de la actividad comercial en mercados y vía pública	Mercados y centrales de abasto en funcionamiento establecidos en el Municipio. Número de mercados y centrales de abasto en funcionamiento.	Padrón oficial de mercados y central de abasto del Municipio de Oaxaca de Juárez. Informes anuales de operación y supervisión de mercados. Actas de verificación y reportes de la Dirección General de Regulación y Atención a Mercados de Mercados y de la Dirección de Comercio en Vía Pública. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter anual; Archivos físicos y digitales de la Secretaría de Gobierno y Territorio.	Las y los comerciantes establecidos y en vía pública cumplen con la normatividad y los procesos de regulación, mientras que las autoridades municipales cuentan con los recursos necesarios para realizar la supervisión permanente para garantizar el ordenamiento y legalidad del espacio público.
PROPÓSITO	Garantizar que la actividad comercial en mercados y en la vía pública del municipio de Oaxaca de Juárez se desarrolle en condiciones de orden, legalidad y seguridad, mediante la regulación efectiva, la supervisión permanente y la implementación de operativos de inspección que aseguren el adecuado funcionamiento de los concesionarios y ambulantes.	Porcentaje de acciones de regulación, supervisión e inspección del comercio en mercados y vía pública realizados con respecto a las programadas (Número de acciones de regulación, supervisión e inspección del comercio en mercados y vía pública realizadas / Total de acciones de regulación, supervisión e inspección del comercio en mercados y vía pública programadas) * 100	Informes anuales de regulación y supervisión del comercio en mercados y vía pública. Actas de inspección y operativos levantados por la Dirección General de Regulación y Atención a Mercados y la Dirección de Comercio en Vía Pública. Reportes de incidencias y cumplimiento normativo dirigido al titular de la Secretaría de Gobierno y Territorio. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de carácter anual; Archivos físicos y digitales de la Secretaría de Gobierno y Territorio.	Los concesionarios de mercados y comerciantes en vía pública mantienen disposición para cumplir con la normatividad vigente, y las autoridades municipales cuentan con los recursos y capacidades necesarios para implementar los operativos de supervisión y regulación de manera continua.
COMPONENTE 1	Mercados públicos y mercado de abasto administrados y regulados de manera eficiente, con comercios fijos, semifijos y móviles alineados y ordenados, así como con giros debidamente autorizados, para garantizar un funcionamiento ordenado, seguro y legal de la actividad comercial.	Porcentaje de acciones de administración, regulación y ordenamiento comercial en mercados públicos y de abasto realizadas respecto a las programadas. (Número de acciones de administración, regulación y ordenamiento comercial en mercados públicos y de abasto realizadas / Total de acciones programadas) * 100	Informes de administración y regulación de mercados públicos y de abasto dirigidos al titular de la Secretaría de Gobierno y Territorio. Actas de ordenamiento y alineamiento de comercios fijos, semifijos y móviles. Padrones actualizados de giros autorizados. Área responsable de la información: Dirección General de Regulación y Atención a Mercados; Información de carácter semestral; Archivos físicos de la Dirección General de Regulación y Atención a Mercados.	Los comerciantes fijos, semifijos y móviles cumplen con los procesos de regulación y ordenamiento establecidos, y las autoridades municipales cuentan con los recursos y condiciones necesarias para implementar las acciones programadas sin interrupciones en el funcionamiento de los mercados públicos y de abasto.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	'06
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio (Comercio)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 2	El comercio en vía pública y tianguis del municipio de Oaxaca de Juárez se encuentra alineado, ordenado y regulado, con reubicaciones realizadas conforme a la normatividad, ferias y festividades bajo control administrativo, aplicación efectiva del reglamento vigente de conformidad con el padrón actualizado de concesionarios y locatarios.	Porcentaje de acciones de alineamiento, ordenamiento y regulación del comercio en vía pública y tianguis realizadas respecto a las programadas. (Número de acciones de alineamiento, ordenamiento y regulación del comercio en vía pública y tianguis realizadas / Total de acciones programadas) * 100	Informes de alineamiento, ordenamiento y regulación de comercio en vía pública y tianguis. Actas de reubicación de comerciantes y minutas de acuerdos con organizaciones. Padrón actualizado de permisionarios, vendedores ambulantes, tolerados, fijos y semifijos. Oficios de autorización de ferias y festividades. Área responsable de la información: Dirección de Comercio en Vía Pública; Información de carácter semestral; Archivos físicos de la Dirección de Comercio en Vía Pública.	Las instancias municipales encargadas de la regulación del comercio en vía pública y tianguis cuentan con coordinación efectiva, respaldo normativo y acompañamiento de seguridad pública, lo que permite ejecutar las acciones de ordenamiento, reubicación y control administrativo conforme a la normatividad vigente y sin interferencias externas que retrasen los procesos.
COMPONENTE 3	Acciones de inspección, verificación y capacitación implementadas por la Unidad de Defensores en el mercado de abasto, mercados públicos y vía pública del municipio de Oaxaca de Juárez, para garantizar el cumplimiento de la normatividad comercial y fortalecer la capacidad operativa del cuerpo de inspectores	Porcentaje de acciones de inspección, verificación y capacitación realizadas por la Unidad de Defensores en mercados y vía pública del municipio de Oaxaca de Juárez. (Número de acciones de inspección, verificación y capacitación realizadas / número de acciones de inspección verificación y capacitación programadas) * 100	Actas e Informes de inspección y verificación levantados por la Unidad de Defensores. Reportes semestrales de capacitación del cuerpo de inspectores Actas de verificación, aseguramiento y control de normatividad en mercados públicos, mercado de abasto y comercio en vía pública. Área responsable de la información:Unidad de Defensores; Información de carácter semestral; Archivos físicos de la Unidad de Defensores.	Los comerciantes fijos, semifijos y móviles cumplen con los procesos de inspección y verificación establecidos, y el cuerpo de inspectores cuenta con los recursos, capacitación y respaldo institucional necesarios para ejecutar las acciones programadas en los mercados públicos, el mercado de abasto y la vía pública.
C1 ACTIVIDAD 1.1	Administración de mercados públicos y mercado de abastos.	Porcentaje de acciones de administración de mercados públicos realizadas. (Número de acciones de gestión y administración de mercados públicos realizadas / Número de acciones de gestión y administración de mercados públicos programadas) * 100	Informes de gestión de mercados públicos y del mercado de abasto dirigidos al titular de la Secretaría de Gobierno y Territorio. Actas administrativas levantadas en los mercados. Padrón actualizado de locatarios y concesionarios. Área responsable de la información: Dirección General de Regulación y Atención a Mercados; Información de caracter mensual; Archivos físicos y digitales de la Dirección General de Regulación y Atención a Mercados.	Los locatarios de mercados públicos y de abasto colaboran en los procesos administrativos establecidos y no se presentan conflictos sociales o económicos que impidan la ejecución de las acciones de administración.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	'06
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio (Comercio)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.2	Atención a trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en mercados públicos.	Porcentaje de trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en mercados públicos atendidos. (Número de trámites de revalidaciones, sesiones, sucesiones y ampliaciones de giro atendidos / Número de trámites recibidos) * 100	Oficios de resolución de trámites de revalidaciones, sesiones, sucesiones y ampliaciones de giros. Solicitud de trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en mercados públicos presentados por los locatarios. Actas administrativas de acuerdos, notificaciones e inicios de revocaciones y clausuras. Área responsable de la información: Dirección General de Regulación y Atención a Mercados; Información de caracter mensual; Archivos físicos y digitales de la Dirección General de Regulación y Atención a Mercados	Los locatarios solicitan los trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en mercados públicos de acuerdo con la normativa oficial y los requisitos vigentes.
C1 ACTIVIDAD 1.3	Implementación del programa de ordenamiento de comercios fijos y semifijos en mercados públicos.	Porcentaje de acciones de ordenamiento de comercios fijos y semifijos en mercados públicos realizadas. (Número de acciones de ordenamiento de comercios fijos y semifijos realizados / Número de acciones de ordenamiento programadas) * 100	Informes mensuales sobre la implementación del programa de ordenamiento dirigidos al Secretario de Gobierno y Territorio. Actas administrativas levantadas contra comerciantes fijos y semifijos que incumplan la normatividad y reportes de alineamiento realizados en los mercados públicos. Reporte mensual de trámites de Regularización realizados ante la Regiduría de Gobierno de Territorio y Normatividad. Área responsable de la información: Dirección General de Regulación y Atención a Mercados; Información de caracter mensual; Archivos físicos de la Dirección General de Regulación y Atención a Mercados	Los responsables de los comercios fijos y semifijos en mercados públicos colaboran con los procesos de ordenamiento y las condiciones sociales y económicas permiten la implementación del programa.
C1 ACTIVIDAD 1.4	Atención a trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en mercados de abasto	Porcentaje de trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en el mercado de abasto atendidos. (Número de trámites de revalidaciones, sesiones, sucesiones y ampliaciones de giro atendidos / Número de trámites recibidos) * 100	Solicitud de trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en mercados públicos presentados por las y los comerciantes del mercado de abasto. Actas administrativas de acuerdos Notificaciones Inicios de revocaciones. Clausuras realizadas en contra de comerciantes que incumplan la normatividad vigente. Área responsable de la información: Dirección General de Regulación y Atención a Mercados; Información de caracter mensual; Archivos físicos de la Dirección General de Regulación y Atención a Mercados.	Las y los comerciantes del mercado de abasto solicitan los trámites de revalidaciones, sesiones, sucesiones y ampliación de giros en mercados públicos de acuerdo con la normativa oficial y los requisitos vigentes.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	06
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio (Comercio)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.5	Implementación de programa de ordenamiento de comercio movil, fijos y semifijos en el mercado de abasto.	Porcentaje de acciones de ordenamiento de comercios fijos y semifijos en festividades o tianguis en mercado de abasto realizadas (Número de acciones de ordenamiento de comercios fijos y semifijos en festividades o tianguis en mercado de abasto realizados / Número de acciones de ordenamiento programadas) * 100	Informes de implementación del programa de ordenamiento dirigidos al Secretario de Gobierno y Territorio. Actas administrativas contra concecionarios, permisionarios o comerciantes en el mercado de abasto Reportes de alineamiento en pasillos. Reporte de trámites sobre puestos de temporadas autorizados en el Mercado de Abasto. Área responsable de la información: Dirección General de Regulación y Atención a Mercados;Información de caracter mensual; Archivos físicos de la Dirección General de Regulación y Atención a Mercados	Los responsables de los comercios móvil, fijos y semifijos en el mercado de abastos colaboran con los procesos de ordenamiento y las condiciones sociales y económicas permiten la implementación del programa.
C2 ACTIVIDAD 2.1	Implementación de programa de alineamiento, ordenamiento y reubicación del comercio en vía pública y tianguis	Porcentaje de acciones de alineamiento, ordenamiento y reubicacion del comercio en vía pública y tianguis. (Número de acciones de alineamiento, ordenamiento y reubicacion del comercio en vía pública y tianguis realizadas / Numero de acciones programadas) * 100	Informes dirigidos a la Secretaría de Gobierno y Territorio sobre la implementación del programa de alineamiento, ordenamiento y reubicación. Actas de acuerdos y minutas con organizaciones de comerciantes. Inspecciones realizadas a comercio en vía Pública. Tarjetas Informativas sobre operativos realizados. Área responsable de la información: Dirección de Comercio en Vía Pública; Información generada en los meses de febrero, marzo, mayo, junio, agosto, septiembre, octubre y noviembre; Archivos físicos de la Dirección de Comercio en Vía Pública.	Las y los comerciantes en vía pública y tianguis colaboran en los procesos de alineamiento, ordenamiento y reubicación conforme a la normatividad municipal.
C2 ACTIVIDAD 2.2	Implementación de programa de regulación del comercio en vía pública en expos,ferias y festividades religiosas.	Porcentaje de acciones del programa de regulación del comercio en vía pública en expos,ferias y festividades religiosas implementadas. (Número de acciones del programa de regulación del comercio en vía pública en expos,ferias y festividades religiosas implementadas / Número de acciones del programa programadas a implementar) * 100	Informes de regulación del comercio en expos, ferias y festividades religiosas. Actas de verificación y control administrativo. Oficios de autorización y minutas con organizaciones participantes. Área responsable de la información: Dirección de Comercio en Vía Pública; Información de caracter bimestral; Archivos físicos de la Dirección de Comercio en Vía Pública.	Las y los comerciantes presentan las solicitudes en tiempo y forma de regulación del comercio en vía pública en expos, ferias y festividades religiosas ante la Secretaría de Gobierno y Territorio.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
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Clave del Programa Presupuestario	'06
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio (Comercio)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.3	Aplicación del reglamento de vía pública y tianguis	Porcentaje de acciones de verificación y control realizadas conforme al Reglamento para la Comercialización en Vía Pública y Tianguis. (Número de acciones de verificación y control realizadas / Número de acciones programadas) * 100	Actas de inspección y verificación del cumplimiento del reglamento. Informes de operativos en vía pública y tianguis. Actas de aseguramiento de mercancía confiscada a comerciantes en vía pública. Área responsable de la información: Dirección de Comercio en Vía Pública; Información de carácter mensual; Archivos físicos de la Dirección de Comercio en Vía Pública.	Las condiciones de operación, coordinación interinstitucional y seguridad pública permiten la ejecución de acciones de verificación y aplicación del reglamento en vía pública y tianguis.
C2 ACTIVIDAD 2.4	Actualización y registro de personas concesionarias, locatarias en mercados públicos y comercio en vía pública.	Porcentaje de registros actualizados de concesionarios y locatarios en mercados públicos y comercio en vía pública. (Número de registros de concesionarios y locatarios actualizados / Número de registros o actualizaciones programadas) * 100	Informe de localización de concesionarios y locatarios en mercados y geolocalización en vía pública mediante mapeo digitalizado. Informe de actualización y validación de registros del Padrón de comerciantes en vía pública. Informe de actualización y validación de registros del Padrón de locatarios en mercados públicos. Área responsable de la información: Secretaría de Gobierno y Territorio; Información de caracter mensual; Archivos físicos de la Secretaría de Gobierno y Territorio	Las personas concesionarias y locatarias de los mercados públicos cuentan con la documentación requerida y disponibilidad para realizar los trámites de registro y actualización.
C3 ACTIVIDAD 3.1	Implementación de programa de inspección y verificación realizadas en el mercado de abasto.	Porcentaje de acciones implementadas para el Programa de Inspección y Verificación. (Número de acciones implementadas para el Programa de Inspección y Verificación / Número de acciones programadas para su implementación) * 100.	Actas de inspección y verificación del mercado de abasto. Actas de recorridos realizados en el mercado de abasto. Levatamiento de Bitácoras de recorridos e inspección en el mercado de abastos. Informes de operativos de supervisión realizados en el Mercado de Abasto Reportes de incidencias levantadas en los recorridos de inspección en el mercado de abastos. Área responsable de la información: Unidad de Defensores; Información de caracter mensual; Archivos físicos de la Unidad de Defensores	Las y los comerciantes del mercado de abasto mantienen disposición para colaborar con las autoridades durante las inspecciones y verificaciones.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	06
Unidad(es) Responsable(s)	Secretaria de Gobierno y Territorio (Comercio)

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.2	Implementación de programa de inspección y verificación realizadas en mercados públicos	Porcentaje de acciones para la implementación del programa de inspección y verificación en mercados públicos realizadas. (Número de acciones para la implementación del programa de inspección y verificación en mercados públicos realizadas / Número de acciones programadas) * 100	Actas de inspección y verificación de los mercados públicos. Actas de recorridos realizados en mercados públicos. Levatamiento de Bitácoras de recorridos e inspección en mercados públicos Informes de operativos de supervisión en mercados públicos. Reportes de incidencias levantadas en mercados públicos. Área responsable de la información: Unidad de Defensores; Información de caracter mensual; Archivos físicos de la Unidad de Defensores	Las condiciones operativas, de seguridad y acceso en los mercados públicos permiten la realización de las inspecciones y verificaciones programadas conforme a la normatividad vigente.
C3 ACTIVIDAD 3.3	Implementación de programa de inspección y verificación realizadas en vía pública.	Porcentaje de acciones para la implementación del programa de inspección y verificación realizadas en vía pública realizadas. (Número de acciones para la implementación del programa de inspección y verificación realizadas en vías públicas) * 100.	Actas de inspección y verificación del comercio en vía pública. Actas de recorridos realizados en vía pública. Levatamiento de Bitácoras de recorridos e inspección en vía pública Informes de operativos de supervisión realizados en expos, ferias y festividades realizadas en vía pública. Reportes de incidencias levantadas en vía pública. Área responsable de la información: Unidad de Defensores; Información de caracter mensual; Archivos físicos de la Unidad de Defensores.	Las condiciones de operación y seguridad en la vía pública permiten la ejecución de las acciones de inspección y verificación conforme a la normatividad municipal.
C3 ACTIVIDAD 3.4	Capacitaciones al Honorable Cuerpo de Defensores Municipales	Porcentaje de capacitaciones al Honorable Cuerpo de Defensores Municipales realizadas. (Número de capacitaciones al Honorable Cuerpo de Defensores Municipales realizadas / Número de capacitaciones programadas) * 100	Informes de capacitación. Listas de asistencia y constancias de participación. Área responsable de la información; Unidad de Defensores; Información de carácter mensual; Archivos físicos de la Unidad de Defensores.	El personal del Honorable Cuerpo de Defensores Municipales cuenta con la disponibilidad para participar en las capacitaciones programadas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Prevención y Seguridad Ciudadana
Clave del Programa Presupuestario	'07
Unidad Responsable del Pp	Secretaría de Seguridad Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la seguridad y paz vecinal en el municipio de Oaxaca de Juárez mediante la provisión de servicios integrales de seguridad pública, prevención del delito y atención a víctimas.	Incidencia delicitiva. Delitos registrados en el ejercicio que se informa con base en el informe de incidencia delictiva del Secretariado Ejecutivo Nacional.	Reporte de la Incidencia Delectiva Diciembre 2025. Área responsable de la información: Secretariado Ejecutivo del Sistema Nacional de Seguridad Pública; Información de carácter anual; Archivo digital de la página oficial del Secretariado Ejecutivo del Sistema Nacional de Seguridad Pública.	Las instancias federales y estatales de seguridad pública mantienen la coordinación y el intercambio de información con el municipio para fortalecer las acciones de prevención y combate a la delincuencia.
PROPÓSITO	La población del municipio de Oaxaca de Juárez accede a servicios integrales de seguridad vial, prevención del delito, atención a víctimas y proximidad social que fortalecen la seguridad comunitaria y contribuyen a la disminución de la incidencia delictiva.	Cumplimiento de las acciones integrales de seguridad pública previstas en el programa. Total de acciones integrales previstas en los componentes del programa.	Informe anual de las acciones integrales de seguridad pública y movilidad previstas, generado por el Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Secretaría de Seguridad Vecinal; Información de carácter anual; Archivos físico y digital de la Secretaría de Seguridad Vecinal.	Las instancias municipales, estatales y federales de seguridad mantienen mecanismos de coordinación y colaboración que facilitan la prestación eficiente de los servicios de seguridad y atención a la ciudadanía.
COMPONENTE 1	Acciones de gestión operativa y técnica para la seguridad vial implementadas.	Porcentaje de acciones operativas y técnicas de seguridad vial implementadas. (Acciones operativas y técnicas de seguridad vial ejecutadas/ Acciones operativas y técnicas de seguridad vial programadas)*100	Informe semestral de acciones de gestión operativa y técnica para la seguridad vial implementadas, emitido por el Titular de la Dirección de Movilidad, dirigido al Titular de la Secretaria de Seguridad Vecinal. Área responsable de la información: Dirección de Movilidad; Información de carácter semestral; Archivos físico y digital de la Dirección de Movilidad.	En el municipio se cuenta con alta siniestralidad debido a que la ciudadanía infringe la normatividad en materia de movilidad y seguridad vial, las vías, señalética y semáforos se encuentran en mal estado y existe falta de conciencia y educación vial.
COMPONENTE 2	Acciones de gestión operativa y técnica para la prevención del delito y combate a la violencia familiar implementadas.	Porcentaje de acciones para la Prevención del Delito y Combate a la Violencia Familiar implementadas. (Número de acciones de la Unidad de Prevención del Delito y Combate a la Violencia Familiar implementadas/ número de acciones de la Unidad de Prevención del Delito y Combate a la violencia Familiar implementadas programadas)*100	Informe semestral de acciones de gestión operativa y técnica para la prevención del delito y combate a la violencia familiar implementadas, emitido por la Titular de la Unidad de Prevención del Delito y Combate a la Violencia Familiar, dirigido al Titular de la Secretaria de Seguridad Vecinal. Área responsable de la información: Unidad de Prevención del Delito y Combate a la Violencia Familiar; Información de carácter semestral; Archivos físico y digital de la Unidad de Prevención del Delito y Combate a la Violencia Familiar.	La ciudadanía participa activamente en acciones que fortalecen la cultura de prevención del delito y de denuncia.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Prevención y Seguridad Ciudadana
Clave del Programa Presupuestario	07
Unidad Responsable del Pp	Secretaría de Seguridad Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Procesos de formación inicial y fortalecimiento profesional de elementos policiacos implementados.	Porcentaje de actividades de formación y profesionalización policial implementadas. (Número de actividades de formación y capacitación realizadas/ número total de actividades programadas)*100	Informe semestral de Procesos de formación inicial y fortalecimiento profesional de elementos policiacos implementadas, emitido por el Titular de la Academia de Policía, dirigido al Titular de la Secretaria de Seguridad Vecinal. Área responsable de la información: Academia de Policía; Información de carácter semestral; Archivos físico y digital de la Academia de Policía.	Las instituciones de seguridad pública y los centros de formación policial cuentan con la acreditación, infraestructura y personal especializado necesarios para desarrollar los procesos de capacitación establecidos.
COMPONENTE 4	Acciones operativas, administrativas y de fortalecimiento institucional en materia de seguridad pública.	Porcentaje de acciones operativas y administrativas de fortalecimiento en materia de seguridad pública implementadas. (Acciones operativas y administrativas de fortalecimiento en materia de seguridad pública implementadas / Número total de acciones programadas)*100	Informe semestral de acciones operativas, administrativas y de fortalecimiento institucional en materia de seguridad pública implementadas, emitido por la Dirección Técnica, dirigido al titular de la Secretaria de Seguridad Vecinal. Área responsable de la información: Dirección Técnica; Información de carácter semestral; Archivos físico y digital de la Dirección Técnica.	Las áreas municipales y estatales de seguridad pública mantienen la coordinación, disponibilidad de recursos humanos, tecnológicos y financieros para el cumplimiento de la normativa aplicable.
COMPONENTE 5	Acciones de gestión operativa y técnica de la Dirección de Proximidad Social implementadas.	Porcentaje de acciones para el fortalecimiento de la Proximidad Social implementadas. (Número de acciones para el fortalecimiento de la proximidad social ejecutadas / Número de acciones para el fortalecimiento de la proximidad social programadas)*100	Informe semestral de acciones de gestión operativa y técnica de la Dirección de Proximidad Social implementadas, emitido por el Titular de la Dirección de Proximidad Social, dirigido al Titular de la Secretaria de Seguridad Vecinal. Área responsable de la información: Dirección de Proximidad Social; Información de carácter semestral; Archivos físico y digital de la Dirección de Proximidad Social.	La comunidad mantiene una relación de confianza, apertura y participación activa que facilita la implementación de las acciones de proximidad social promovidas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
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Nombre del Programa	Prevención y Seguridad Ciudadana
Clave del Programa Presupuestario	'07
Unidad Responsable del Pp	Secretaría de Seguridad Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 6	Servicios de apoyo administrativo, jurídico y operativo implementados.	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. (Número de acciones de apoyo implementadas / Número de acciones programadas) *100	Informe semestral de seguimiento presupuestal, emitido por la Titular de la Dirección Técnica, dirigido al Titular de la Secretaría de Seguridad Vecinal. Informe semestral de revisiones jurídicas de documentos para validación institucional, emitido por la Titular de la Unidad Jurídica, dirigido al Secretario de Seguridad Vecinal. Informe semestral de revisiones jurídicas de documentos para validación institucional, emitido por el Titular de la Unidad de Asuntos Internos, dirigido al Secretario de Seguridad Vecinal. Informe semestral de revisiones jurídicas de documentos para validación institucional, emitido por el Titular de la Unidad de la Comisión de Honor y Justicia, dirigido al Secretario de Seguridad Vecinal. Informe semestral de cumplimiento a las acciones de coordinación institucional y gestión operativa, emitido por el encargado del grupo de Enlace, dirigido al Secretario de Seguridad Vecinal. Área Responsable de la información: Secretaría de Seguridad Vecinal. Información de carácter semestral; Archivos físico y digital de la Secretaría de Seguridad Vecinal.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaría de Seguridad Vecinal.
C1 ACTIVIDAD 1.1	Implementación de operativos viales para orden y seguridad vehicular.	Porcentaje de operativos viales para orden y seguridad vehicular implementados. (Número de operativos viales para orden y seguridad vehicular implementados / número de operativos viales para orden y seguridad vehicular programados) * 100	Reporte mensual de operativos viales para orden y seguridad vehicular implementados, emitido por el Titular de la Dirección de Movilidad, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Movilidad; Información de carácter mensual; Archivos físico y digital de la Dirección de Movilidad.	La ciudadanía participa en los operativos viales, para la prevención de accidentes de tránsito o hechos que alteran el orden vial.
C1 ACTIVIDAD 1.2	Ejecución de campañas de educación vial para fomentar la cultura vial.	Porcentaje de campañas de educación vial para fomentar la cultura vial ejecutadas. (Número de campañas de educación vial para fomentar la cultura vial ejecutadas/ número de campañas de educación vial para fomentar la cultura vial programadas) * 100	Reporte mensual de campañas de educación vial para fomentar la cultura vial ejecutadas, emitido por el Titular de la Dirección de Movilidad, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Movilidad; Información de carácter mensual; Archivos físico y digital en la Dirección de Movilidad.	Las condiciones sociales y de movilidad en el municipio permiten la implementación segura y continua de las campañas de educación vial.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Prevención y Seguridad Ciudadana
Clave del Programa Presupuestario	'07
Unidad Responsable del Pp	Secretaría de Seguridad Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.3	Prestación de servicios de acompañamiento vial en operativos y eventos públicos.	Porcentaje de servicios de acompañamiento vial en operativos y eventos públicos realizados. (Número de servicios de acompañamiento vial en operativos y eventos públicos realizados / número de solicitudes de servicios de acompañamiento vial en operativos y eventos públicos recibidas) *100	Concentrado mensual de datos generales de solicitudes de acompañamientos viales en operativos y eventos públicos recibidas, generado por la Dirección de Movilidad. Reporte mensual de servicios de acompañamientos viales en operativos y eventos públicos realizados, emitido por el Titular de la Dirección de Movilidad, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Movilidad; Información de carácter mensual; Archivos físico y digital de la Dirección de Movilidad.	Los organizadores de eventos públicos solicitan oportunamente a la Dirección de Movilidad los servicios de acompañamiento vial.
C1 ACTIVIDAD 1.4	Emisión de dictámenes de impacto vial.	Porcentaje de dictámenes de impacto vial emitidos. (Número de dictámenes de impacto vial emitidos / número de solicitudes de dictámenes de impacto vial recibidas) * 100	Concentrado mensual de datos generales de solicitudes de emisión de dictámenes de impacto vial recibidas, generado por la Dirección de Movilidad. Reporte mensual de dictámenes de impacto vial emitidos, elaborado por el Titular de la Dirección de Movilidad, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Movilidad; Información de carácter mensual; Archivos físico y digital de la Dirección de Movilidad.	La ciudadanía presenta solicitudes para la expedición de dictámenes de impacto vial con el fin de realizar modificaciones en predios o nuevas construcciones.
C1 ACTIVIDAD 1.5	Instalación y mantenimiento de señalética y semaforización.	Porcentaje de Instalaciones y mantenimiento de señalética y semaforización realizadas. (Número de instalaciones y mantenimiento de señalética y semaforización realizadas /número de instalaciones y mantenimiento de señalética y semaforización programadas) * 100	Concentrado mensual de datos generales sobre reportes de señalética y semáforos en deterioro, realizados por elementos policiacos y llamadas teléfonicas de la ciudadanía, generado por la Dirección de Movilidad. Reporte mensual de Instalaciones y mantenimiento de señalética y semaforización realizadas, emitido por el Titular de la Dirección de Movilidad, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Movilidad; Información de carácter mensual; Archivos físico y digital de la Dirección de Movilidad.	La señalética y semáforos se encuentran deteriorados y/o sufren daños causados por el medio ambiente, por acciones de la ciudadanía o por fallas electrónicas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Prevención y Seguridad Ciudadana
Clave del Programa Presupuestario	'07
Unidad Responsable del Pp	Secretaría de Seguridad Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.1	Impartición de capacitaciones en materia de prevención del delito.	Porcentaje de capacitaciones en materia de prevención del delito impartidas. (Número de capacitaciones en materia de prevención del delito impartidas / número de capacitaciones en materia de prevención del delito programadas) * 100	Tarjeta informativa de calendarización de capacitaciones en materia de prevención del delito, emitida quincenalmente por la Titular de la Unidad de Prevención del Delito y Combate a la Violencia Familiar, dirigida al Titular de la Secretaría de Seguridad Vecinal. Reporte mensual de capacitaciones en materia de Prevención del Delito impartidas, emitido por la Titular de la Unidad de Prevención del Delito y Combate a la Violencia Familiar, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Unidad de Prevención del Delito y Combate a la Violencia Familiar; Información de carácter mensual; Archivos físico y digital de la Unidad de Prevención del Delito y Combate a la Violencia Familiar.	Los estudiantes, profesores y padres de familia así como la comunidad en general, participan activamente en las capacitaciones para la prevención del delito.
C2 ACTIVIDAD 2.2	Prestación de servicios de atención integral a víctimas de violencia de género.	Porcentaje de Servicios de Atención Integral a Víctimas de Violencia de Género otorgadas. (Número de Servicios de Atención Integral a Víctimas de Violencia de Género otorgadas/ Número de Servicios de Atención Integral a Víctimas de Violencia de Género solicitadas) * 100	Reporte mensual de Servicios de Atención Integral a Víctimas de Violencia de Género otorgados por el área de psicología, emitido por la Titular de la Unidad de Prevención del Delito y Combate a la Violencia Familiar, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Unidad de Prevención del Delito y Combate a la Violencia Familiar; Información de carácter mensual; Archivos físico y digital de la Unidad de Prevención del Delito y Combate a la Violencia Familiar.	Las Víctimas de Violencia de Género solicitan a la Unidad de Género, la prestación de Servicios de Atención Integral a Víctimas de Violencia de Género.
C2 ACTIVIDAD 2.3	Aplicación de medidas cautelares para la protección de víctimas.	Porcentaje de Medidas Cautelares y de Protección para Víctimas aplicadas. (Número de Medidas Cautelares y de Protección para Víctimas aplicadas/ Número de órdenes de Medidas Cautelares y de Protección para Víctimas recibidas) * 100	Concentrado de datos generales de solicitudes de cumplimiento de órdenes de Medidas Cautelares y de Protección para Víctimas recibidas, generado por la Unidad de Prevención del Delito y Combate a la Violencia Familiar. Reporte mensual de cumplimiento de órdenes de Medidas Cautelares y de Protección para Víctimas, emitido por la Titular de la Unidad de Prevención del Delito y Combate a la Violencia Familiar, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Unidad de Prevención del Delito y Combate a la Violencia Familiar; Información de carácter mensual; Archivos físico y digital de la Unidad de Prevención del Delito y Combate a la Violencia Familiar.	Autoridades Judiciales o Administrativas emiten en tiempo y forma órdenes de aplicación de Medidas Cautelares y de Protección para Víctimas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
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Clave del Programa Presupuestario	'07
Unidad Responsable del Pp	Secretaría de Seguridad Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.1	Formación inicial de elementos policiacos con base en requerimientos del Secretariado Ejecutivo.	Porcentaje de formación inicial de elementos policiacos con base en requerimientos del Secretariado Ejecutivo realizados. (Número de formación inicial de elementos policiacos con base en requerimientos del Secretariado Ejecutivo realizados/ número de formación inicial de elementos policiacos con base en requerimientos del Secretariado Ejecutivo programados) * 100	Oficio de solicitud de impartición del curso de Formación Inicial equivalente para Policía de Proximidad, emitido por el Titular de la Secretaría de Seguridad Vecinal, dirigido al Titular de la Dirección de Desarrollo Policial de la Universidad de la Seguridad Pública y Paz Social del Estado de Oaxaca. Listado oficial de elementos policiacos que acuden al curso de Formación Inicial equivalente para Policía de Proximidad, realizado con base en requerimientos del Secretariado Ejecutivo, generado por la Academia de Policía. Reporte sobre el curso de Formación Inicial de elementos policiacos realizado con base en requerimientos del Secretariado Ejecutivo, emitido por el Titular de la Academia de Policía, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Academia de Policía; Información generada en los meses de abril y julio; Archivos físico y digital de la Academia de Policía.	La Universidad de la Seguridad Pública y Paz Social del Estado de Oaxaca, autoriza y facilita la impartición del curso de Formación Inicial equivalente para Policía de Proximidad para los elementos policiacos.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.3 ACTIVIDAD 3.2	Ejecución de acciones formativas para el fortalecimiento del desempeño policial.	Porcentaje de acciones formativas para el fortalecimiento del desempeño policial realizadas. (Número de acciones formativas para el fortalecimiento del desempeño policial realizadas/ número de acciones formativas para el fortalecimiento del desempeño policial programadas) * 100	Oficios de solicitud para las acciones formativas para el fortalecimiento del desempeño policial dirigido a los Titulares de Instituciones Educativas y Gubernamentales. Listado oficial de elementos policiales que acuden a las acciones formativas realizadas para el fortalecimiento de desempeño policial, generadas por la Academia de Policía. Reporte mensual de acciones formativas para el fortalecimiento del desempeño policial realizadas, emitido por el Titular de la Academia de Policía, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Academia de Policía; Información generada en los meses de febrero a septiembre; Archivo físico y digital de la Academia de Policía.	Instituciones educativas, gubernamentales atienden favorablemente las solicitudes para la realización de cursos, talleres, pláticas y conferencias para el fortalecimiento del desempeño policial.
C.4 ACTIVIDAD 4.1	Atención de auxilios ciudadanos.	Porcentaje de solicitudes de auxilio ciudadano atendidas. (Número de auxilios ciudadanos atendidos / número de solicitudes de atención de auxilios ciudadanos recibidos) * 100	Reporte de llamadas de emergencia al 911 recibidas, generado por el Departamento de Análisis, Centro de Comando y Control C2, dirigido por la Titular de la Dirección Técnica al Titular de la Secretaría de Seguridad Vecinal. Tarjeta informativa sobre los auxilios ciudadanos canalizados y atendidos a través del número de emergencias 911, dirigida por la Titular de la Dirección Técnica al titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección Técnica; Información de carácter mensual; Archivo digital del de la Dirección Técnica.	El sistema de emergencia 911 funciona de manera continua y efectiva para recibir y canalizar las llamadas de auxilios ciudadanos.

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C.4 ACTIVIDAD 4.2	Evaluación de control de confianza de elementos.	Porcentaje de evaluaciones de control y confianza de elementos realizadas. (Número de evaluaciones de control y confianza de elementos realizadas / número de evaluaciones de control y confianza de elementos programadas) * 100	Oficio mediante el cual el Director General del Centro Estatal de Evaluación y Control de Confianza remite al Presidente Municipal Constitucional de Oaxaca de Juárez, el listado oficial de elementos candidatos a la renovación de su vigencia mediante evaluación de control y confianza. Reporte de los elementos que realizaron su evaluación de control y confianza, emitido por la Dirección Técnica, dirigido al Titular de la Secretaria de Seguridad Vecinal. Área responsable de la información: Dirección Técnica; Información generada en el mes de noviembre, Archivos físico y digital de la Dirección Técnica.	Existe disponibilidad del Centro Estatal de Evaluación y Control de Confianza del Secretariado Ejecutivo del Sistema Estatal de Seguridad Pública de Oaxaca, para llevar a cabo las evaluaciones de Control y Confianza.
C.4 ACTIVIDAD 4.3	Adquisición y dotación de equipamiento y accesorios para el Centro de Control y Comando C2.	Porcentaje de adquisición y dotación de equipamiento y accesorios para el Centro de Comando y Control C2 realizadas. (Número de adquisiciones y dotaciones de equipamiento y accesorios para el Centro de Comando y Control C2 realizadas / número de adquisiciones y dotaciones de equipamiento y accesorios para el Centro de Comando y Control C2 programadas) * 100	Tarjeta Informativa respecto del Programa de Diagnóstico de necesidades de adquisición y dotación de equipamiento y accesorios para el Centro de Comando y Control C2, dirigido al Titular de la Secretaría de Seguridad Vecinal. Reporte relativo a la adquisición y dotación de equipamiento y accesorios para el Centro de Comando y Control C2, emitido por la Titular de la Dirección Técnica, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección Técnica; Información generada en el mes de junio; Archivos físico y digital de la Dirección Técnica.	Existe disponibilidad presupuestal y los procedimientos administrativos oportunos para la adquisición y dotación del equipamiento.

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C.4 ACTIVIDAD 4.4	Gestión de la actualización de la vigencia de la Licencia Oficial Colectiva.	Porcentaje de actualizaciones de la vigencia de la Licencia Oficial Colectiva gestionadas. (Número de actualizaciones de la vigencia de la Licencia Oficial Colectiva realizadas / número de actualizaciones de la vigencia de la Licencia Oficial Colectiva gestionadas) * 100	Oficio de solicitud de revalidación de la Licencia Oficial Colectiva 17, emitido por el Titular de la Secretaría de Seguridad y Protección Ciudadana del Estado Oaxaca y Titular de la Licencia Oficial Colectiva número 17, dirigido al Presidente Municipal Constitucional del Municipio de Oaxaca de Juárez. Tarjeta informativa respecto de la cantidad de elementos con revalidación o inclusión en la Licencia Oficial Colectiva 17, emitido por la Titular de la Dirección Técnica, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección Técnica; Información generada en el mes de junio; Archivos físico y digital de la Dirección Técnica.	El Titular de la Secretaría de Seguridad y Protección Ciudadana del Estado Oaxaca, hace del conocimiento al Presidente Municipal Constitucional del Municipio de Oaxaca de Juárez, la conceción que le ha sido otorgada por la Dirección del Registro Federal de Armas de Fuego y Control de Explosivos de la Secretaría de la Defensa Nacional para la revalidación de la Licencia Oficial Colectiva número 17.
C.5 ACTIVIDAD 5.1	Implementación de dispositivos de proximidad social.	Porcentaje de dispositivos de proximidad social implementados. (Número de dispositivos de proximidad social implementados / número de dispositivos de proximidad social programados) * 100	Reporte de dispositivos de proximidad social implementados, emitido por el Titular de la Dirección de Proximidad Social, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Proximidad Social; Información de carácter mensual; Archivos físico y digital de la Dirección de Proximidad Social.	La ciudadanía muestra disposición para colaborar y participar en las acciones de proximidad social.
C.5 ACTIVIDAD 5.2	Ejecución de patrullajes en zonas focalizadas.	Porcentaje de patrullajes en zonas focalizadas ejecutados. (Número de patrullajes en zonas focalizadas ejecutados / número de patrullajes en zonas focalizadas programados) * 100	Reporte de patrulllajes en zonas focalizadas ejecutados, emitido por el Titular de la Dirección de Proximidad Social, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Proximidad Social; Información de carácter mensual, Archivos físico y digital de la Dirección de Proximidad Social.	La ciudadanía realiza las llamadas al 911 para denuncias que permiten la identificación de las zonas focalizadas .
C.5 ACTIVIDAD 5.3	Realización de recorridos de vigilancia de caballería.	Porcentaje de recorridos de vigilancia de caballería realizados. (Número de recorridos de vigilancia de caballería realizados / número de recorridos de vigilancia de caballería programados* 100	Reporte de recorridos de vigilancia de caballería realizados, emitido por el Titular de la Dirección de Proximidad Social, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Proximidad Social; Información de carácter mensual, Archivos físico y digital de la Dirección de Proximidad Social.	En el Municipio de Oaxaca de Juárez, existen zonas agrestes de imposible acceso a patrullas y moto patrullas.

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C.5 ACTIVIDAD 5.4	Operación de unidades móviles y módulos fijos de vigilancia.	Porcentaje de unidades móviles y módulos fijos de vigilancia operando. (Número de unidades móviles y módulos fijos de vigilancia operando / número de unidades móviles y módulos fijos de vigilancia programados para operar) * 100	Reporte de unidades móviles y módulos fijos de vigilancia operando, emitido por el Titular de la Dirección de Proximidad Social, dirigido al Titular de la Secretaría de Seguridad Vecinal. Área responsable de la información: Dirección de Proximidad Social; Información de carácter mensual, Archivos físico y digital de la Direcciòn de Proximidad Social.	La infraestructura urbana y las condiciones sociales y políticas del municipio permiten la instalación y funcionamiento de módulos fijos y unidades móviles de vigilancia.
C.6 ACTIVIDAD 6.1	Seguimiento presupuestal y control financiero.	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento presupuestal y control financiero realizadas / Número de acciones de seguimiento presupuestal y control financiero programadas)*100	Reportes generados por el sistema SAP (Sistemas, Aplicaciones y Productos en Procesamiento de Datos) y SICAP (Sistema de Control Administrativo y Presupuestal del Municipio de Oaxaca de Juárez). Responsable de la información: Dirección Técnica; Información de carácter mensual; Archivos físico y digital de la Dirección Técnica..	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Seguridad Vecinal.
C.6 ACTIVIDAD 6.2	Revisión jurídica de documentos para validación institucional.	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídicas de documentos para validación institucional realizadas / Número de acciones de revisión jurídicas para validación institucional programadas) * 100	Reporte de revisiones jurídicas de documentos para validación institucional, emitido por la Titular de la Unidad Jurídica, dirigido al Secretario de Seguridad Vecinal. Reporte de revisiones jurídicas de documentos para validación institucional, emitido por el Titular de la Unidad de Asuntos Internos, dirigido al Secretario de Seguridad Vecinal. Reporte de revisiones jurídicas de documentos para validación institucional, emitido por el Titular de la Unidad de la Comisión de Honor y Justicia, dirigido al Secretario de Seguridad Vecinal. Responsable de la información: Secretaría de Seguridad Vecinal; Información de carácter mensual; Archivos físico y digital de la Secretaría de Seguridad Vecinal.	Existe la documentación que requiere revisión jurídica para su validez institucional.
C.6 ACTIVIDAD 6.3	Reportes de coordinación institucional y gestión documental operativa.	Porcentaje de acciones de coordinación institucional y gestión documental operativa realizadas. (Número de acciones de coordinación institucional y gestión documental operativa realizadas / Número de acciones de coordinación institucional y gestión documental operativa programadas) * 100	Oficio de cumplimiento a las acciones de coordinación institucional y gestión operativa, emitido por el encargado del grupo de Enlace, dirigido al Secretario de Seguridad Vecinal. Responsable de la información: Secretaría de Seguridad Vecinal; Información de carácter mensual; Archivos físico y digital de la Secretaría de Seguridad Vecinal.	Existen requerimientos de coordinación institucional dirigidas a la Secretaría de Seguridad Vecinal por parte de las dependencias y entidades de la Administración pública municipal, así como solicitudes por parte de la Ciudadana.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al bienestar y la calidad de vida de la población mediante la prestación eficiente y oportuna de servicios de recolección de residuos sólidos, el mantenimiento de espacios públicos y la iluminación urbana.	Porcentaje de cobertura de servicios municipales de recolección de residuos sólidos, mantenimiento de espacios públicos, panteones y alumbrado público respecto al total del territorio urbano del municipio (Número de zonas urbanas atendidas con los cuatro servicios / Total de las zonas urbanas del municipio)*100	Reporte anual de acciones de cobertura de servicios municipales de recolección de residuos sólidos, mantenimiento de espacios públicos, panteones y alumbrado público respecto al total del territorio urbano del municipio. Área responsable de la información: Dirección de Aseo Público, Dirección de Mantenimiento Urbano y la Unidad de Panteones; Información de carácter anual; Archivos físicos.	La ciudadanía mantiene hábitos responsables y colaborativos en el uso de los servicios públicos, la estabilidad climática, vial y seguridad ciudadana, permiten que los servicios municipales se presten de manera eficiente y oportuna, contribuyendo al bienestar y calidad de vida de la población.
PROPÓSITO	La población del municipio de Oaxaca de Juárez accede a servicios públicos urbanos, administrativos y sociales mejorados derivados de la operación eficiente de los servicios municipales, la infraestructura urbana, los panteones y los mecanismos de gestión institucional.	Porcentaje de las acciones sustantivas operativas implementadas para la prestación de servicios municipales de limpieza, mantenimiento urbano, alumbrado público y gestión funeraria. (Total de número de acciones sustantivas operativas implementadas para la prestación de servicios municipales de limpieza, mantenimiento urbano, alumbrado público y gestión funeraria realizadas /Total de número de acciones sustantivas programadas)*100	Reporte anual de acciones sustantivas operativas implementadas para la prestación de servicios municipales de limpieza, mantenimiento urbano, alumbrado público y gestión funeraria. Área responsable de la información: Secretaria de Servicios Vecinales; Información de carácter anual; Archivos físicos y digitales de la Secretaria de Servicios Vecinales.	La población mantiene una actitud participativa y responsable en el uso y cuidado de los servicios municipales así como las condiciones climáticas, seguridad urbana y la colaboración institucional permiten que los servicios públicos urbanos, administrativos y sociales se presten de manera eficiente y sostenida, garantizando su mejora continua.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 1	Servicios Municipales de limpieza y gestión de residuos sólidos urbanos operados	Porcentaje de acciones operativas de limpieza y gestión de residuos sólidos urbanos realizados conforme a lo programado. (Número de acciones operativas de limpieza y gestión de residuos sólidos urbanos realizados / Número de acciones operativas de limpieza y gestión de residuos sólidos urbanos programadas.)*100	Reporte semestral de acciones operativas de limpieza y gestión de residuos sólidos urbanos realizados conforme a lo programado. Área responsable de la información: Dirección de Aseo Público; Información de carácter semestral; Archivos físicos de la Dirección de Aseo Público.	Las condiciones climáticas y la infraestructura vial, permiten la operación eficiente y continúa de los servicios municipales de limpieza y la gestión de residuos sólidos urbanos.
COMPONENTE 2	Infraestructura y servicios urbanos menores mantenidos y operados	Porcentaje de acciones de mantenimiento y operación de infraestructura y servicios urbanos menores (Acciones de mantenimiento y operación de infraestructura y servicios urbanos menores ejecutado / acciones de mantenimiento y operación de infraestructura y servicios urbanos menores programados) * 100	Reporte semestral de acciones de mantenimiento y operación de infraestructura y servicios urbanos menores Área responsable de la información: Dirección de Mantenimiento Urbano; Información de carácter semestral; Archivos físicos de la Dirección de Mantenimiento Urbano	Las condiciones climáticas y seguridad urbana permiten la operación continua de los servicios, lo que favorecen el correcto mantenimiento y funcionamiento de la infraestructura y servicios urbanos

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Servicios de mantenimiento de instalaciones y trámites funerarios en panteones municipales gestionados	Porcentaje de acciones de conservación y gestión de servicios funerarios en panteones municipales ejecutados (Acciones de conservación y gestión de servicios funerarios en panteones municipales ejecutadas /acciones de conservación y gestión de servicios funerarios en panteones municipales programadas)*100	Reporte semestral de acciones de conservación y gestión de servicios funerarios en panteones municipales ejecutadas Área responsable de la información: Unidad de Panteones; Información de carácter semestral; Archivos físicos de la Unidad de Panteones.	Las condiciones climáticas y seguridad permiten el acceso seguro a los panteones así como la participación respetuosa y cooperativa de la ciudadanía facilitando la prestación de sus servicios y trámites funerarios.
COMPONENTE 4	Servicios de apoyo administrativo, jurídico y operativo implementado	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas (Porcentaje de acciones de apoyo administrativo, jurídico y operativo ejecutadas / Número total de acciones programadas)*100	Reporte semestral de acciones de apoyo administrativo, jurídico y operativo implementadas Área responsable de la información: Secretaria de Servicios Vecinales; Información de carácter semestral; Archivos físicos y digitales de la Secretaria de Servicios Vecinales.	La tecnología y la coordinación institucional permite la adecuada ejecución de los servicios

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ACTIVIDAD 1.1	Acciones de barrido manual	Porcentaje de calles y espacios públicos atendidos mediante el barrido manual. (Número de calles y espacios públicos atendidos mediante barrido manual / Número de calles y espacios públicos programados para ser atendidos mediante barrido manual) * 100	Reporte diario de acciones de barrido manual de las calles y espacios públicos atendidos dirigidos al titular de la Secretaría de Servicios Vecinales. Área responsable de la información: Dirección de Aseo Público; Información de carácter diario; Archivos físicos y digitales de la Dirección de Aseo Público.	Las condiciones climáticas y de movilidad urbana permiten la ejecución de las acciones de barrido manual conforme a la programación establecida.
ACTIVIDAD 1.2	Acciones de recolección de residuos sólidos urbanos.	Toneladas de residuos solidos municipales recolectados y trasladados al centro de transferencia para su disposición final. (Toneladas de residuos recolectados y trasladados realizados / Total de toneladas de residuos solidos municipales recolectados y trasladados programados) *100	Reporte diario de toneladas de residuos solidos recolectados dirigido al titular de la Secretaria de Servicios Vecinales. Área responsable de la información: Dirección de Aseo Público; Información de carácter diario; Archivos físicos y digitales de la Dirección de Aseo Público.	Las condiciones climáticas, movilidad y la participación ciudadana permiten la ejecución de las acciones de recolección de residuos solidos, conforme a las rutas programadas establecidas.

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ACTIVIDAD 1.3	Acciones de mantenimiento de unidades recolectoras	Porcentaje de acciones de mantenimiento de unidades recolectoras realizadas (Número de acciones de mantenimiento de unidades recolectoras realizadas / (Número de solicitudes de mantenimiento de unidades recolectoras recibidas)*100	Solicitudes de servicio a unidades recolectoras para mantenimiento preventivo y correctivo digido al titular de La secretaria de servicios vecinales Área responsable de la información: Dirección de aseo Público y la Secretaria de Servicios vecinales; información de carácter físico y digital de la Dirección de Aseo Público y la Secretaria de Servicios Vecinales.	Los talleres especializados mantienen un servicio constante para dar mantenimiento preventivo y correctivo oportuno
ACTIVIDAD 1.4	Acciones de traslado y disposción final de residuos sólidos urbanos a la celda de emergencia	Porcentaje de acciones realizadas para el traslado y disposición final de residuos (Número de acciones para el traslado y disposición final de residuos realizadas /Número de acciones para el traslado y disposición final de residuos programadas)*100	Reporte diario de acciones de traslado y disposición final de residuos a la celda de emergencia. Área responsable de la información: Dirección de Aseo Público; Información de carácter diario; Archivos físicos y digitales de la Dirección de Aseo Público.	Las condiciones climáticas y de movilidad, así como las vías de acceso a la celda de emergencia se mantienen en condiciones transitables y seguras.

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ACTIVIDAD 2.1	Reparación y mantenimiento de banquetas, camellones, avenidas, fuentes y mobiliario urbano.	Porcentaje de acciones de reparación y mantenimiento de banquetas, camellones, avenidas, fuentes y mobiliario urbano realizado. (Número de acciones de reparación y mantenimiento de banquetas, camellones, avenidas, fuentes y mobiliario urbano realizadas / Número de acciones de reparación y mantenimiento de banquetas, camellones, avenidas, fuentes y mobiliario urbano programadas)*100	Reporte mensual de acciones de reparación y mantenimiento de banquetas, camellones, avenidas, fuentes y mobiliario urbano realizadas. Área responsable de la actividad: Dirección de Mantenimiento Urbano; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Mantenimiento Urbano.	Las banquetas, camellones, avenidas, fuentes y mobiliario urbano intervenidos presentan condiciones de uso y desgaste que justifican su reparación y mantenimiento conforme a lo programado.
ACTIVIDAD 2.2	Mantenimiento a parques y jardínes	Porcentaje de acciones de mantenimiento a parques y jardines realizadas. (Número de acciones de mantenimiento de parques y jardínes realizadas / Número de acciones de mantenimiento programadas)*100	Reporte diario de acciones de mantenimiento de parques y jardines atendidos Área responsable de la actividad: Dirección de Mantenimiento Urbano; Información de carácter diario; Archivos físicos y digitales de la Dirección de Mantenimiento Urbano.	La disponibilidad de recursos financieros y humanos se mantiene de manera oportuna, permitiendo la ejecución continua y eficiente de las acciones de mantenimiento en parques y jardines del municipio.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 2.3	Reparación y mantenimiento de alumbrado público	Porcentaje de acciones de reparación y mantenimiento de alumbrado público realizadas. (Número de acciones de reparación y mantenimiento de alumbrado público realizadas / Número de acciones de reparación y mantenimiento de alumbrado público solicitadas) *100	Solicitudes de reparación y mantenimiento de alumbrado público dirigido al titualar de la Secretaria de Servicios Vecinales Oficio de solicitud de insumos para la reparación y mantenimiento de alumbrado público dirigido a Área responsable de la actividad: Dirección de Mantenimiento Urbano; Información de carácter diario; Archivos físicos y digitales de la Dirección de Mantenimiento Urbano.	Las condiciones climáticas, el entorno urbano y los proveedores garantizan sin contratiempos la ejecución de las acciones de reparación y mantenimiento de luminarias del alumbrado público.
ACTIVIDAD 2.4	Atención de reportes ciudadanos	Porcentaje de reportes ciudadanos atendidos en tiempo y forma (Número de reporte ciudadanos atendidos / Número de reportes ciudadanos recibidos) * 100	Reporte diario de reportes ciudadanos atendidos dirigido al titular de la Secretaria de Servicios Vecinales Área responsable de la actividad: Dirección de Mantenimiento Urbano; Información de carácter diario; Archivos físicos y digitales de la Dirección de Mantenimiento Urbano.	La ciudadanía mantiene una participación activa y responsable al emitir reportes claros y oportunos así como plataformas que funcionan de manera estable lo que permiten una atención eficiente de los reportes.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	SERVICIOS PÚBLICOS VECINALES
Clave del Programa Presupuestario	´08
Unidad(es) Responsable(s)	SECRETARÍA DE SERVICIOS VECINALES

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 2.5	Colocación de mobiliario para actividades y eventos en espacios públicos	Porcentaje de mobiliarios instalados para actividades y eventos. (Número de mobiliarios instalados para actividades y eventos realizados / Número de mobiliarios instalados para actividades y eventos programados) *100	Reporte diario de mobiliarios instalados para actividades y eventos. Área responsable de la actividad: Dirección de Mantenimiento Urbano; Información de carácter diario; Archivos físicos y digitales de la Dirección de Mantenimiento Urbano.	Las condiciones climáticas y de seguridad,permiten la colocación de mobilliario para actividades y eventos en espacios públicos.
ACTIVIDAD 3.1	Mantenimiento de las instalaciones de los panteones municipales	Porcentaje de acciones de mantenimiento de las instalaciones de los panteones municipales realizadas. (Número de acciones de mantenimiento de panteones realizados/ Número de acciones programadas) * 100	Reporte diario de acciones de mantenimiento en panteones municipales realizadas Área responsable de la actividad: Unidad de Panteones; Información de carácter diario; Archivos físicos y digitales de la Unidad de Panteones	Las condiciones climáticas permiten realizar las labores de mantenimiento de los panteones municipales.
ACTIVIDAD 3.2	Gestión de trámites y servicios en panteones municipales	Número de tramites y servicios gestionados en los panteones municipales. (Número de trámites y servicios de panteones gestionados / Número de trámites y servicios de panteones solicitados) *100	Reporte diario de tramites y servicios realizados en los panteones municipales Área responsable de la actividad: Unidad de Panteones; Información de carácter diario; Archivos físicos y digitales de la Unidad de Panteones.	La ciudadanía requiere los servicios y tramites municipales conforme a los procedimientos establecidos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	SERVICIOS PÚBLICOS VECINALES
Clave del Programa Presupuestario	´08
Unidad(es) Responsable(s)	SECRETARÍA DE SERVICIOS VECINALES

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 4.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Reporte de ralacion de polizas pagadas Área responsable: Secretaría de Servicios Vecinales; Información de carácter mensual; Archivo físico y digital de la Secretaría de Servicios Vecinales	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Servicios Vecinales
ACTIVIDAD 4.2	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas)*100	Oficio de revisión jurídica de documentos para validación institucional. Memorándum de atención y seguimiento a documentos para validación institucional. Área responsable de la información: Secretaría de Servicios Vecinales; información de carácter mensual; Archivos físicos y digitales de laSecretaría de Servicios Vecinales	Existe la documentación que requiere revisión jurídica para su validez institucional.
ACTIVIDAD 4.3	Coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados/ Número de reportes de coordinación institucional y gestión documental operativa programados)*100	Oficios de remisión de reportes de coordinación institucional dirigidos a las instancias correspondientes. Área responsable de la información: Secretaría de Servicios Vecinales; información de carácter mensual; Archivos físicos y digitales de la Secretaría de Servicios Vecinales.	Existen requerimientos de coordinación institucional dirigidas a la Secretaría de Servicios Vecinales por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar Social y Participación Comunitaria
Clave del Programa Presupuestario	'09
Unidad(es) Responsable(s)	Secretaría de Bienestar y Tequios Vecinales

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la reducción de la pobreza en la población del Municipio de Oaxaca de Juárez mediante programas y acciones municipales de salud y bienestar social	Porcentaje de población en situación de pobreza en el Municipio de Oaxaca de Juárez (Número de personas en situación de pobreza en el municipio/población total del municipio)×100. [El cálculo oficial es realizado por CONEVAL, en lo subsecuente por la instancia correspondiente]	Medición de la pobreza multidimensional a nivel municipal, CONEVAL, en lo subsecuente por INEGI, derivado de reforma a la Ley General de Desarrollo Social, Ley Federal de Presupuesto y Responsabilidad Hacendaria y la Ley General de Contabilidad Gubernamental (último dato 2020). Área responsable de la información: INEGI; Información de carácter quinquenal; https://www.coneval.org.mx/Medicion/Paginas/Pobreza-municipio-2010-2020.aspx / https://www.inegi.org.mx/desarrollosocial/pm/	El INEGI actualiza en tiempo y forma los datos de pobreza a nivel municipal.
PROPÓSITO	Los habitantes del Municipio de Oaxaca de Juárez acceden a programas y servicios municipales de salud y bienestar que contribuyen a la reducción de sus carencias sociales	Porcentaje de habitantes con carencias sociales que reciben atención a través de programas y servicios de salud y bienestar. (Número de personas beneficiadas a través de programas sociales en el municipio de Oaxaca de Juárez / Total de personas vulnerables por carencias sociales del municipio) × 100	Informe anual de programas y servicios municipales de salud y bienestar que contribuyen a la reducción de las carencias sociales. Área responsable de la información: Secretaría de Bienestar y Tequios Vecinales; Información de carácter anual; Archivos físicos y digitales de la Secretaría de Bienestar y Tequios Vecinales.	La población en situación de vulnerabilidad reconoce, demanda y accede efectivamente a los servicios municipales de salud y bienestar ofrecidos.
COMPONENTE 1	Servicios de atención médica de primer nivel y salud preventiva brindados a la población para promover el bienestar integral	Número de servicios médicos de primer nivel de atención, salud preventiva y bienestar integral brindados a la población. Total de servicios médicos de primer nivel y salud preventiva otorgados.	Informe semestral de servicios de atención médica de primer nivel y salud preventiva dirigido al titular de la Secretaría de Bienestar y Tequios Vecinales. Área responsable de la información: Dirección de Sanidad; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Sanidad.	La ciudadanía acude para recibir los servicios de atención médica de primer nivel y salud preventiva.
COMPONENTE 2	Intervenciones comunitarias, procesos formativos y servicios de atención social implementados para el fortalecimiento del bienestar territorial y el desarrollo de capacidades en población vulnerable.	Porcentaje de intervenciones comunitarias y servicios de atención social programados que fueron realizados en territorio. (Número de intervenciones y servicios realizados / Número de intervenciones y servicios programados) × 100	Informe semestral de intervenciones comunitarias y servicios de atención social dirigido al titular de la Secretaría de Bienestar y Tequios Vecinales. Área responsable de la información: Dirección de Bienestar Comunitario y Tequio; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Bienestar Comunitario y Tequio.	La ciudadanía, agencias, barrios y colonias participan en las acciones comunitarias, tequios y procesos formativos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar Social y Participación Comunitaria
Clave del Programa Presupuestario	´09
Unidad(es) Responsable(s)	Secretaría de Bienestar y Tequios Vecinales

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Servicios de apoyo administrativo y operativo implementados para la gestión del programa.	Porcentaje de acciones de apoyo administrativo y operativo implementadas (Número de acciones de apoyo implementadas / Número de acciones programadas) * 100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable de la información: Secretaría de Bienestar y Tequios Vecinales; Información de carácter semestral; Archivos físicos y Digitales de la Secretaría de Bienestar y Tequios Vecinales.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaría de Bienestar y Tequios Vecinales.
C1 ACTIVIDAD 1.1	Aplicación de estudios de diagnóstico para la detección oportuna de condiciones de salud	Porcentaje de acciones de aplicación de estudios de diagnóstico para la detección oportuna de condiciones de salud realizadas (Número de estudios de diagnóstico para la detección oportuna de condiciones de salud realizadas/Número de estudios de diagnóstico programados)*100	Bitácora de control de estudios y resultados de laboratorio para la detección oportuna de condiciones de salud realizados. Área responsable de la información: Dirección de Sanidad; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Sanidad.	La ciudadanía acude y participa voluntariamente en la realización de los estudios de diagnóstico para la detección oportuna de condiciones de salud.
C1 ACTIVIDAD 1.2	Verificación y monitoreo de las condiciones de salubridad en unidades económicas, agencias y colonias	Porcentaje de acciones de verificación y monitoreo sanitario de las condiciones de salubridad en unidades económicas, agencias y colonias realizadas. (Número de acciones de verificación y monitoreo sanitario de las condiciones de salubridad en unidades económicas agencias y colonias realizadas /Número de acciones de verificación y monitoreo programadas)*100	Bitácora de control para la emisión y resello de constancias de manejo higiénico de alimentos y bebidas de unidades económicas. Dictámenes sanitarios de unidades económicas, agencias y colonias. Autorizaciones sanitarias de unidades económicas, agencias y colonias emitidas. Área responsable de la información: Dirección de Sanidad; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Sanidad.	Las unidades económicas, agencias y colonias permiten la ejecución de acciones de verificación y monitoreo sanitario.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar Social y Participación Comunitaria
Clave del Programa Presupuestario	´09
Unidad(es) Responsable(s)	Secretaría de Bienestar y Tequios Vecinales

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.3	Atención y control sanitario del sexoservicio y prevención de enfermedades de transmisión sexual	Porcentaje de acciones de control sanitario del sexoservicio y prevención de enfermedades de transmisión sexual realizadas. (Número de acciones de control sanitario del sexoservicio y prevención de enfermedades de transmisión sexual realizadas/Número de acciones de control sanitario del sexoservicio y prevención de enfermedades de transmisión sexual programadas)*100.	Informe trimestral de acciones de control sanitario del sexoservicio y prevención de enfermedades de transmisión sexual, dirigido al Titular de la Secretaria de Bienestar y Tequios Vecinales. Área responsable de la información: Dirección de Sanidad; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Sanidad.	Las personas trabajadoras sexuales acuden al control sanitario para prevenir enfermedades de transmisión sexual
C1 ACTIVIDAD 1.4	Ejecución de medidas de control y salud pública veterinaria en beneficio de la población y sus animales de compañía	Porcentaje de medidas de control y salud pública veterinaria implementadas (Número de medidas de control y salud pública veterinaria implementadas/Número de medidas de control y salud pública veterinaria programadas)*100	Reporte trimestral de folios utilizados para el control y salud pública veterinaria dirigido al titular de la Secretaría de Bienestar y Tequios Vecinales. Informe trimestral de cobertura de las medidas de control y salud pública veterinaria implementadas dirigido al titular de la Secretaría de Bienestar y Tequios Vecinales. Área responsable de la información: Dirección de Sanidad; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Sanidad.	La ciudadanía colabora con las acciones de salud pública veterinaria, permitiendo la atención y tratamiento de sus animales de compañía.
C2 ACTIVIDAD 2.1	Procesos formativos para el fortalecimiento y fomento del autoempleo y emprendimiento	Porcentaje de procesos formativos para el autoempleo y emprendimiento implementados. (Número de procesos formativos para el autoempleo y emprendimiento implementados/Número de procesos formativos para el autoempleo y emprendimiento programados)*100	Bitácora de matrícula de alumnas y alumnos por procesos formativos. Área responsable de la información: Dirección de Bienestar Comunitario y Tequio; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Bienestar Comunitario y Tequio.	La ciudadanía se inscribe y participa en los procesos formativos para el autoempleo y el emprendimiento.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar Social y Participación Comunitaria
Clave del Programa Presupuestario	´09
Unidad(es) Responsable(s)	Secretaría de Bienestar y Tequios Vecinales

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.2	Coordinación y operación de intervenciones comunitarias orientadas al bienestar territorial	Porcentaje de intervenciones comunitarias de bienestar territorial realizadas. (Número de acciones territoriales de bienestar realizadas/Número de acciones territoriales de bienestar programadas)*100	Informe trimestral de las acciones de coordinación y operación de intervenciones comunitarias dirigido al Titular de la Secretaría de Bienestar y Tequios Vecinales. Área responsable de la información: Dirección de Bienestar Comunitario y Tequio; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Bienestar Comunitario y Tequio.	Las agencias y colonias del municipio participan en la ejecución de las acciones comunitarias de bienestar territorial.
C2 ACTIVIDAD 2.3	Coordinación de intervenciones comunitarias para el mejoramiento y recuperación de espacios públicos	Porcentaje de acciones comunitarias de mejoramiento de espacios públicos realizadas. (Número de acciones comunitarias de mejoramiento de espacios públicos realizadas / Número de acciones comunitarias de mejoramiento de espacios públicos programadas)*100	Informe trimestral de acciones comunitarias de mejoramiento de espacios públicos emitido por el Sistema de Gestión de Participación en Eventos Municipales. Área responsable de la información: Dirección de Bienestar Comunitario y Tequio; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Bienestar Comunitario y Tequio.	La ciudadanía del municipio de Oaxaca de Juárez y las dependencias y entidades de la administración pública municipal participan en los tequios y actividades de mejoramiento de espacios públicos.
C2 ACTIVIDAD 2.4	Operación del Centro de Bienestar Vecinal (CEBIVE) para la atención, orientación y canalización de población en situación de vulnerabilidad	Porcentaje de atenciones, orientaciones y canalizaciones de población en situación de vulnerabilidad realizadas en el CEBIVE (Número de atenciones, orientaciones y canalizaciones de población en situación de vulnerabilidad realizadas en el CEBIVE / Número de atenciones, orientaciones y canalizaciones solicitadas) *100	Carátula de expedientes atención, orientación y canalización de población en situación de vulnerabilidad realizadas en el CEBIVE. Bitácora de atenciones, orientaciones y canalizaciones realizadas en el CEBIVE. Área responsable de la información: Dirección de Bienestar Comunitario y Tequio; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Bienestar Comunitario y Tequio.	La población en situación de vulnerabilidad acude al CEBIVE para recibir atención, orientación y canalización.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar Social y Participación Comunitaria
Clave del Programa Presupuestario	´09
Unidad(es) Responsable(s)	Secretaría de Bienestar y Tequios Vecinales

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.5	Gestión y actualización del padrón de beneficiarios municipal y de afiliación a programas sociales estatales y federales	Porcentaje de acciones de gestión y actualización del padrón de beneficiarios municipal y de afiliación a programas sociales estatales y federales realizadas. (Número de acciones de gestión y actualización del padrón de beneficiarios municipal y de afiliación a programas sociales estatales y federales realizadas / Número de acciones de gestión y actualización programadas)*100	Padrón de Afiliación de Beneficiarios de los Programas Municipales. Reporte trimestral de actualización del Padrón de Afiliación de Beneficiarios de los Programas Municipales y de gestión para la afiliación a programas estatales y federales generado por el portal. Área responsable de la información: Jefatura de la Unidad de Afiliación y Estadística; Información de carácter trimestral; Archivos físicos y digitales de la Jefatura de la Unidad de Afiliación y Estadística.	Las y los beneficiarios municipales proporcionan información veraz y oportuna para la actualización de sus datos en el padrón.
C3 ACTIVIDAD 3.1	Monitoreo y gestión del ejercicio presupuestal y control de recursos financieros	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Reportes financieros y registros contables Área responsable de la información: Secretaría de Bienestar y Tequios Vecinales; Información de carácter trimestral; Archivos físicos y digitales de la Secretaría de Bienestar y Tequios Vecinales.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Bienestar y Tequios Vecinales.
C3 ACTIVIDAD 3.2	Vinculación institucional y administración operativa de la documentación	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable de la información: Secretaría de Bienestar y Tequios Vecinales; Información de carácter trimestral; Archivos físicos y digitales de la Secretaría de Bienestar y Tequios Vecinales	Existen requerimientos de coordinación institucional dirigidas a la Secretaría de Bienestar y Tequios Vecinales por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad(es) Responsable(s)	Secretaría de Prosperidad Económica Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al desarrollo económico y a la prosperidad compartida en el municipio de Oaxaca de Juárez mediante el fortalecimiento de la competitividad laboral, el ordenamiento y la formalización de la actividad comercial.	Nivel de competitividad obtenido en el índice de Competitividad Urbana del Instituto Mexicano para la Competitividad A.C. Índice de Competitividad Urbana elaborado por el Instituto Mexicano para la Competitividad A.C.	Informe anual sobre la competitividad laboral, el ordenamiento y la formalización de la actividad comercial. Índice de Competitividad Urbana elaborado por el Instituto Mexicano para la Competitividad A.C. Área responsable: Secretaría de Prosperidad Económica Vecinal. Información de carácter anual. Archivo físico de la Secretaría de Prosperidad Económica Vecinal.	Las condiciones económicas, políticas y sociales del país y del Estado permiten el fortalecimiento de los factores que inciden en el desarrollo económico y la competitividad urbana del municipio.
PROPÓSITO	La población del municipio de Oaxaca de Juárez mejora su competitividad laboral, ordena la actividad comercial y accede a servicios de formalización, apertura empresarial y alta de incorporación al padrón fiscal y apoyo administrativo, derivado de la entrega de acciones de capacitación, regulación, formalización y gestión institucional.	Porcentaje de acciones de fortalecimiento laboral, ordenamiento y formalización comercial, apertura empresarial y alta de incorporación al padrón fiscal y apoyo administrativo implementadas. (Número de acciones fortalecimiento laboral, ordenamiento y formalización comercial, apertura empresarial y alta de incorporación al padrón fiscal y apoyo administrativo implementadas / Número de acciones programadas) * 100	Informe anual de las acciones de fortalecimiento laboral, ordenamiento y formalización comercial, apertura empresarial y alta de incorporación al padrón fiscal y apoyo administrativo implementadas. Área responsable: Secretaría de Prosperidad Económica Vecinal. Información de carácter anual. Archivo físico de la Secretaría de Prosperidad Económica Vecinal.	Las personas dedicadas a actividades comerciales en el municipio se capacitan y cumplen con los requisitos administrativos y normativos para su formalización y registro fiscal.
COMPONENTE 1	Acciones de fortalecimiento laboral implementadas en el municipio de Oaxaca de Juárez.	Porcentaje de acciones de fortalecimiento laboral implementadas. (Número de acciones de fortalecimiento laboral implementadas /Número de fortalecimiento laboral acciones programadas) * 100	Informe semestral de las acciones de capacitación en competitividad laboral, ferias de emprendimiento y certificaciones en Oaxaca de Juárez implementadas dirigido al titular de la Secretaria de Prosperidad Vecinal Área responsable: Dirección de Desarrollo Económico y Solidario. Información de carácter semestral. Archivo físico de la Dirección de Desarrollo Económico y Solidario.	La ciudadanía del municipio de Oaxaca de Juárez participa activamente en las capacitaciones en competitividad laboral, ferias de emprendimiento y en certificación.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad(es) Responsable(s)	Secretaría de Prosperidad Económica Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 2	Acciones de regulación y control al comercio establecido implementadas en el municipio de Oaxaca de Juárez.	Porcentaje de acciones en regulación y control al comercio establecido implementadas. (Número de acciones en regulación y control al comercio establecido implementadas / Número de acciones programadas) * 100	Informe semestral de las acciones en regulación y control al comercio establecido implementadas dirigido al titular de la Secretaria de Prosperidad Vecinal Informe semestral de avance del Censo al comercio establecido dirigido al titular de la Secretaria de Prosperidad Vecinal. Área responsable: Dirección de Regulación de la Actividad Comercial. Información de carácter semestral. Archivo físico de la Dirección de Regulación de la Actividad Comercial.	La colaboración del comercio establecido en las acciones empleadas por el Municipio de Oaxaca de Juárez, mantienen una correcta implementación en regulación y control del comercio.
COMPONENTE 3	Acciones de apertura empresarial y alta de incorporación al padrón fiscal implementadas en el municipio de Oaxaca de Juárez.	Porcentaje de acciones de apertura empresarial y alta de incorporación al padrón fiscal implementadas. (Número de acciones de apertura empresarial y alta de incorporación al padrón fiscal implementadas / Número de acciones de apertura empresarial y alta de incorporación al padrón fiscal programadas)*100	Informe semestral de las acciones de apertura empresarial y alta de incorporación al padrón fiscal implementadas dirigido al titular de la Secretaria de Prosperidad Vecinal. Área responsable: Unidad de Trámites Empresariales. Información de carácter semestral. Archivo físico de la Unidad de Trámites Empresariales.	Los contribuyentes muestran disposición para formalizar sus actividades económicas y cumplir con los requisitos fiscales establecidos por el municipio de Oaxaca de Juérez.
COMPONENTE 4	Servicios de apoyo administrativo y operativo implementados	Porcentaje de acciones de apoyo administrativo y operativo implementadas. Número de acciones de apoyo administrativo y operativo implementadas / Número de acciones programadas *100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable de la información: Secretaría de Prosperidad Económica Vecinal. ; Información de carácter semestral; Archivos físicos y Digitales de la Secretaría de Prosperidad Económica Vecinal.	Los servicios de apoyo administrativo y operativo, permitiendo la operación efectiva y transparente de la Secretaría de Prosperidad Económica Vecinal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad(es) Responsable(s)	Secretaría de Prosperidad Económica Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.1	Impartición de capacitaciones en materia de competitividad laboral	Porcentaje de capacitaciones en materia de competitividad laboral realizadas. (Número de capacitaciones en materia de competitividad laboral realizadas / Número de capacitaciones en materia de competitividad laboral programadas) * 100	Convocatoria de capacitación en materia de competitividad laboral. Listas de asistencia derivadas de las capacitaciones en materia de competitividad laboral. Ficha informativa de capacitaciones en materia de competitividad laboral dirigida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Departamento de Evaluación y Certificación; Información de carácter mensual; Archivos físicos y digitales del Departamento de Evaluación y Certificación.	La ciudadanía de Oaxaca de Juárez participa en las capacitaciones en materia de competitividad laboral.
C1 ACTIVIDAD 1.2	Implementación del programa de asesoría en materia de impulso económico	Porcentaje del programa de asesorías en materia de impulso económico implementado (Número de etapas del programa de asesorías en materia de impulso económico implementado / número de etapas del programa de asesorías en materia de impulso económico programadas para implementar) * 100	Convocatoria del programa de asesorías en materia de impulso económico. Listas de registro derivadas de las asesorías en materia de impulso económico. Ficha informativa de las asesorías en materia de impulso económico dirigida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Departamento de Prosperidad Compartida; Información de carácter anual; Archivos físicos y digitales del Departamento de Prosperidad Compartida.	La ciudadanía de Oaxaca de Juárez participa activamente en el programa de asesorías en materia de impulso económico.
C1 ACTIVIDAD 1.3	Organización de ferias de emprendimiento	Porcentaje de ferias de emprendimiento realizadas (Número de ferias de emprendimiento realizadas / número de ferias de emprendimiento programadas)*100	Convocatoria de ferias de emprendimiento. Listas de registro de los interesados en la convocatoria de invitación a participar en las ferias de emprendimiento. Ficha informativa del desarrollo de las ferias empredimiento dirigida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Departamento de Desarrollo Económico y Solidario; Información de carácter trimestral; Archivos físicos y digitales del Departamento de Desarrollo Económico y Solidario.	Las y los emprendedores cuentan con el interés y disponibilidad para participar activamente en las ferias de emprendimiento convocadas por el municipio.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad(es) Responsable(s)	Secretaría de Prosperidad Económica Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.4	Organización de ferias de vinculacion laboral	Porcentaje de ferias de vinculación laboral realizadas (Número de ferias de vinculación laboral realizadas / número de ferias de vinculación laboral programadas)*100	Convocatoria de ferias de vinculación laboral. Listas de registro derivadas de las personas buscadoras de empleo. Ficha informativa de las ferias de vinculación laboral dirigida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Departamento de Vinculación Empresarial; Información de carácter bimestral; Archivos físicos y digitales del Departamento de Vinculación Empresarial.	Las empresas y personas buscadoras de empleo tienen disposición y participación activa en las ferias de vinculación laboral convocadas por el municipio.
C2 ACTIVIDAD 2.1	Atención jurídica en materia de comercio establecido	Porcentaje de acciones en atención jurídica en materia de comercio establecido realizadas. (Número de acciones en atención jurídica en materia de comercio establecido realizadas / número de acciones en atención jurídica en materia de comercio establecido solicitadas)*100	Solicitudes de atención jurídica presentada por los contribuyentes. Expedientes de Atención Jurídica en materia de comercio establecido. Ficha informativa de la atención jurídica en materia de comercio establecido dirigida al Titular de la Secretaria de Prosperidad Económica Vecinal. Área responsable de la información: Departamento Jurídico; Información de carácter mensual; Archivos físicos y digitales del Departamento Jurídico.	El contribuyente del Municipio de Oaxaca de Juárez interpone juicios de nulidad, amparo o lo que a su derecho convenga en materia de comercio establecido.
C2 ACTIVIDAD 2.2	Verificación de recorridos para la regulación al comercio establecido	Porcentaje de verificación de recorridos para la regulación al comercio establecido realizadas (Número de verificación de recorridos para la regulación al comercio establecido realizadas / número de verificación de recorridos para la regulación al comercio establecido programadas)*100	Oficios de visita para el control de recorridos para la regulación del comercio establecido. Ficha informativa de recorridos para la regulación al comercio establecido dirigida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Departamento de Inspección; Información de carácter mensual; Archivos físicos y digitales del Departamento de Inspección.	Los comerciantes establecidos mantienen disposición para colaborar con las verificaciones y proporcionar información veraz durante los recorridos realizados por el municipio.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad(es) Responsable(s)	Secretaría de Prosperidad Económica Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.3	Elaboración de un censo al comercio establecido.	Porcentaje de ejecución del censo al comercio establecido. (Número de etapas del censo al comercio establecido ejecutadas / Número total de etapas del censo al comercio establecido)*100	Base de datos del Censo al comercio establecido. Programación de recorridos para el levantamiento del censo al comercio establecido. Ficha informativa del censo al comercio establecido dirigida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Departamento de Estadística Empresarial. Información de carácter anual; Archivos físicos y digitales del Departamento de Estadística Empresarial.	Los comerciantes establecidos del municipio proporcionan información completa y veraz durante la ejecución del censo, y permiten el acceso necesario para que el personal recopile los datos de manera efectiva.
C2 ACTIVIDAD 2.4	Ejecución de operativos al comercio establecido.	Porcentaje de operativos al comercio establecido realizados (Número de operativos al comercio establecido realizados / Número de operativos al comercio establecido programados)*100	Ficha informativa de operativos al comercio establecido dirigida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Departamento de Inspección. Información de caracter enero, junio, diciembre; Archivos físicos y digitales del Departamento de Inspección.	Los comerciantes establecidos colaboran durante los operativos, permitiendo el acceso a sus establecimientos y proporcionando la documentación oficial sobre sus actividades comerciales.
C3 ACTIVIDAD 3.1	Atención del programa de solicitudes de trámites del Sistema de Apertura de Empresas	Porcentaje de atención del programa de solicitudes de trámites del Sistema de Apertura de Empresas realizado (Número de atención del programa de solicitudes de trámites del Sistema de Apertura de Empresas realizado / atención del programa de solicitudes de trámites del Sistema de Apertura de Empresas programado)*100	Bitacora de contribuyentes atendidos del programa de solicitudes de trámites del Sistema de Apertura de Empresas. Ficha informativa de atención del programa de solicitudes de trámites del Sistema de Apertura de Empresas dirigida al Titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Unidad de Trámites Empresariales. Información de carácter semestral; Archivos físicos y digitales de la Unidad de Trámites Empresariales.	La ciudadanía utiliza el Sistema de Apertura de Empresas para realizar la solicitud de regulación de su establecimiento comercial.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad(es) Responsable(s)	Secretaría de Prosperidad Económica Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.2	Emisión de alta de incorporación al padrón fiscal	Porcentaje de altas de incorporación al padrón fiscal realizadas (Número de altas de incorporación al padrón fiscal realizadas / Número de altas de incorporación al padrón fiscal programadas)*100	Ficha informativa de la emisión de alta de incorporación al padrón fiscal dirgida al titular de la Secretaría de Prosperidad Económica Vecinal. Área responsable de la información: Unidad de Trámites Empresariales. Información de carácter semestral; Archivos físicos y digitales de la Unidad de Trámites Empresariales.	El contribuyente de Oaxaca de Juárez culmina de manera satisfactoria su alta de incorporación al padrón fiscal.
C4 ACTIVIDAD 4.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SAP Área responsable: Secretaría de Prosperidad Económica Vecinal; Información de carácter mensual; Archivo físico y digital del Secretaría de Prosperidad Económica Vecinal.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Prosperidad Económica Compartida.
C4 ACTIVIDAD 4.2	Reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados/ Número de reportes de coordinación institucional y gestión documental operativa programados)*100	Oficios de remisión de reportes de coordinación institucional dirigidos a las instancias correspondientes. Área responsable de la información: Secretaría de Prosperidad Económica Vecinal; información de carácter mensual; Archivos físicos y digitales de la Secretaría de Prosperidad Económica Vecinal	Existen requerimientos de coordinación institucional dirigidas a la Secretaría de Prosperidad Económica Vecinal por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Desarrollo Turistico
Clave del Programa Presupuestario	11
Unidad(es) Responsable(s)	Secretaría de Turismo

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al fortalecimiento de la imagen y presencia turística de la capital oaxaqueña mediante la atracción de visitantes nacionales e internacionales que prolonguen su estadía.	Tasa de ocupación hotelera en la capital oaxaqueña. Indicador de ocupación promedio de la ciudad de Oaxaca del Boletín de Indicadores de la Actividad Turística anual de la Secretaría de Turismo del Estado de Oaxaca	Boletín de Indicadores de la Actividad Turística anual de la Secretaría de Turismo del Estado de Oaxaca Área responsable: Secretaría de Turismo del Estado de Oaxaca; Información de carácter anual; Archivo físico y digital de la Secretaría de Turismo del Estado de Oaxaca.	Las condiciones económicas, sociales y de seguridad en el país y en los principales mercados emisores de turismo se mantienen estables y favorecen el flujo sostenido de visitantes hacia la capital oaxaqueña.
PROPÓSITO	El sector turístico del Municipio de Oaxaca de Juárez mejora su calidad y competitividad mediante acciones de profesionalización y promoción de su oferta turística.	Promedio de días de estancia de los visitantes nacionales e internacionales en la capital oaxaqueña. Indicador de estadía promedio de la ciudad de Oaxaca del Boletín de Indicadores de la Actividad Turística anual de la Secretaría de Turismo del Estado de Oaxaca	Reporte anual de estadía promedio de visitantes nacionales e internacionales en la ciudad de Oaxaca con información del Boletín de Indicadores de la Actividad Turística anual de la Secretaría de Turismo del Estado de Oaxaca. Área responsable: Secretaria de Turismo; Información de carácter anual; Archivo físico y digital de la Secretaria de Turismo.	Las y los prestadores de servicios turísticos aplican los conocimientos y buenas prácticas adquiridas en los procesos de capacitación y promoción para mejorar la calidad y competitividad del destino.
COMPONENTE 1	Impulsar la conservación y el embellecimiento del Centro Histórico en el municipio de Oaxaca de Juárez, a través de lo gestionado y accionado.	Gestiones para el mantenimiento, conservación y acciones de difusión del patrimonio histórico. (Número de gestiones y acciones realizadas / Número de gestiones y acciones programadas) *100	Reporte de avances de las gestiones de mantenimiento, conservación y acciones de difusión del patrimonio histórico. Área responsable: Secretaría de Turismo; Información de carácter semestral; Archivo físico y digital de la Secretaría de Turismo.	Las instancias involucradas en la conservación del patrimonio mantienen disposición para la coordinación interinstitucional.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio		**Oaxaca de Juárez**		
Ejercicio Fiscal		**2026**		
Nombre del Programa		**Promoción y Desarrollo Turístico**		
Clave del Programa Presupuestario		**11**		
Unidad(es) Responsable(s)		**Secretaría de Turismo**		
COMPONENTE 2	Acciones para incentivar la demanda turística del municipio de Oaxaca de Juárez implementadas.	Porcentaje de acciones para incentivar la demanda turística del municipio de Oaxaca de Juárez implementadas. (Número de acciones para incentivar la demanda turística realizadas /Número de acciones para incentivar la demanda turística programadas) * 100	Reporte de avances de las acciones para incentivar la demanda turística en el municipio de Oaxaca de Juárez. Área responsable: Secretaría de Turismo; Información de carácter semestral; Archivo físico y digital de la Secretaría de Turismo.	Los prestadores de servicios turísticos y actores locales mantienen colaboración con las estrategias municipales.
COMPONENTE 3	Servicios de apoyo administrativo y operativo implementados para la gestión del programa	Porcentaje de acciones de apoyo administrativo y operativo implementadas. (Número de acciones de apoyo implementadas / Número de acciones programadas) *100	Reporte semestral de los informes de documentos de oficios de remisión de reportes de coordinación institucional y de seguimiento presupuestal dirigidos a las instancias correspondientes. Área responsable: Secretaria de Turismo; Información de carácter mensual; Archivo físico y digital de la Secretaria de Turismo.	Las áreas que reciben los apoyos administrativo y operativos colaboran activamente y formulan sus requerimientos conforme a los lineamientos establecidos.
C1 ACTIVIDAD 1.1	Gestión para el mantenimiento y conservación del patrimonio histórico	Porcentaje de acciones de gestión para el mantenimiento y conservación del patrimonio histórico. (Número de acciones de gestión para el mantenimiento y conservación del patrimonio histórico realizadas / Número de acciones de gestión para el mantenimiento y conservación del patrimonio histórico programadas) * 100	Oficio de detección de incidencias dirigido a dependencias de la Administración Pública Municipal. Tarjetas informativas dirigidas a la Secretaria de Turismo. Responsable de la información: Unidad de Atención al Centro Histórico; Información de caracter mensual; Archivo físico y digital de la Unidad de Atención al Centro Histórico.	Las instancias responsables de la delimitación y regulación del Centro Histórico mantienen actualizada y accesible la información sobre cuadrantes y áreas prioritarias para facilitar la gestión del mobiliario urbano.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio		**Oaxaca de Juárez**		
Ejercicio Fiscal		**2026**		
Nombre del Programa		**Promoción y Desarrollo Turístico**		
Clave del Programa Presupuestario		**11**		
Unidad(es) Responsable(s)		**Secretaria de Turismo**		
C1 ACTIVIDAD 1.2	Difusión del patrimonio histórico	Porcentaje de acciones de difusión del patrimonio histórico realizadas. (Número de acciones de difusión del patrimonio histórico realizadas / Número de acciones de difusión del patrimonio histórico programadas) * 100	Reportes mensuales de difusión del Patrimonio Histórico a través de la página oficial de facebook de la Secretaría de Turismo dirigidas a la Secretaria de Turismo. Responsable de la información: Unidad de Atención al Centro Histórico; Información de carácter mensual; Archivo físico y digital de la Unidad de Atención al Centro Histórico; Canales oficiales de la Secretaría de Turismo Municipal https://www.facebook.com/TurismoOaxacaDeJuarez/	Los espacios de comunicación se mantienen activos y permiten la difusión continua de materiales sobre patrimonio histórico.
C2 ACTIVIDAD 2.1	Promoción y difusión turística	Porcentaje de acciones de promoción y difusión turística realizadas. (Número de acciones de promoción y difusión turística realizadas / Número de acciones de promoción y difusión turística programadas) * 100	Acuse de oficios de solicitud de colaboración dirigidos a diferentes instancias para llevar a cabo las acciones de promoción y difusión turística. Responsable de la información: Unidad de Innovación Turística; información de caracter mensual; Archivo físico y digital de la Unidad de Innovación Turística; Canales oficiales de la Secretaría de Turismo Municipal https://www.facebook.com/TurismoOaxacaDeJuarez/	Se cuenta con la participación y colaboración de las instancias responsables para realizar la promoción y difusión turística del Municipio de Oaxaca de Juárez.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Desarrollo Turistico
Clave del Programa Presupuestario	11
Unidad(es) Responsable(s)	Secretaría de Turismo

C2 ACTIVIDAD 2.2	Operación de Módulos de Información Turística	Porcentaje de acciones de operación de módulos de información turística realizadas. (Número de acciones de operación de módulos de información turística realizadas / Número de acciones de operación de módulos de información turística programadas) * 100	Reportes mensuales de operación de los módulos de información turística, dirigidos al titular de la Secretaría de Turismo. Responsable de la información: Unidad de Innovación Turística; información de caracter mensual; Archivo físico y digital de la Unidad de Innovación Turística.	Se mantiene un flujo constante de turistas nacionales, internacionales y locales que requieren información de carácter turístico del Municipio de Oaxaca de Juárez, lo que favorece la operación continua de los módulos de información turística.
C2 ACTIVIDAD 2.3	Capacitación en materia turística	Porcentaje de capacitaciones en materia turística impartidas. (Número de capacitaciones en materia turística impartidas / Número de capacitaciones en materia turística programadas) * 100	Acuse de oficios dirigidos a las instancias correspondientes para solicitar la capacitación en materia turística. Listas de asistencia de las capacitaciones en materia turística impartidas. Responsable de la información: Unidad de Innovación Turística; información de caracter trimestral; Archivo físico y digital de la Unidad de Innovación Turística.	Se cuenta con instructores y capacitadores especializados para impartir las capacitaciones programadas en materia turística.
C2 ACTIVIDAD 2.4	Desarrollo de eventos y espectáculos en materia turística	Porcentaje de eventos y espectáculos en materia turística realizados. (Número de acciones de eventos y espectáculos en materia turística realizadas / Número de acciones de desarrollo de eventos y espectáculos en materia turística programadas) * 100	Acuse de oficios de solicitud de espacios e insumos necesarios dirigidos a las diferentes áreas del Municipio de Oaxaca de Juárez para llevar a cabo los eventos y espectáculos en materia turística. Responsable de la información: Unidad de Innovación Turística; información generada en los meses de febrero, marzo, abril, julio, octubre, noviembre y diciembre; Archivo físico y digital de la Unidad de Innovación Turística.	Los espacios públicos y recintos destinados se encuentran disponibles y en condiciones adecuadas para su uso.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
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Unidad(es) Responsable(s)	Secretaría de Turismo

C2 ACTIVIDAD 2.5	Impulso en materia de turismo cultural	Porcentaje de acciones de impulso en materia de turismo cultural. (Número de acciones de impulso en materia de turismo cultural realizadas / Número de acciones de impulso en materia de turismo cultural programadas) * 100	Convenios de hermanamiento con ciudades, instituciones y/o países. Acuse de oficios dirigidos a instituciones culturales y turísticas para solicitar la participación en las actividades en materia de turismo cultural. Responsable de la información: Unidad de Innovación Turística; información de caracter mensual; Archivo físico y digital de la Unidad de Innovación Turística.	Exste interés por parte de ciudades, países, instituciones y grupos culturales para colaborar.
C3 ACTIVIDAD 3.1	Monitoreo y gestión del ejercicio presupuestal y control de recursos financieros	Porcentaje de acciones de monitoreo y gestión presupuestal y control financiero realizadas. (Número de acciones de monitoreo y gestión presupuestal y control financiero realizadas / Número de acciones programadas)*100	Oficio de seguimiento y control de la comprobación. Oficio dirigido al titular de la Tesorería Municipal para la solicitud de ampliación presupuestal. Área responsable: Secretaria de Turismo; Información de carácter mensual; Archivo físico y digital de la Secretaria de Turismo.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Turismo
C3 ACTIVIDAD 3.2	Vinculación institucional y administración operativa de la documentación	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados/ Número de reportes de coordinación institucional y gestión documental operativa programados)*100	Oficios de remisión de reportes de coordinación institucional dirigidos a las instancias correspondientes. Área responsable: Secretaria de Turismo; Información de carácter mensual; Archivo físico y digital de la Secretaria de Turismo.	Existen requerimientos de coordinación institucional dirigidas al Secretaría de Turismo por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la disminución de la deserción escolar y al fortalecimiento de la cultura y las artes en el municipio de Oaxaca de Juárez, mediante el acceso de la población a programas y servicios culturales, artísticos y educativos.	Índice de acceso de la población a servicios educativos y culturales municipales. (Población beneficiada con servicios culturales, artísticos y educativos municipales/Población total del municipio)*100	Informe general anual sobre la población beneficiada con servicios culturales, artísticos y educativos municipales. Responsable de la información: Secretaría de Cultura, Educación y Fomento a la Lectura. Archivos físicos y digitales de la Secretaría de Cultura, Educación y Fomento a la Lectura.	Las políticas públicas municipales en materia educativa y cultural se mantienen alineadas y operativas para favorecer la permanencia escolar y el acceso equitativo a bienes y servicios culturales y artísticos.
PROPÓSITO	La población del Municipio de Oaxaca de Juárez accede a programas y servicios culturales, artísticos y educativos que promueven la diversidad cultural y fortalecen las capacidades de aprendizaje.	Porcentaje de acciones culturales, artísticas, educativas y de apoyo institucional implementadas respecto a las programadas. (Número de acciones culturales, educativas y de apoyo implementadas / Número total de acciones programadas) *100	Reporte total anual sobre las acciones culturales, artísticas, educativas y de apoyo institucional implementadas. Responsable de la información: Secretaría de Cultura, Educación y Fomento a la Lectura; Información de carácter anual; Archivos físicos y digitales de la Secretaría de Cultura, Educación y Fomento a la Lectura.	La infraestructura, programación institucional y canales de difusión municipal permiten el acceso efectivo de la población a los programas y servicios culturales, artísticos y educativos.
COMPONENTE 1	Acciones de fomento cultural, artístico, folklórico que favorecen la diversidad cultural desarrolladas.	Porcentaje de acciones de fomento cultural, artístico, folklórico que favorecen la diversidad cultural desarrolladas. (Acciones de fomento cultural, artístico, folklórico ejecutados / Acciones de fomento cultural, artístico, folklórico programados) x 100	Reporte semestral de las actividades de conservación y promoción del patrimonio, la organización de eventos, talleres culturales, el desarrollo de festividades culturales, de formación artística, de expresión e identidad cultural dirigido al titular de la Secretaría de Cultura, Educación y Fomento a la Lectura. Responsable de la información: Dirección de Fomento Cultural; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Fomento Cultural.	Los actores culturales y la ciudadanía participan activamente en el desarrollo e implementación de las acciones de fomento cultural, artístico y folklórico impartidas por la Secretaría de Cultura, Educación y Fomento a la Lectura.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 2	Acciones de gestión educativa y formación pedagógica desarrolladas.	Porcentaje de acciones de gestión educativa y formación pedagógica desarrolladas. (Porcentaje de acciones de gestión educativa y formación pedagógica ejecutadas/Porcentaje de acciones de gestión educativa y formación pedagógica programadas) x 100	Reporte general de los diferentes medios de verificación implementados y presentados para la la administración de espacios educativos, la impartición de cursos y talleres pedagógicos, de actividades de fomento a la lectura y la prestación de asesorías educativas dirigido a la titular de la Secretaría de Cultura, Educación y Fomento a la Lectura. Archivos físicos y digitales de la Dirección de Fomento a la Lectura, Ciencia y Tecnología. Responsable de la información: Dirección de Fomento a la Lectura, Ciencia y Tecnología. Información de carácter semestral.	Las instancias educativas y las personas participantes colaboran en procesos de formación pedagógica y acciones de gestión educativa.
COMPONENTE 3	Servicios administrativos, jurídicos, financieros y de coordinación institucional implementados.	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. (Número de acciones de apoyo implementadas / Número de acciones programadas) * 100	Informe semestral de seguimiento presupuestal. Informe semestral de actividades jurídicas y de coordinación institucional. Archivos físicos y digitales de la Secretaría de Cultura, Educación y Fomento a la Lectura. Responsable de la información: Secretaría de Cultura, Educación y Fomento a la Lectura. Información de carácter anual.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaría de Cultura, Educación y Fomento a la Lectura.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.1	Desarrollo de actividades de conservación y promoción del patrimonio	Porcentaje de acciones para el desarrollo de la conservación y promoción del patrimonio. (Número de acciones para el desarrollo de la conservación y promoción del patrimonio realizadas / Número de acciones para el desarrollo de la conservación y promoción del patrimonio programadas) * 100	Material gráfico para difusión de actividades de conservación y promoción del patrimonio en las cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura. Ficha técnica del desarrollo de actividades de conservación y promoción del patrimonio. Oficio de solicitud de requerimientos logísticos para el desarrollo de la conservación y promoción del patrimonio dirigido a la Dirección de Recursos Materiales y Servicios Generales. Oficio de solicitud de suficiencia presupuestaria dirigido a la Tesorería Municipal. Responsable de la información: Dirección de Fomento Cultural; Información generada en los meses de abril y junio; Archivos físicos y digitales de la Dirección de Fomento Cultural. Cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura https://www.facebook.com/Secretariadeculturaeducacionyformentoalalectura Instagram: @arteculturaoaxaca	Existe un interés de agentes culturales y la ciudadanía por salvaguardar el patrimonio cultural inmaterial lo que favorece su participación en el desarrollo de actividades de conservación y promoción del patrimonio.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.2	Organización de eventos y talleres culturales	Porcentaje de eventos y talleres culturales organizados. (Número de acciones para la organización de eventos y talleres culturales realizados / Número de acciones para la organización de eventos y talleres culturales programados) * 100	Material gráfico de eventos y talleres culturales difundidos en las cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura. Ficha técnica del desarrollo de eventos y talleres culturales organizados. Oficio de solicitud de requerimientos logísticos dirigido a la Dirección de Recursos Materiales y Servicios Generales para la organización de eventos y talleres culturales. Oficio de solicitud de suficiencia presupuestaria dirigido a la Tesorería Municipal. Responsable de la información: Dirección de Fomento Cultural; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Fomento Cultural. Cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura https://www.facebook.com/Secretariadeculturaeducacionyformentoalalectura Instagram: @arteculturaoaxaca	La ciudadanía y actores culturales participan activamente en los eventos y talleres culturales programados por la Secretaría de Cultura, Educación y Fomento a la Lectura.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.3	Desarrollo de Festividades culturales.	Porcentaje de festividades culturales desarrolladas. (Número de festividades culturales realizadas / Número de festividades culturales programadas) * 100	Material gráfico de las actividades realizadas referentes a festividades culturales difundidas en las cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura. Ficha técnica del desarrollo de festividades culturales. Oficio de solicitud de requerimientos logísticos para el desarrollo de las festividades culturales dirigido a la Dirección de Recursos Materiales y Servicios Generales. Oficio de solicitud de suficiencia presupuestaria dirigido a la Tesorería Municipal. Responsable de la información: Dirección de Fomento Cultural; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Fomento Cultural. Cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura https://www.facebook.com/Secretariadeculturaeducacionyformentoalalectura Instagram: @arteculturaoaxaca	La ciudadanía participa activamente en las festividades culturales.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.4	Desarrollo de actividades de formación artística.	Porcentaje de actividades de formación artística desarrolladas. (Número de actividades de formación artística desarrolladas / Número de actividades de formación artística programadas) * 100	Material gráfico para difusión de las actividades de formación artística en las cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura. Ficha técnica del desarrollo de actividades de formación artística. Oficio de solicitud de requerimientos logísticos para el desarrollo de actividades de formación artística dirigido a la Dirección de Recursos Materiales y Servicios Generales. Oficio de solicitud de suficiencia presupuestaria dirigido a la Tesorería Municipal. Responsable de la información: Dirección de Fomento Cultural; Información de carácter mensual; Archivos físicos y digitales de la Dirección de Fomento Cultural. Cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura https://www.facebook.com/Secretariadeculturaeducacionyformentoalalectura Instagram: @arteculturaoaxaca	Los agentes culturales y la población en general participan en actividades de formación artística desarrollados por la Secretaría de Cultura, Educación y Fomento a la Lectura.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.5	Desarrollo de actividades de expresión e identidad cultural.	Porcentaje de actividades de expresión e identidad cultural desarrolladas. (Número de actividades de expresión e identidad cultural desarrolladas / Número de actividades expresión e identidad cultural programadas) * 100	Material gráfico para difusión de actividades de expresión e identidad cultural en las cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura. Ficha técnica de las actividades de expresión e identidad cultural desarrolladas. Oficio de solicitud de requerimientos logísticos para el desarrollo de las actividades de expresión e identidad cultural dirigido a la Dirección de Recursos Materiales y Servicios Generales. Oficio de solicitud de suficiencia presupuestaria dirigido a la Tesorería Municipal. Responsable de la información: Dirección de Fomento Cultural; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Fomento Cultural. Cuentas digitales oficiales de la Secretaría de Cultura, Educación y Fomento a la Lectura https://www.facebook.com/Secretariadeculturaeducacionyformentoalalectura Instagram: @artesculturaoaxaca	Los agentes culturales y la ciudadanía participan activamente en el desarrollo de las actividades de expresión e identidad cultural.
C2 ACTIVIDAD 2.1	Administración de espacios educativos.	Porcentaje de espacios educativos administrados. (Número de espacios educativos administrados / Número de espacios educativos programados para su administración) * 100	Oficio de solicitud de requerimientos para la adquisición de materiales necesarios para el funcionamiento de los espacios educativos. Listado oficial de alumnado inscrito en los espacios educativos administrados, generado en el Sistema Integral de Control Escolar del Estado de Oaxaca (SICEEO). Responsable de la información: Dirección de Fomento a la Lectura, Ciencia y Tecnología. Información de carácter mensual; Archivos físicos y digitales de la Dirección de Fomento a la Lectura, Ciencia y Tecnología.	Los espacios educativos se encuentran en condiciones físicas, legales y operativas que permiten su administración conforme a lo programado.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.2	Impartición de cursos y talleres pedagógicos	Porcentaje de cursos y talleres pedagógicos impartidos. (Número de cursos y talleres pedagógicos impartidos / Número de cursos y talleres pedagógicos programados para impartir) * 100	Lista de inscripción y participación en los cursos y talleres pedagógicos impartidos en formatos membretados. Oficio de invitación a cursos y talleres pedagógicos dirigidos a la supervisión escolar. Material gráfico para difusión de los cursos y talleres pedagógicos. Responsable de la información: Dirección de Fomento a la Lectura, Ciencia y Tecnología. Información de carácter mensual; Archivos físicos y digitales de la Dirección de Fomento a la Lectura, Ciencia y Tecnología.	Se cuenta con la participación de instructores/as capacitados/as y con la asistencia mínima requerida de participantes para el desarrollo de los cursos y talleres pedagógicos.
C2 ACTIVIDAD 2.3	Actividades de fomento a la lectura.	Porcentaje de actividades de fomento a la lectura realizadas. (Número de actividades de fomento a la lectura realizadas / Número de actividades de fomento a la lectura programadas) * 100	Oficio de invitación dirigidas a Secretarios y Autoridades Municipales, Agentes y Consejo de Educación. Oficio de solicitud de requerimientos logísticos dirigido a la Dirección de Recursos Materiales y Servicios Generales. Formato requisitado de realización de la actividad en hoja membretada y acompañado por fotografías. Responsable de la información: Dirección de Fomento a la Lectura, Ciencia y Tecnología. Información de carácter bimestral; Archivos físicos y digitales de la Dirección de Fomento a la Lectura	Se cuenta con el respaldo de autoridades educativas, municipales, agentes y consejos de educación para el uso de espacios adecuados en la realización de actividades de fomento a la lectura.
C2 ACTIVIDAD 2.4	Prestación de asesorías educativas.	Porcentaje de asesorías educativas prestadas. (Número de asesorías educativas prestadas / Número de asesorías educativas programadas) * 100	Lista de inscripción y asistencia en formatos institucionales de la Secretaría. Material gráfico para difusión de los periodos de inscripción a las asesorías educativas. Comprobantes del pago de inscripción de cada asesorado. Responsable de la información: Dirección de Fomento a la Lectura, Ciencia y Tecnología. Información de carácter mensual; Archivos físicos y digitales de la Dirección de Fomento a la Lectura, Ciencia y Tecnología.	La población objetivo acude y participa en las asesorías educativas ofrecidas de acuerdo con la programación establecida. (Supuesto de acuerdo al 1er indicador)

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad(es) Responsable(s)	Secretaría de Cultura, Educación y Fomento a la Lectura

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento presupuestal y control financiero realizadas / Número de acciones de seguimiento programadas)*100	Expediente administrativo sobre las requisiciones y solicitudes a áreas vinculantes dirigido a la titular de la Secretaría. Reportes de trámites generados por el sistema SAP. Responsable de la información: Secretaría de Cultura, Educación y Fomento a la Lectura. Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Cultura, Educación y Fomento a la Lectura.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Cultura, Educación y Fomento a la Lectura.
C3 ACTIVIDAD 3.2	Revisiones jurídicas de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de revisiones jurídicas realizadas / Número de revisiones jurídicas programadas) * 100	Expediente jurídico sobre las validaciones institucionales dirigido a la titular de la Secretaría. Responsable de la información: Secretaría de Cultura, Educación y Fomento a la Lectura. Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Cultura, Educación y Fomento a la Lectura	Existe la documentación que requiere revisión jurídica para su validez institucional.
C3 ACTIVIDAD 3.3	Coordinación institucional y gestión documentales operativas	Porcentaje de acciones de coordinación institucional y gestión documental operativa realizadas. (Número de acciones de coordinación institucional y gestión documental operativa realizadas / Número de acciones programadas) * 100	Expediente sobre la gestión documental operativa dirigido a la titular de la Secretaría. Responsable de la información: Secretaría de Cultura, Educación y Fomento a la Lectura. Información de carácter mensual; Archivos físicos y digitales de la Secretaría de Cultura, Educación y Fomento a la Lectura	Existen requerimientos de coordinación institucional dirigidas a la Secretaría de Cultura, Educación y Fomento a la Lectura por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Medio Ambiente y Gestión Hídrica Sostenible
Clave del Programa Presupuestario	13
Unidad(es) Responsable(s)	Secretaria de Medio Ambiente y Gestión Hídrica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a mejorar el bienestar ambiental en el municipio de Oaxaca de Juárez, mediante la conservación de los recursos naturales, la regulación ambiental, la gestión del recurso hídrico y la adaptación al cambio climático	Proporción de días con aire saludable. (Número de días con calidad del aire buena y aceptable / Total de mediciones diarias del indicador ICARS del ejercicio que se informa) x 100	Informe anual de Aire y Salud elaborado con base en las mediciones diarias del indicador ICARS emitido por la Secretaría de Medio Ambiente, Biodiversidad, Energías y Sostenibilidad del Gobierno del Estado de Oaxaca. Área responsable de la información: Secretaría de Medio Ambiente y Gestión Hídrica., información de carácter anual. Archivos físicos y digitales de la Secretaría de Medio Ambiente y Gestión Hídrica.	Las autoridades ambientales garantizan la operación continua y actualizada de sistemas de monitoreo, así como la difusión oportuna de datos sobre calidad del aire conforme a las normas oficiales.
PROPÓSITO	El bienestar ambiental en el municipio de Oaxaca de Juárez mejora con la conservación de los recursos naturales, la gestión del recurso hídrico, el cumplimento de la normatividad ambiental y la adaptación al cambio climático.	Porcentaje de acciones institucionales implementadas para el bienestar ambiental mediante la conservación de los recuros naturales, la gestión hídrica, regulación ambiental y adaptación al cambio climático respecto a las programadas (Número de acciones institucionales para el bienestar ambiental mediante la conservación de los recursos naturales, la gestión hídrica, regulación ambiental y la adaptación al cambio climático implementadas / Número de acciones	Informe anual sobre acciones institucionales implementadas para el bienestar ambiental mediante la conservación de los recursos naturales, la gestión hídrica, regulación ambiental y adaptación al cambio climático. Área responsable de la información: Secretaría de Medio Ambiente y Gestión Hídrica., información de carácter anual, Archivos físicos y Digitales de la Secretaría de Medio Ambiente y Gestión Hídrica.	La colaboración interinstitucional y social en materia ambiental se mantiene activa y coordinada, permitiendo la conservación de los recursos naturales, la gestión sostenible del agua y la implementación de acciones de adaptación al cambio climático en el municipio.
COMPONENTE 1	Asesorías, procedimientos administrativos y verificación en materia ambiental realizados.	Porcentaje de asesorías, procedimientos administrativos y verificación en materia ambiental realizados respecto a los programados. [Número de acciones realizadas(asesorías, procedimientos administrativos y verificaciones en materia ambiental realizados) / Número de acciones programadas)×100	Informe semestral de asesorías, procedimientos administrativos y verificación en materia ambiental realizados. Área responsable de la información: Unidad de Procuraduría Ambiental, información de carácter semestral, Archivos físicos y Digitales de la Unidad de Procuraduría Ambiental	Las personas, establecimientos y dependencias municipales muestran disposición para cumplir las disposiciones ambientales y atender las recomendaciones derivadas de las asesorías, inspecciones y procedimientos administrativos, favoreciendo una cultura de corresponsabilidad en la gestión ambiental del municipio.
COMPONENTE 2	Programas de Gestión Hídrica implementados	Porcentaje de acciones programadas en materia hídrica implementadas durante el periodo.	Padrón de beneficiarios de los programas de Gestión Hídrica.	La población beneficiaria colabora activamente en la operación efectiva de los programas hídricos

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Medio Ambiente y Gestión Hídrica Sostenible
Clave del Programa Presupuestario	13
Unidad(es) Responsable(s)	Secretaría de Medio Ambiente y Gestión Hídrica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Autorizaciones, licencias, dictámenes e informes en materia de regulación ambiental emitidas	Porcentaje de acciones de autorizaciones, licencias, dictámenes e informes en materia de regulación ambiental emitidas. (Número de acciones de autorizaciones, licencias, dictámenes e informes en materia de regulación ambiental realizadas / Total de accioness programadas) x 100	Reporte semestral de autorizaciones, licencias, dictámenes e informes en materia de regulación ambiental emitidas dirigido a la Secretaria de Medio Ambiente y Gestión Hídrica Cédula de notificación de Autorizaciones Cédula de notificación de licencias Cédula de notificación de dictámenes Área responsable: Departamento de Gestión de Riesgos y Protección Ambiental, información de caracter semestral Archivos físicos y Digitales del Departamento de Gestión de Riesgos y Protección Ambiental	La ciudadanía presenta solicitudes y reportes de manera oportuna, completa y conforme a los requisitos establecidos, lo que permite emitir autorizaciones ambientales y realizar mediciones de ruido.
COMPONENTE 4	Servicios técnicos de arborización y acciones para el registro y conservación del arbolado urbano implementados	Porcentaje de acciones técnicas para el registro y conservación del arbolado urbano implementadas respecto a las programadas (Número de acciones técnicas para el registro y conservación del arbolado urbano implementadas / Número de acciones técnicas para el registro y conservación del arbolado urbano programadas) x 100	Reporte semestral de los servicios técnicos de arborización y acciones para el registro y conservación del arbolado urbano implementados dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica Área responsable: Departamente de Registro y Conservación de los Recursos Naturales y Vivero Archivos físicos y Digitales del Departamento de Registro y Conservación de los Recursos Naturales y Vivero	Las condiciones meteorológicas permitan la realización de servicios técnicos de arborización y acciones para el regsitro y conservación del arbolado urbano del municipio de Oaxaca de Juárez
COMPONENTE 5	Acciones para el desarrollo sustentable y la	Porcentaje de acciones implementadas para el	Informe semestral de acciones para el desarrollo sustentable y la adaptación al	La ciudadania y los sectores de servicios del
COMPONENTE 6	Acciones de apoyo administrativo y operativo implementados	Porcentaje de acciones de apoyo administrativo y operativo implementadas (Número de acciones de apoyo administrativo y operativo implementadas / Número de acciones de apoyo administrativo y operativo programadas)*100	Informe semestral de seguimiento presupuestal dirgido al titular de la Secretaria de Medio Ambiente y Gestión Hídrica Informe de las solicitudes remitidas a las áreas de la Secretaría de Medio Ambiente y Gestión Hídrica. Área responsable de la información: Departamento de Planeación y Seguimiento; Información de carácter semestral; Archivos físicos y Digitales del Departamento de Planeación y Seguimiento	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaría de Medio Ambiente y Gestión Hídrica.

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Datos de identificación del Programa Presupuestario (Pp)

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.1	Asesorías a la ciudadanía, dependencias, comercios respecto al cumplimiento y aplicación de las disposiciones jurídicas en materia ambiental	Porcentaje de asesorías a la ciudadanía, dependencias, comercios respecto al cumplimiento y aplicación de las disposiciones jurídicas en materia ambiental realizadas. (Número de asesorías a la ciudadanía, dependencias, comercios respecto al cumplimiento y aplicación de las disposiciones jurídicas en materia ambiental realizadas / Número de asesorías programadas) x 100	Denuncias o solicitudes recibidas en medios digitales del Ayuntamiento de Oaxaca de Juárez o por escrito para las asesorías a la a la ciudadanía, dependencias, comercios respecto al cumplimiento y aplicación de las disposiciones jurídicas en materia ambiental. Reporte de visitas de inspección respecto al cumplimiento y aplicación de las disposiciones jurídicas en materia ambiental Informe asesorías brindadas a la ciudadanía dependencias y comercios respecto al cumplimiento y aplicación de las disposiciones jurídicas en materia ambiental dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica. Área responsable de la información: Unidad de Procuraduría Ambiental, información de carácter mensual, Archivos físicos y Digitales de la Unidad de Procuraduría Ambiental https://www.facebook.com/share/1D5aoh4719/	La ciudadanía, dependencias y comercios realizan denuncias o solicitudes por medios digitales o escritos para brindar asesoría sobre el cumplimiento de disposiciones jurídicas en materia ambiental.
C1 ACTIVIDAD 1.2	Procedimientos administrativos y resoluciones en materia ambiental	Porcentaje de procedimientos administrativos y resoluciones en materia ambiental realizadas. (Número de procedimientos administrativos y resoluciones en materia ambiental realizadas / Número de procedimientos administrativos y resoluciones programadas) x100	Denuncias o solicitudes recibidas en medios digitales del Ayuntamiento de Oaxaca de Juárez y por escrito. Carátula de expedientes en procedimientos administrativos y resoluciones en materia ambiental Informe de procedimientos administrativos y resoluciones en materia ambiental realizadas dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica. Área responsable de la información: Procuraduría Ambiental Municipal, información de carácter mensual, Archivos físicos y Digitales de la Procuraduría Ambiental Municipal https://www.facebook.com/share/1D5aoh4719/	La ciudadanía, dependencias y establecimientos realizan denuncias o solicitudes por medios digitales o escritos en materia ambiental, lo que permite iniciar los procedimientos administrativos.
C1 ACTIVIDAD 1.3	Inspección y vigilancia en materia ambiental por oficio o por denuncia	Actas de Inspección y vigilancia en materia ambiental oficiosas o por denuncia realizadas. Número de actas de inspección y vigilancia en materia ambiental oficiosas o por denuncia realizadas.	Reporte de visitas de inspección y vigilancia en materia ambiental. Actas de inspección y vigilancia en materia ambiental realizadas de manera oficiosa o por denuncia, dentro de la jurisdicción territorial del Municipio de Oaxaca de Juárez. Área responsable de la información: Procuraduría Ambiental Municipal, información de carácter mensual Archivos físicos y Digitales de la Procuraduría Ambiental Municipal https://www.facebook.com/share/1D5aoh4719/	La población realiza en tiempo y forma las denuncias en materia ambiental.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.1	Programa emergente de respuesta al estiaje	Porcentaje de acciones del programa emergente de respuesta al estiaje. (Número de acciones del programa emergente de respuesta al estiaje realizadas / número de acciones programadas) x 100	Convocatorias derivadas del programa emergente de respuesta al estiaje. Caratula de expediente de beneficiarios del programa emergente de respuesta al estiaje. Área responsable de la información: Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos Hídricos, información en junio y noviembre, Archivos físicos y Digitales de la Unidad de Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos Hídricos https://www.facebook.com/share/1D5aoh4719/	Se cuente con la suficiencia presupuestal para llevar a cabo la implementación del Programa Emergente de Respuesta al Estiaje. El estiaje derivado de la programación de la distribución de agua por parte de SOAPA se intensifica en el municipio de Oaxaca de Juárez
C2 ACTIVIDAD 2.2	Programa permanente del recurso hídrico	Porcentaje de acciones del programa permanente del recurso hídrico. (número de acciones del programa permanente del recurso hídrico realizadas /Número de acciones del programa permanente del recurso hídrico programadas) x 100	Solicitudes recibidas en materia del uso y cuidado del recurso hídrico dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica. Listas de asistencia de capacitaciones y/o talleres dentro del Programa Permanente del Recurso Hídrico. Material gráfico y auditivo utilizado dentro del Programa Permanente del Recurso Hídrico Informe de acciones del programa permanente del recurso hídrico dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica Área responsable de la información: Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos Hídricos, información en enero, febrero, marzo, abril, mayo, junio, julio, agosto, septiembre, octubre y noviembre Archivos físicos y Digitales de la Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos Hídricos	La ciudadanía participe activamente en las acciones del Programa del Recurso Hídrico.
C3 ACTIVIDAD 3.1	Emisión de autorizaciones, licencias y dictámenes en materia ambiental	Porcentaje de autorizaciones, licencias y dictámenes en materia ambiental emitidas. (número de autorizaciones, licencias y dictámenes en materia ambiental emitidas/ número de autorizaciones, licencias y dictámenes en materia ambiental programadas recibidas) x 100	Reporte de solicitudes recibidas de autorizaciones, licencias y dictámenes en materia ambiental dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica. Autorizaciones de impacto ambiental, licencias de anuncios publicitarios y dictámenes en materia ambiental emitidos por el titular de la Secretaría de Medio Ambiente y Gestión Hídrica. Área responsable: Departamento de Gestión de Riesgos y Protección Ambiental, información en marzo, junio y septiembre Archivos físicos y Digitales del Departamento de Gestión de Riesgos y Protección Ambiental	La ciudadanía presenta sus solicitudes de manera oportuna y por escrito para la emisión de autorizaciones, licencias y dictámenes, con el fin de dar cumplimiento a las disposiciones jurídicas en materia ambiental

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.2	Informe de medición de límites máximos permisibles de ruido	Porcentaje de informes de medición de límites máximos permisibles de ruido realizado. (Número de informes de medición de límites máximos permisibles de ruido realizados / número de informes de medición de límites máximos permisibles de ruido programados) x 100	Reporte de solicitudes para realizar el informe de medición de límites máximos permisibles de ruido recibidas Reporte técnico de informes de medición de límites máximos permisibles de ruido realizados dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica. Área responsable: Departamento de Gestión de Riesgos y Protección Ambiental, información generada en los meses de marzo, junio y septiembre Archivos físicos y Digitales del Departamento de Gestión de Riesgos y Protección Ambiental	La ciudadanía solicita en tiempo y forma la realización del Informe de medición de límites máximos permisibles de ruido
C4 ACTIVIDAD 4.1	Emisión de Dictámenes en materia de arbolado urbano y arborización	Porcentaje de dictámenes en materia de arbolado urbano y arborización emitidos. (número de dictámenes en materia de arbolado urbano y arborización emitidos/ Total de solicitudes de dictámenes en materia de arbolado urbano y arborización recibidas) x 100	Reporte de solicitudes de los dictámenes en materia de arbolado urbano y arborización por parte de la ciudadanía y por atribución de la Secretaría de Medio Ambiente y Gestión Hídrica dirigido a la misma. Dictámenes en materia de arbolado urbano y arborización emitidos por el titular de la Secretaría de Medio Ambiente y Gestión Hídrica Área responsable: Departamento de Registro y Conservación de los Recursos Naturales y Vivero, información generada marzo, junio y septiembre Archivos físicos y Digitales del Departamento de Registro y Conservación de los Recursos Naturales y Vivero.	La ciudadanía y dependencias realizan solicitudes por escrito para la emisión de dictámenes en materia de arbolado urbano y arborización.
C4 ACTIVIDAD 4.2	Producción de plantas de ornato y arbóreas	Porcentaje de plantas de ornato y arbóreas producidas. (Número de plantas de ornato y arbóreas producidas /Número de plantas de ornato y arbóreas producidas) x 100	Inventario de plantas de ornato y arbóreas existentes en vivero Solicitudes de donación de plantas de ornato y arbórea dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica Reporte de la producción de plantas de ornato y arbóreas en el vivero municipal en el periodo dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica Área responsable: Departamento de Registro y Conservación de los Recursos Naturales y Vivero, información en marzo, junio y septiembre Archivos físicos y Digitales del Departamento de Registro y Conservación de los Recursos Naturales y Vivero	Las condiciones meteorológicas permitan el desarrollo de las plantas de ornato y arbóreas.

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Nombre del Programa	Medio Ambiente y Gestión Hídrica Sostenible
Clave del Programa Presupuestario	13
Unidad(es) Responsable(s)	Secretaría de Medio Ambiente y Gestión Hídrica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C4 ACTIVIDAD 4.3	Actualización del inventario de arbolado urbano en el Municipio de Oaxaca de Juárez	Porcentaje de avance en la actualización del inventario de arbolado urbano. (Número de zonas o áreas actualizadas del inventario de arbolado urbano/Número total de zonas o áreas programadas para actualizar) x 100	Ficha informativa de la programación de áreas a realizar la actualización del arbolado urbano dirigida al titular de la Secretaría de Medio Ambiente y Gestión Hídrica Inventario actualizado del arbolado urbano del Municipio de Oaxaca de Juárez, información de carácter anual. Área responsable: Departamento de Registro y Conservación de los Recursos Naturales y Vivero, información en noviembre. Archivos físicos y Digitales del Departamento de Registro y Conservación de los Recursos Naturales y Vivero	Las condiciones climatológicas permitan el desarrollo de las actividades de inspección y evaluación del arbolado urbano en el municipio de Oaxaca de Juárez
C5 ACTIVIDAD 5.1	Implementación y operación de puntos de acopio	Porcentaje de acciones para la implementación y operación de puntos de acopio realizadas. (número de acciones para la implementación y operación de puntos de acopio realizadas/acciones para la implementación y operación de puntos de acopio programadas) x 100	Informe de capacitaciones y/o talleres en materia de separación de residuos solidos realizadas Oficios de solicitud de espacio para la instalación del punto de acopio dirigido a los agentes municipales. Reporte de kilos por material acopiado dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica Área responsable: Departamento de Desarrollo Integral Sustentable y Cambio Climático, información en enero, febrero, marzo, abril, mayo, junio, julio, agosto, septiembre, octubre y noviembre Archivos físicos y Digitales del Departamento de Desarrollo Integral Sustentable y Cambio Climático	La ciudadanía participa activamente en la separación y entrega de residuos en los puntos de acopio.
C5 ACTIVIDAD 5.2	Implementación de acciones de mitigación y adaptación al cambio climático	Porcentaje de acciones de mitigación y adaptación al cambio climático implementadas. (número de acciones de mitigación y adaptación al cambio climático realizadas / número de acciones de mitigación y adaptación al cambio climático programadas) x 100	Actas de las sesiones del Comité Municipal de Cambio Climático. Informe de las capacitaciones y/o talleres en materia de mitigación y adaptación al cambio climático. Área responsable: Departamento de Desarrollo Integral Sustentable y Cambio Climático, información en enero, febrero, marzo, abril, mayo, junio, julio, agosto, septiembre, octubre y noviembre Archivos físicos y Digitales del Departamento de Desarrollo Integral Sustentable y Cambio Climático	La ciudadanía y los sectores productivos del municipio muestran disposición para participar en las acciones de mitigación y adoptar prácticas sostenibles.

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Ejercicio Fiscal	2026
Nombre del Programa	Medio Ambiente y Gestión Hídrica Sostenible
Clave del Programa Presupuestario	13
Unidad(es) Responsable(s)	Secretaria de Medio Ambiente y Gestión Hídrica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C6 ACTIVIDAD 6.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas) x 100	Oficio de seguimiento y control de la comprobación. Reporte mensual del sistema SICAP. Oficio dirigido al titular de la Secretaría de Medio Ambiente y Gestión Hídrica autorizando el presupuesto asignado Área responsable: Secretaría de Medio Ambiente y Gestión Hídrica; Información de carácter mensual; Archivo físico y digital de la Secretaría de Medio Ambiente y Gestión Hídrica	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaría de Medio Ambiente y Gestión Hídrica
C6 ACTIVIDAD 6.2	Coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados/ Número de reportes de coordinación institucional y gestión documental operativa programados) x 100	Reporte de coordinación institucional incluyendo el concentrado de oficios de remisión dirigidos a las instancias correspondientes Área responsable de la información: Secretaría de Medio Ambiente y Gestión Hídrica; información de carácter mensual; Archivos físicos y digitales de la Secretaría de Medio Ambiente y Gestión Hídrica.	Existen requerimientos de coordinación institucional dirigidas al Secretaría de Medio Ambiente y Gestión Hídrica por parte de las dependencias y entidades de la Administración pública municipal.

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Nombre del Programa	Coordinación Estratégica e Innovación Gubernamental
Clave del Programa Presupuestario	14
Unidad(es) Responsable(s)	Secretaría Particular
	UR Responsable: 402 Secretaría Particular. Participantes: 401 Jefatura de la Oficina de la Presidencia / 403 Secretaría Técnica / 408 Coordinación de Asuntos Metropolitanos / 409 Coordinación de Relaciones Intergubernamentales e Internacionales.

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a una gestión gubernamental eficaz, transparente y articulada en el municipio de Oaxaca de Juárez, mediante la operación de instrumentos institucionales y mecanismos de vinculación intergubernamental que fortalecen la toma de decisiones, la gobernanza local y el cumplimiento de los objetivos del gobierno municipal.	Porcentaje de acuerdos institucionales de alto nivel gestionados y cumplidos por la Presidencia Municipal. (Número de acuerdos institucionales de alto nivel con seguimiento y cumplimiento efectivo / Número total de acuerdos institucionales gestionados)* 100	Actas de acuerdos institucionales de alto nivel Minutas de reuniones con representantes de instituciones de alto nivel. Oficios de conocimiento sobre las comunicaciones y avances de los acuerdos gestionados y cumplidos Relatoría sobre los avances de acuerdos interinstitucionales de alto nivel. Área responsable de la información: Secretaría Particular; . Información de cáracter anual; archivos físicos y digitales de la Secretaría Particular.	Las instituciones de alto nivel involucradas en la gobernanza local e intergubernamental colaboran en la operación de mecanismos de articulación y toman decisiones con base en los instrumentos institucionales implementados por la Presidencia Municipal, asegurando el cumplimiento de los acuerdos y objetivos estratégicos del gobierno municipal.
PROPÓSITO	La Presidencia Municipal de Oaxaca de Juárez coordina y ejecuta acciones institucionales, jurídicas, logísticas, administrativas y de vinculación intergubernamental que fortalecen la gobernanza local, la mejora regulatoria y el desarrollo metropolitano.	Porcentaje de acciones institucionales, jurídicas, logísticas, administrativas y de vinculación intergubernamental implementadas por la Presidencia Municipal. (Número de acciones institucionales, jurídicas, logísticas, administrativas y de vinculación intergubernamental / Número de acciones programadas) *100	Informe de oficios remitidos a la Oficialía de la Presidencia Municipal con respecto a las acciones institucionales, jurídicas, logísticas, administrativas y de vinculación intergubernamental implementadas por la Presidencia Municipal. Área responsable de la información: Secretaría Particular; Información de cáracter anual; archivos físicos y digitales de la Secretaría Particular.	Las dependencias, entidades e instancias intergubernamentales participan, comparten información requerida y remiten en tiempo sus requerimientos, agendas y avances, lo que permite la ejecución efectiva de acciones institucionales, logísticas, jurídicas, administrativas y de vinculación que fortalecen la gobernanza local y el desarrollo metropolitano.
COMPONENTE 1	Instrumentos institucionales de apoyo a la gestión del Presidente Municipal operados.	Porcentaje de operación de instrumentos institucionales de apoyo a la gestión del Presidente Municipal. (Número de instrumentos institucionales operados / Número total de instrumentos institucionales programados) * 100	Informe semestral de instrumentos institucionales de apoyo a la gestión del Presidente Municipal operados. Área responsable de la información: Secretaría Particular; Información de cáracter semestral; archivos físicos y digitales de la Secretaría Particular.	Las dependencias municipales, ciudadanía e instancias externas generan oportunamente las solicitudes, convocatorias y documentos requeridos para la articulación y operación efectiva de los instrumentos institucionales de apoyo a la gestión del presidente municipal.
COMPONENTE 2	Servicios de asistencia jurídico administrativo, coordinación ejecutiva y control institucional implementados.	Porcentaje de acciones ejecutivas y de asistencia jurídica implementadas para la operación institucional de Presidencia Municipal. Número de acciones ejecutivas y de asistencia jurídica implementadas/Número de acciones ejecutivas y de asistencia jurídica programadas) * 100	Control de actas administrativas firmadas por el Presidente Municipal Área responsable de la información: Oficina de la Jefatura de la Presidencia; Información de carácter semestral; Archivo físico y digital de la Oficina de la Jefatura de la Presidencia.	Las dependencias y entidades solicitantes turnan los documentos con la información completa y en tiempo para su revisión jurídica previa a la firma del presidente municipal.
COMPONENTE 3	Acciones de asistencia ejecutiva, coordinación institucional y mejora regulatoria implementadas	Porcentaje de acciones ejecutivas, de coordinación y mejora regulatoria implementadas (Acciones ejecutivas, de coordinación y mejora regulatoria implementadas / acciones ejecutivas de coordinación y mejora regulatoria programadas)* 100	Trámites y Servicios Simplificados Área Responsable: Secretaría Técnica, información de carácter semestral, Archivos físicos y digitales de la Secretaría Técnica.	Las dependencias y entidades municipales participan en los procesos de coordinación institucional, asistencia ejecutiva y mejora regulatoria.
COMPONENTE 4	Acciones de vinculación interinstitucional, logística institucional y atención internacional implementadas.	Porcentaje de acciones de vinculación interinstitucional, logística institucional y atención internacional implementadas. (Número de acciones de vinculación interinstitucional, logística institucional y atención internacional implementadas / Número total de acciones programadas) *100	Agenda semestral de atenciones de la Coordinación de Relaciones Intergubernamentales e Internacionales. Tarjetas informativas respecto a los procesos de hermanamiento obtenidas. Área Responsable: Coordinación de Relaciones Intergubernamentales e Internacionales, información de carácter semestral, Archivos físicos y digitales de la Coordinación de Relaciones Intergubernamentales e Internacionales.	Las instituciones estatales, federales e internacionales participan y proporcionan la información necesaria en tiempo y forma para la adecuada organización de eventos, reuniones y procesos de cooperación con el Municipio de Oaxaca de Juárez.

COMPONENTE 5	Acciones de coordinación y seguimiento interinstitucional para el desarrollo metropolitano implementadas.	Porcentaje de mecanismos de coordinación y seguimiento interinstitucional para el desarrollo metropolitano implementados respecto a los programados. (Número de acciones de coordinación y seguimiento interinstitucional para el desarrollo metropolitano implementadas / Número de acciones programadas) * 100	Agenda mensual de atenciones de la Coordinación de Asuntos Metropolitanos. Informe mensual de las reuniones interinstitucionales obtenidas donde la coordinación actue de manera operativa. Convenios obtenidos de las Reuniones Metropolitanas entre Presidentas y presidentes Municipales. Area Responsable: Unidad de Atención de Asuntos Metropolitanos, información de carácter semestral, Archivos físicos y digitales de la Unidad de Atención de Asuntos Metropolitanos	Las dependencias gubernamentales, municipios, universidades, fundaciones y organizaciones de la sociedad civil mantienen disposición y colaboración continua para participar activamente en las reuniones metropolitanas, establecer convenios y dar seguimiento a los acuerdos operativos.
COMPONENTE 6	Servicios de apoyo administrativo y operativo implementados	Porcentaje de acciones de apoyo administrativo y operativo implementadas Número de acciones de apoyo implementadas / Número de acciones programadas *100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable de la información.Secretaría Particular; Información de carácter semestral; Archivos físicos y Digitales de la Secretaría Particular.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Secretaria Particular
ACTIVIDAD 1.1	Gestión de la agenda institucional del Presidente Municipal	Porcentaje de acciones de gestión de la agenda institucional del Presidente Municipal realizadas. (Número de acciones de gestión de la agenda institucional del Presidente Municipal realizadas / Número de acciones de gestión programadas) * 100	Agenda mensual de atenciones de la Secretaría Particular. Registros de atención brindada por la Secretaría Particular. Informe de solicitudes de audiencia dirigidas al Presidente Municipal Área responsable de la información: Secretaría Particular; Información de carácter mensual; Archivos físicos y digitales de la Secretaría Particular.	Las dependencias, instituciones y actores convocados confirman su participación y brindan la información necesaria para la adecuada gestión de la agenda del Presidente Municipal.
ACTIVIDAD 1.2	Coordinación de reuniones institucionales	Porcentaje de acciones para la coordinación de reuniones institucionales del Presidente Municipal realizadas (Número de acciones para la coordinación de reuniones institucionales del Presidente Municipal realizadas / Número de acciones de coordinación de reuniones programadas) * 100	Agenda oficial mensual de reuniones institucionales para la asistencia del Presidente Municipal. Registros de reuniones celebradas de la Secretaría Particular con asistencia del Presidente Municipal. Área responsable de la información: Secretaría Particular; Información de carácter mensual; archivos físicos y digitales de la Secretaría Particular.	Existen convocatorias e invitaciones por parte de otros ordenes de gobierno, entidades, agencias, sociedad civil para la asistencia del Presidente Municipal .
ACTIVIDAD 1.3	Operación del sistema de control de correspondencia de la Oficialía de la Presidencia Municipal	Porcentaje de acciones de operación del Sistema de Control de correspondencia de la Oficialía de la Presidencia Municipal realizadas. (Número de acciones de operación del Sistema de Control de correspondencia de la Oficialia de la Presidencia Municipal realizadas / Número de acciones de operación programadas) *100	Reporte de solicitudes de trámites y servicios presentados por la ciudadanía recibidos, registrados y turnados en el sistema de Control de Correspondencia de la Oficialía de la Presidencia Municipal. Área responsable de la información: Secretaría Particular; Información de carácter mensual; archivos físicos y digitales de la Secretaría Particular.	La ciudadanía presenta ante la Oficialía de la Presidencia Municipal, solicitudes de trámites o servicios para su atención.
ACTIVIDAD 2.1	Revisión jurídica de documentos para firma del presidente	Porcentaje de documentos revisados jurídicamente para firma del Presidente Municipal. (Número de documentos revisados jurídicamente / Número de documentos turnados) * 100	Control de firmas del Presidente Municipal. Área responsable de la información: Oficina de la Jefatura de la Presidencia; Información de carácter mensual; Archivo físico y digital de la Oficina de la Jefatura de la Presidencia.	Las áreas solicitantes turnan los documentos con la información completa y en tiempo para su revisión jurídica previa a la firma del presidente municipal.
ACTIVIDAD 2.2	Seguimiento de reuniones de gabinete	Porcentaje de acuerdos derivados de reuniones de gabinete con seguimiento realizado. (Número de acuerdos de reuniones de gabinete con seguimiento realizado / Número total de acuerdos generados en reuniones de gabinete) × 100	Minutas de reuniones de gabinete. Área responsable de la información: Oficina de la Jefatura de la Presidencia; Información de carácter mensual; Archivo físico y digital de la Oficina de la Jefatura de la Presidencia.	Las dependencias y entidades reportan en tiempo los avances de los acuerdos establecidos durante las reuniones de gabinete.

ACTIVIDAD 2.3	Control de agendas de las Dependencias y Entidades	Porcentaje de agendas de dependencias y entidades municipales integradas al sistema de control institucional. (Número de agendas integradas al sistema de control institucional / Número total de dependencias y entidades municipales) × 100	Reporte de agendas integradas por la Jefatura de la Oficina de Presidencia Área responsable de la información: Oficina de la Jefatura de la Presidencia; Información de carácter mensual; Archivo físico y digital de la Oficina de la Jefatura de la Presidencia.	Las dependencias y entidades envían puntualmente sus agendas para la consolidación y control institucional de actividades.
ACTIVIDAD 3.1	Elaboración de fichas técnicas del presidente	Porcentaje de fichas técnicas del Presidente Municipal elaboradas. (Número de fichas técnicas elaboradas / Número de fichas técnicas programadas) × 100	Fichas técnicas elaboradas Área responsable: Secretaría Técnica, información de carácter semestral; Archivo digital y físico de la Secretaría Técnica.	Las dependencias y entidades proporcionan la información requerida para la elaboración oportuna y completa de las fichas técnicas del Presidente Municipal.
ACTIVIDAD 3.2	Coordinación de reuniones de Gabinete	Porcentaje de reuniones de gabinete coordinadas conforme a la programación institucional. (Número de reuniones de gabinete realizadas / Número de reuniones de gabinete programadas) × 100	Agenda institucional de reuniones de gabinete elaborado por la Secretaria Técnica Minutas de reuniones de gabinete elaboradas por la Secretaria Técnica . Área responsable: Secretaría Técnica, información de carácter mensual , Archivo digital y físico de la Secretaría Técnica.	Los titulares de las dependencias y entidades participan en las reuniones de gabinete.
ACTIVIDAD 3.3	Implementación de política de mejora regulatoria	Porcentaje de acciones en materia de mejora regulatoria implementadas (Número de acciones en materia de mejora regulatoria implementadas / Número total de acciones programadas) × 100	Informes de avance del programa municipal de mejora regulatoria Registros de capacitación y simplificación administrativa Reportes de evaluación de procesos en materia de mejora regulatoria. Área responsable: Secretaría Técnica, información de carácter mensual , Archivo digital y físico de la Secretaría Técnica.	Las dependencias municipales aplican las acciones de simplificación y mejora regulatoria conforme a los lineamientos y cronogramas establecidos.
ACTIVIDAD 4.1	Gestión de relaciones institucionales con dependencias estatales y federales.	Porcentaje de acciones de gestión de relaciones institucionales con dependencias estatales y federales realizadas. (Número de acciones de gestión de relaciones institucionales con dependencias estatales y federales realizadas / Número de acciones de gestión programadas) * 100	Oficios de vinculación institucional con dependencias estatales y federales. Invitaciones enviadas y recibidas por parte del municipio a instituciones estatales y federales; así como las respuestas a dichas invitaciones. Orden del día y discursos que se generen para la intervención del presidente municipal. Área responsable: Coordinación de Relaciones Intergubernamentales e internacionales; Información de carácter trimestral; archivos físicos y digitales de la Coordinación de Relaciones Intergubernamentales e Internacionales	Las dependencias de la Administración Pública Estatal y Federal confirman su participación y entregan la información necesaria para la adecuada organización de reuniones de estrechamiento de lazos con el municipio de Oaxaca de Juárez
ACTIVIDAD 4.2	Coordinación logística de eventos, giras y reuniones institucionales del Presidente Municipal.	Porcentaje de eventos, giras y reuniones realizadas con coordinación logística brindada. (Número de eventos, giras y reuniones con coordinación logística brindada. / Número de eventos, giras y reuniones con coordinación logística programadas) * 100	Oficios de solicitud de espacios públicos, mobiliario y equipos de sonido dirigidos a las dependencias del gobierno municipal y estatal. Nota informativa y relatoría mensual de eventos realizados. Notas informativas publicadas en las diferentes redes sociales y página web del municipio, las cuales dan cuenta de los eventos realizados y el alcance logrado. Área responsable: Coordinación de Relaciones Intergubernamentales e internacionales; Información de carácter mensual; archivos físicos y digitales de la Coordinación de Relaciones Intergubernamentales e Internacionales.	Existen convocatorias, eventos, giras y reuniones dirigidos al Presidente Municipal.

ACTIVIDAD 4.3	Atención a delegaciones y organismos internacionales.	Porcentaje de acciones de atención a delegaciones y organismos internacionales realizadas. (Número de acciones de atención a delegaciones y organismos internacionales realizadas / Número de acciones de atención a delegaciones y organismos internacionales programadas) * 100	Invitaciones digitales y físicas dirigidas a delegaciones y organismos internacionales . Minutas de reuniones con delegaciones y organismos internacionales realizadas. Oficios de los resultados de las reuniones de cooperación con Organismos Internacionales. Acuerdos firmados de Cooperación Internacional descentralizada para el Desarrollo. Área responsable: Coordinación de Relaciones Intergubernamentales e internacionales; Información de carácter semestral; archivos físicos y digitales de la Coordinación de Relaciones Intergubernamentales e Internacionales	Las delegaciones y organismos internacionales visitan al municipio de Oaxaca de Juárez y proporcionan la información necesaria para la adecuada organización de reuniones correspondientes.
ACTIVIDAD 5.1	Coordinación de agenda de asuntos metropolitanos	Porcentaje de acciones de coordinación de asuntos metropolitanos realizadas (Número de acciones de coordinación de asuntos metropolitanos realizadas/ Número de acciones programadas) * 100	Agenda mensual de atenciones metropolitanas. Minutas de reuniones de coordinación metropolitana. Oficios de convocatoria, invitación o acuerdos emitidos y recibidos entre los municipios participantes. Tarjetas informativas realizadas por las dependencias y entidades de la administración previas a las reuniones o mesas de trabajo obtenidas. Área responsable de la información: Coordinación de Atención de Asuntos Metropolitanos; Información de carácter mensual; Archivos físicos y digitales de la Coordinación de Atención de Asuntos Metropolitanos.	Las dependencias, Instituciones y Actores convocados participan y brindan la información necesaria para las adecuadas reuniones de trabajo sobre asuntos metropolitanos
ACTIVIDAD 5.2	Seguimiento de acuerdos y vinculación institucional en temas metropolitanos	Porcentaje de Acuerdos y Vinculación institucional en temas metropolitanos con seguimiento. (Número de Acuerdos y Vinculaciones de Asuntos Metropolitanos con seguimiento / Número de Acuerdos y Vinculaciones de Atención de Asuntos Metropolitanos generados) * 100	Minutas de reuniones metropolitanas. Tarjetas informativas sobre el seguimiento de los acuerdos y vinculación institucional emitidas por las dependencias responsables de la atención. Reportes mensuales de seguimiento del Departamento de Seguimiento de Acuerdos y Vinculación. Área responsable de la información: Coordinación de Atención de Asuntos Metropolitanos; Información de carácter mensual; Archivos físicos y digitales de la Coordinación de Atención de Asuntos Metropolitanos.	Las dependencias y entidades reportan en tiempo los avances de los acuerdos y vinculaciones establecidos.
ACTIVIDAD 6.1	Seguimiento presupuestal y control financiero	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Informe mensual de actividades del seguimiento presupuestal y control financiero. Área responsable de la información: Secretaria Particular; Información de carácter mensual; Archivos físicos y digitales de la Secretaria Particular.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Secretaria Particular
ACTIVIDAD 6.2	Reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Oficios de remisión de coordinación institucional dirigidos a las instancias correspondientes. Área responsable de la información: Secretaria Particular; Información de carácter mensual; Archivos físicos y digitales de la Secretaria Particular.	Existen requerimientos de coordinación institucional dirigidas a la Secretaria Particulat por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Defensa de los Derechos Humanos
Clave del Programa Presupuestario	15
Unidad(es) Responsable(s)	Consejería Jurídica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la gobernabilidad y paz social en el municipio de Oaxaca de Juárez, mediante la prestación de servicios jurídicos, la emisión de instrumentos normativos, la representación institucional y la promoción de los derechos humanos y laborales.	Tasa de resolución jurídica institucional [(Número de casos jurídicos resueltos en el año que se informa (amparos, juicios, arbitrajes, dictámenes) / Total de casos jurídicos atendidos durante el año que se informa] * 100	Reporte anual de casos jurídicos atendidos y resueltos durante el periodo a informar dirigido al Presidente Municipal Constitucional . Responsable de la información: Consejería Jurídica; Información de carácter anual; Archivos físicos y digitales de la Consejería Jurídica.	El marco jurídico nacional y estatal se mantiene vigente y estable, y las instituciones del sistema de justicia colaboran de manera efectiva con el municipio de Oaxaca de Juárez, favoreciendo el cumplimiento del Estado de Derecho y la atención oportuna de los asuntos jurídicos municipales.
PROPÓSITO	La Consejería Jurídica del Municipio de Oaxaca de Juárez brinda atención legal oportuna, representación jurídica eficaz, asesoría normativa y mecanismos institucionales de conciliación y defensa, con el fin de garantizar el respeto a los derechos humanos, fortalecer la legalidad institucional y atender conflictos jurídicos y laborales conforme al marco normativo vigente	Porcentaje de actividades jurídicas, normativas, defensoras y de conciliación ejecutadas por la Consejería Jurídica. (Número de actividades jurídicas, normativas, defensoras y de conciliación ejecutadas por la Consejería Jurídica implementadas / Número de actividades programadas) * 100	Reportes anuales de actividades jurídicas, normativas, defensoras y de conciliación emitidos por la Consejería Jurídica. Informe anual de evaluación interna sobre el cumplimiento de metas y actividades programadas dirigido al Instituto de Planeación . Responsable de la información: Consejería Jurídica; Información de carácter anual; Archivos físicos y digitales de la Consejería Jurídica.	Las dependencias municipales mantienen condiciones institucionales, legales y financieras favorables, así como una coordinación efectiva y acceso oportuno a información y recursos que permiten la adecuada ejecución de las actividades jurídicas y administrativas programadas.
COMPONENTE 1	Capacitación, difusión y atención en materia de derechos humanos y diversidad sexual entregadas, derivadas de acciones formativas, informativas y de respuesta institucional.	Acciones institucionales implementadas en materia de derechos humanos y diversidad sexual. (Número de acciones de capacitación, difusión y atención implementadas en el periodo / Número de acciones programadas en el periodo) * 100	Registro institucional de personas beneficiadas o atendidas en acciones formativas, informativas y de atención dirigido al Consejero Jurídico. Informe institucional de actividades con respaldo documental y fotográfico dirigido al Consejero Jurídico. Convenios de colaboración formalizados y debidamente registrados. Área responsable de la información: Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual; Información de carácter semestral; Archivos físicos y digitales del Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual.	Las dependencias municipales y la población objetivo reciben la convocatoria y cuentan con las condiciones institucionales y logísticas que permiten realizar las acciones de capacitación, difusión y atención en materia de derechos humanos y diversidad sexual.
COMPONENTE 2	Seguimiento jurídico y representación legal entregados en materia civil, laboral, administrativa y de control constitucional.	Porcentaje de acciones de seguimiento jurídico en representación legal entregados en materia civil, laboral, administrativa y de control constitucional implementadas (Número de acciones de seguimiento jurídico en representación legal entregados en materia civil, laboral, administrativa y de control constitucional implementadas / Número de acciones programadas) * 100	Informe general de actividades de seguimiento jurídico en representación legal en materia civil, laboral, administrativa y de control constitucional dirigido al Consejero Jurídico. Área responsable de la información: Departamento de Amparos y Departamento Contencioso Administrativo; Información de carácter semestral; Archivos físicos del Departamento de Amparos y Departamento Contencioso Administrativo.	Las autoridades jurisdiccionales notifican en tiempo y forma los actos procesales que permiten ejercer una representación legal oportuna y eficaz.
COMPONENTE 3	Propuesta normativa y emisión jurídica entregadas, derivadas de la realización de actividades de análisis, reforma y opinión sobre ordenamientos municipales	Porcentaje de actividades normativas y de asesoría jurídica emitidas respecto a las programadas. (Número de actividades normativas ejecutadas y de asesoría jurídica emitidas / Número de actividades programadas) *100	Informe semestral de actividades actividades normativas y de emisión jurídica dirigido a Consejero Jurídico. Área responsable de la información: Departamento de Procedimientos Legales y Proyectos Normativos; Información de carácter semestral; Archivos físicos del Departamento de Procedimientos Legales y Proyectos Normativos.	Se cuenta con la coordinación interinstitucional adecuada y los recursos técnicos necesarios para elaborar y emitir las propuestas normativas y opiniones jurídicas en los tiempos establecidos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Defensa de los Derechos Humanos
Clave del Programa Presupuestario	15
Unidad(es) Responsable(s)	Consejería Jurídica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 4	Acciones de análisis jurídico y seguimiento de regularización territorial entregadas, derivadas de la realización de actividades de dictaminación legal y la atención a asentamientos humanos irregulares.	Porcentaje de actividades de regularización jurídica y territorial ejecutadas (Número de actividades de regularización jurídica y territorial ejecutadas / Número de actividades programadas)*100	Informe de Actividades de regularización jurídica y territorial Copia simple de las Sesiones de cabildo en donde se establezca la regularización territorial. Convenio con instituciones federales en temas de regularización, propiedad o asentamientos humanos. Área responsable de la información: Departamento de Regulación Territorial; Información de carácter semestral; Archivos físicos del Departamento Regulación Territorial	Las instancias estatales y municipales involucradas en procesos de regularización mantienen disposición de colaboración y coordinación interinstitucional.
COMPONENTE 5	Revisión documental y seguimiento jurídico entregados, derivados de la realización de actividades de análisis contractual y atención a procesos de investigación.	Porcentaje de actividades jurídicas de revisión y seguimiento ejecutadas. (Número de actividades jurídicas de revisión y seguimiento ejecutadas / Número de actividades jurídicas y seguimiento programadas)*100	Informe de Actividades de atención jurídicas de revisión y seguimiento dirigido al Consejero Jurídico. Área responsable de la información: Departamento Jurídico Consultivo; Información de carácter semestral; Archivos físicos del Departamento Jurídico Consultivo	Las áreas solicitantes y de investigación proporcionan en tiempo y forma la documentación requerida, permitiendo la adecuada realización de la revisión documental y el seguimiento jurídico de los procesos
COMPONENTE 6	Procedimientos jurídico-laborales ante la Junta de Arbitraje implementados	Porcentaje de actividades sustantivas en materia laboral ejecutadas respecto a las programadas. (Número de actividades en materia laboral ejecutadas/Número de actividades en materia laboral programadas)*100	Informe de actividades de atención mensual de los Secretarios de la Junta dirigido al Tercer Arbitro de la Junta; e Informe de actividades de atención mensual a controversias emitido por la Junta de Arbitraje Municipal y dirigido a la Consejería Jurídica. Área responsable de la información: Junta de Arbitraje Municipal; información de carácter semestral; Archivos físicos y digitales de la Junta de Arbitraje Municipal.	Las autoridades laborales proporcionan en tiempo y forma los calendarios y notificaciones necesarios, permitiendo la correcta atención de los procedimientos jurídico-laborales ante la Junta de Arbitraje.
COMPONENTE 7	Servicios de apoyo administrativo, jurídico y operativo implementados.	Porcentaje de acciones de apoyo administrativo y operativo implementadas. (Número de acciones de apoyo implementadas / Número de acciones programadas) * 100	Informe semestral de seguimiento presupuestal dirigido al Consejero Jurídico. Informe general por áreas responsables de las actividades a su cargo. Área responsable de la información: Departamento de Procedimientos Legales y Proyectos Normativos; Información de carácter semestral; Archivos físicos del Departamento de Procedimientos Legales y Proyectos Normativo.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Consejería Jurídica.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Defensa de los Derechos Humanos
Clave del Programa Presupuestario	15
Unidad(es) Responsable(s)	Consejería Jurídica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 1.1	Capacitación en materia de derechos humanos y diversidad sexual	Porcentaje de acciones de capacitación en materia de derechos humanos y diversidad sexual realizadas. (Número de acciones de capacitación en materia de derechos humanos y diversidad sexual realizadas/Número de acciones de capacitación en materia de derechos humanos y diversidad sexual programadas) * 100	Circular de invitación a capacitaciones en materia de derechos humanos y diversidad sexual dirigidas a las dependencias y entidades de la Administración Pública Municipal. Oficio institucional dirigido a instituciones y sociedad civil en general. Informe de actividades, elaborado por la dependencia, que documente los temas impartidos, fechas, duración y número de participantes. Área responsable de la información: Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual; Información de carácter semestral; Archivos físicos y digitales del Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual.	Se cuenta con la convocatoria y participación efectiva de servidores públicos, instituciones y sociedad civil, lo que permite la ejecución de las acciones de capacitación en materia de derechos humanos y diversidad sexual.
ACTIVIDAD 1.2	Difusión en materia de derechos humanos y diversidad sexual.	Porcentaje de acciones de difusión en materia de derechos humanos y diversidad sexual realizadas y/o distribuidos sobre derechos humanos y diversidad sexual realizado. (Número de actividades, campañas, materiales informativos realizados, distribuidos sobre derechos humanos y diversidad sexual realizadas / Número de actividades, campañas materiales informativos realizados y/o distribuidos sobre derechos humanos y diversidad sexual programadas) * 100	Tarjeta informativa sobre acciones de difusión de derechos humanos y diversidad sexual dirigida al titular de la Consejería Jurídica. Carpeta de evidencias de acciones de difusión en materia de derechos humanos y diversidad sexual . Informe de actividades de acciones de difusión en materia de derechos humanos y diversidad sexual. Área responsable de la información: Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual; Información de carácter trimestral; Archivos físicos y digitales del Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual.	La población objetivo, ciudadanía y servidores públicos participan activamente en las actividades de sensibilización sobre derechos humanos y diversidad sexual.
ACTIVIDAD 1.3	Atención a recomendaciones y propuestas de conciliación en materia de derechos humanos.	Porcentaje de recomendaciones y propuestas de conciliación en materia de derechos humanos atendidas. (Número de solicitudes de recomendaciones y propuestas de conciliación en materia de derechos humanos atendidas / Número de solicitudes recibidas) * 100	Informe anual de atención a recomendaciones y propuestas de conciliación en materia de derechos humanos dirigido al titular de la Consejería Jurídica. . Área responsable de la información: Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual; Información de carácter anual; Archivos físicos del Departamento para la Atención de los Derechos Humanos y la Diversidad Sexual.	Las instituciones competentes brindan la información y colaboración necesarias para el seguimiento y atención oportuna de las recomendaciones y propuestas en materia de derechos humanos.
ACTIVIDAD 2.1	Seguimiento de expedientes judiciales en materia civil, laboral y administrativa mediante atención a requerimientos judiciales	Seguimiento de expedientes judiciales en materia civil, laboral y administrativa mediante atención a requerimientos judiciales. (Número de requerimientos atendidos en tiempo y forma / Total de requerimientos recibidos) * 100	Informe de actividades de expedientes judiciales en materia civil, laboral y administrativa Área responsable de la información: Departamento Contencioso Administrativo; Información de carácter semestral; Archivos físicos del Departamento Contencioso Administrativo	Las autoridades judiciales remiten los requerimientos con la información necesaria y dentro de los plazos establecidos para su debido seguimiento por parte de la Consejería Jurídica.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Defensa de los Derechos Humanos
Clave del Programa Presupuestario	15
Unidad(es) Responsable(s)	Consejería Jurídica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 2.2	Representación de autoridades municipales en juicios civiles, laborales y administrativos	Porcentaje de juicios con representación jurídica efectuada. (Número de juicios civiles, laborales y administrativos representados por la Consejería Jurídica / Número total de juicios en los que se solicitó representación) * 100	Informe de actividades de juicios civiles, laborales y administrativos con representación jurídica. Área responsable de la información: Departamento Contencioso Administrativo; Información de carácter semestral; Archivos físicos del Departamento Contencioso Administrativo	Las autoridades municipales comunican en tiempo y forma los juicios en los que se requiere la representación de la Consejería Jurídica.
ACTIVIDAD 2.3	Sustanciación de recursos de revocación	Porcentaje de recursos de revocación sustanciados dentro del plazo legal respecto del total de recursos recibidos en el periodo. (Número de recursos sustanciados dentro del plazo / Total de recursos recibidos durante el plazo legal) *100	Relación de recursos de revocación sustanciados dirigido al Consejero Jurídico. Bitácoras con fecha de recepción y resolución de los recursos dirigido al Consejero Jurídico. Área responsable de la información: Departamento Contencioso Administrativo; Información de carácter semestral; Archivos físicos del Departamento Contencioso Administrativo	Las dependencias responsables de los actos impugnados proporcionan en tiempo y forma la información requerida para la sustanciación de los recursos de revocación.
ACTIVIDAD 2.4	Seguimiento de expedientes de juicios de amparo.	Porcentaje de expedientes con seguimiento realizado dentro del plazo de notificación. (Número de expedientes con seguimiento oportuno / Total de expedientes notificados) * 100	Informe detallado del seguimiento de expedientes de juicios de amparo dirigido al Consejero Jurídico. Área responsable de la información: Departamento de amparos; Información de carácter mensual; Archivos físicos del Departamento de Amparos	Se recibe oportunamente la notificación de las etapas procesales de los juicios de amparo por parte de los órganos jurisdiccionales.
ACTIVIDAD 2.5	Seguimiento de acciones de inconstitucionalidad	Porcentaje de acciones de inconstitucionalidad con seguimiento jurídico respecto del total de acciones en trámite durante el periodo. (Número de acciones de inconstitucionalidad con seguimiento documentado realizadas / Número total de acciones programadas por realizar) * 100	Informe de actividades de inconstitucionalidad con seguimiento jurídico dirigido al Consejero Jurídico. Área responsable de la información: Departamento de amparos; Información de carácter anual; Archivos físicos del Departamento de Amparos. https://www2.scjn.gob.mx/ConsultasTematica/ pagina oficial de la Suprema Corte de Justicia de la Nación (SCJN)	Las autoridades competentes informan oportunamente la notificación de avances o resoluciones en las acciones de inconstitucionalidad por parte de las autoridades competentes. cada caso.
ACTIVIDAD 3.1	Propuesta de reforma de ordenamientos jurídicos municipales	Porcentaje de propuestas de reforma jurídica elaboradas respecto del total de solicitudes o necesidades identificadas en el periodo. (Número de propuestas de reforma elaboradas / Total de solicitudes o necesidades identificadas) *100	Informe de actividades de propuestas de reforma jurídica elaboradas. Área responsable de la información: Departamento de Procedimientos Legales y Proyectos Normativos; Información de carácter anual; Archivos físicos del Departamento de Procedimientos Legales y Proyectos Normativo.	Existen necesidades normativas identificadas que requieren insumos técnicos por parte de las áreas técnicas y operativas del municipio para la elaboración de propuestas de reformas fundamentadas y pertinentes.
ACTIVIDAD 3.2	Emisión de opiniones jurídicas	Porcentaje de opiniones jurídicas emitidas dentro del plazo establecido respecto del total de solicitudes recibidas. (Número de opiniones jurídicas emitidas en plazo / Total de solicitudes recibidas) *100	Informe mensual de actividades de opiniones jurídicas emitidas Área responsable de la información: Departamento de Procedimientos Legales y Proyectos Normativos; Información de carácter mensual; Archivos físicos del Departamento de Procedimientos Legales y Proyectos Normativo	Las áreas solicitantes entregan de manera oportuna ycompleta, la información y documentación necesarias para la emisión de opiniones jurídicas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Defensa de los Derechos Humanos
Clave del Programa Presupuestario	15
Unidad(es) Responsable(s)	Consejería Jurídica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 4.1	Análisis y dictaminación de la situación jurídica de los asentamientos humanos irregulares en territorio municipal	Asentamientos humanos irregulares dictaminados jurídicamente respecto del total de expedientes analizados en el periodo. (Número de asentamientos dictaminados jurídicamente / Total de expedientes analizados) * 100	Informe de Actividades Asentamientos humanos irregulares dictaminados jurídicamente. Dictámenes oficiales. Área responsable de la información: Departamento de Regulación Territorial; Información de carácter mensual; Archivos físicos del Departamento Regulación Territorial.	Las dependencias coadyuvan para proporcionar la información territorial y registral colaborando para el análisis y dictaminación jurídica de los asentamientos y se realice de forma eficiente.
ACTIVIDAD 4.2	Seguimiento en materia de acciones de regularización de la tenencia de la tierra	Acciones de regularización de la tenencia de la tierra con seguimiento documentado respecto del total de acciones programadas en el periodo. (Número de acciones con seguimiento documentado / Total de acciones programadas) *100	Informe de Actividades Acciones de regularización de la tenencia de la tierra con seguimiento documentado Área responsable de la información: Departamento de Regulación Territorial; Información de carácter anual; Archivos físicos del Departamento de Regulación Territorial	Las instancias responsables de ejecutar acciones de regularización de la tenencia de la tierra informan oportunamente sobre sus avances dando un seguimiento adecuado al proceso.
ACTIVIDAD 5.1	Revisión de contratos y convenios	Porcentaje de contratos y convenios revisados dentro del plazo establecido respecto del total de documentos recibidos para revisión. (Número de contratos y convenios revisados en plazo / Total de documentos recibidos)*100	Informe de Actividades de revisión y atención a contratos y convenios. Área responsable de la información: Departamento Jurídico Consultivo; Información de carácter semestral; Archivos físicos del Departamento Jurídico Consultivo.	Las áreas solicitantes entregan los proyectos de contratos y convenios completos y con anticipación, para realizar la revisión jurídica en tiempo y forma.
ACTIVIDAD 5.2	Seguimiento a carpetas de investigación	Porcentaje de carpetas de investigación con seguimiento jurídico documentado respecto del total de carpetas asignadas en el periodo. (Número de carpetas con seguimiento documentado / Total de carpetas asignadas) *100	Reportes institucionales de seguimiento jurídico a carpetas de investigación. Oficios de avance procesal emitidos. Área responsable de la información: Departamento Jurídico Consultivo; Información de carácter mensual; Archivos físicos del Departamento Jurídico Consultivo	Las autoridades ministeriales informan de manera oportuna sobre el estado procesal de las carpetas, para realizar un seguimiento jurídico adecuado y en tiempo.
ACTIVIDAD 6.1	Emisión de acuerdos sobre controversias sometidas ante la Junta de Arbitraje	Porcentaje de acuerdos sobre controversias sometidas requeridos que concluyen con la emisión de los acuerdos dictados. (Número de acuerdos emitidos / Número de acuerdos requeridos) * 100	Informe de acuerdos sobre controversias sometidas mensuales de los Secretarios de la Junta dirigido al Tercer Arbitro de la Junta. Informe de actividades de atención mensual a controversias emitido por la Junta de Arbitraje Municipal y dirigido a la Consejería Jurídica. Área responsable de la información: Junta de Arbitraje Municipal; información de carácter mensual; Archivos físicos y digitales de la Junta de Arbitraje Municipal.	Los trabajadores al servicio del municipio, sus beneficiarios, los sindicatos y el ayuntamiento realizan solicitudes e impulsan los procedimientos existentes.

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Unidad(es) Responsable(s)	Consejería Jurídica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 6.2	Celebración de audiencias	Porcentaje de audiencias ordenadas que concluyen con el desahogo de audiencias. (Número de audiencias desahogadas / Número de audiencias ordenadas a desahogarse) * 100	Informe de audiencias desahogadas trimestral de los Secretarios de la Junta dirigido al Tercer Arbitro de la Junta; e Informe de actividades de atención trimestral de audiencias desahogadas emitido por la Junta de Arbitraje Municipal y dirigido a la Consejería Jurídica. Área responsable de la información: Junta de Arbitraje Municipal; información de carácter trimestral; Archivos físicos y digitales de la Junta de Arbitraje Municipal.	La partes involucradas son notificadas con 24 horas de anticipación para la celebración de las respectivas audiencias ordenadas.
ACTIVIDAD 6.3	Dictado de resoluciones sobre controversias ante la Junta de Arbitraje	Porcentaje de resoluciones ordenadas que concluyen con el dictado de una resolución de controversia. (Número de resoluciones dictadas / Número de resoluciones ordenadas a dictarse) * 100	Informe de proyecto de resolucines de los Secretarios de la Junta dirigido al Tercer Arbitro de la Junta; e Informe trimestral de resoluciones emitidas por la Junta de Arbitraje Municipal y dirigido a la Consejería Jurídica. Área responsable de la información: Junta de Arbitraje Municipal; información de carácter trimestral; Archivos físicos y digitales de la Junta de Arbitraje Municipal.	Las pruebas son desahogadas para dictar la resolución correspondiente a controversias ante la Junta de Arbitraje.
ACTIVIDAD 6.4	Resolución de emplazamientos a huelga	Porcentaje de procedimientos de huelga resueltos ante la Junta. (Número de emplazamiento de huelgas concluidos / Número de emplazamiento de huelgas solicitados) * 100	Informe anual de emplazamientos a huelga emitido por los Secretarios de la Junta dirigido al Tercer Arbitro de la Junta. Informe anual de resolución de emplazamientos a Huelga emitido por la Junta de Arbitraje Municipal y dirigido a la Consejería Jurídica. Área responsable de la información: Junta de Arbitraje Municipal; información de carácter anual; Archivos físicos y digitales de la Junta de Arbitraje Municipal.	Los Sindicatos de los trabajadores al servicio del Municipio acuden a la Junta de Arbitraje Municipal a dirimir controversias de carácter colectivo.
ACTIVIDAD 6.5	Ejecución de diligencias actuariales	Porcentaje de diligencias actuariales realizadas por la Junta. (Número de diligencias actuariales realizadas/ Número de diligencias actuariales ordenadas) * 100	Informe mensual de diligencias actuariales del personal actuante de la Junta dirigido al Tercer Arbitro de la Junta. Informe mensual de diligencias acturiales emitido por la Junta de Arbitraje Municipal y dirigido a la Consejería Jurídica. Área responsable de la información: Junta de Arbitraje Municipal; información de carácter mensual; Archivos físicos y digitales de la Junta de Arbitraje Municipal.	Los domicilios de las partes involucradas son señalados para el desahogo de las diligencias actuariales.
ACTIVIDAD 7.1	Seguimiento presupuestal y control financiero	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Reportes financieros y registros contables. Área responsable de la información: Departamento de Procedimientos Legales y Proyectos Normativos; Información de carácter mensual; Archivos físicos del Departamento de Procedimientos Legales y Proyectos Normativo	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Consejería Jurídica.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Clave del Programa Presupuestario	15
Unidad(es) Responsable(s)	Consejería Jurídica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 7.2	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas)*100	Oficio de revisión jurídica de documentos para validación institucional. Memorándum de atención y seguimiento a documentos para validación institucional. Área responsable de la información: Departamento de Procedimientos Legales y Proyectos Normativos; Información de carácter mensual; Archivos físicos del Departamento de Procedimientos Legales y Proyectos Normativo	Existe la documentación que requiere revisión jurídica para su validez institucional.
ACTIVIDAD 7.3	Coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable de la información: Departamento de Procedimientos Legales y Proyectos Normativos; Información de carácter mensual; Archivos físicos del Departamento de Procedimientos Legales y Proyectos Normativo	Existen requerimientos de coordinación institucional dirigidas a la Consejería Jurídica por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

OAXACA DE JUÁREZ

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobierno Digital e Innovación Tecnológica
Clave del Programa Presupuestario	16
Unidad(es) Responsable(s)	Agencia de Transformación Digital

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la modernización de un gobierno digital mediante el fortalecimiento de la implementación estratégica de herramientas tecnológicas que mejoren la atención institucional a través de trámites y servicios eficientes.	Incremento de servicios y trámites optimizados con el uso de las Tecnologías de la Información y Comunicaciones. (Número de servicios y trámites optimizados con el uso de las Tecnologías de la Información y Comunicación realizados en el año que se informa / Número total de servicios y trámites del Municipio) *100	Informe Anual del comportamiento de los servicios y trámites optimizados con el uso de Tecnologías de la Información y Comunicaciones. Área responsable de la información: Agencia de Transformación Digital; Información de carácter anual; Archivos físicos y digitales.	La población del municipio de Oaxaca de Juárez cuenta con conectividad digital, habilidades tecnológicas básicas y disposición para utilizar medios electrónicos en la realización de trámites y servicios institucionales.
PROPÓSITO	El Municipio de Oaxaca de Juárez fortalece sus capacidades tecnológicas y de innovación mediante la implementación de soluciones de redes y telecomunicaciones, soporte técnico, innovación tecnológica, desarrollo de aplicaciones y apoyo administrativo.	Porcentaje de actividades, soluciones de redes y telecomunicaciones, soporte técnico, innovación tecnológica, desarrollo de aplicaciones y apoyo administrativo ejecutadas. (Número de actividades de soluciones de redes y telecomunicaciones, soporte técnico, innovación tecnológica, desarrollo de aplicaciones y apoyo administrativo ejecutadas/ Total de actividades programadas) * 100	Reporte anual de actividades de la Agencia de Transformación Digital. Área responsable de la información: Unidad de Gestión y Enlace; Información de carácter anual; Archivos físicos y digitales.	Las áreas y unidades administrativas del gobierno municipal hacen uso efectivo de los servicios tecnológicos disponibles y colaboran en los procesos de implementación e innovación institucional.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

OAXACA DE JUÁREZ

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Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobierno Digital e Innovación Tecnológica
Clave del Programa Presupuestario	16
Unidad(es) Responsable(s)	Agencia de Transformación Digital

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 1	Control y documentación de proyectos de TI implementados.	Porcentaje de operación técnica de instrumentos de documentación y control de proyectos de tecnologías de la información. Número de instrumentos operados/ Total de instrumentos programados *100	Informe semestral del control de proyectos de TI implementados dirigido al titular de la Agencia de Transformación Digital. Área responsable de la información: Departamento de Innovación Tecnológica; Información de carácter semestral; Archivos físicos y digitales del Departamento de Innovación Tecnológica.	Las dependencias municipales entregan con oportunidad la información para la implementación de proyectos de Tecnologías de la Información e integración de expedientes.
COMPONENTE 2	Gestión integral de Sistemas y Aplicaciones realizada.	Porcentaje de desarrollo y administración de Aplicaciones y Sistemas de Información solicitados. Número de Aplicaciones gestionadas / Total de desarrollos y administración de Aplicaciones Programados * 100	Informe semestral de Gestión integral de Sistemas y Aplicaciones dirigido al titular de la Agencia de Transformación Digital. Área responsable de la información: Departamento de Desarrollo de Aplicaciones; Información de carácter Trimestral; Archivos físicos y digitales.	Las dependencias municipales entregan con oportunidad la información para la gestión y desarrollo de aplicaciones y sistemas.
COMPONENTE 3	Infraestructura y servicios de Tecnologías de la Información gestionados y asegurados.	Porcentaje de acciones de atención, soporte y seguridad a equipo de cómputo e infraestructura. Número de acciones de atención, soporte y seguridad a equipo de cómputo e infraestructura realizados / Total de acciones de atención, soporte y seguridad a equipo de cómputo e infraestructura programadas * 100	Informe semestral de Gestión de Infraestructura y Servicios de Tecnologías de la Información dirigido al titular de la Agencia de Transformación Digital. Área responsable de la información: Departamento de Soporte.; Información de carácter semestral; Archivos físicos y digitales.	Colaboración de las dependencias municipales en la implementación y uso de servicios de Tecnologías de la Información.

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Clave del Programa Presupuestario	16
Unidad(es) Responsable(s)	Agencia de Transformación Digital

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 4	Servidores, equipo de telecomunicaciones y accesos institucionales administrados y protegidos.	Porcentaje de acciones de administración, mantenimiento y seguridad a equipo de telecomunicaciones y accesos institucionales. Número de acciones de administración, mantenimiento y seguridad a equipo de telecomunicaciones y accesos institucionales realizadas / Total de acciones de administración, mantenimiento y seguridad a equipo de telecomunicaciones y accesos institucionales programadas * 100	Informe de mantenimiento y protección a equipo de Telecomunicaciones y accesos a servicios institucionales. Área responsable de la información: Departamento de Redes y Telecomunicaciones; Información de carácter trimestral; Archivos físicos y digitales.	Se cuenta con acceso a servidores y equipo de telecomunicaciones para brindar las acciones de mantenimiento y seguridad así como brindar los respectivos accesos institucionales.
COMPONENTE 5	Servicios de apoyo administrativo, jurídico y operativo implementados.	Porcentaje de acciones de control interno, apoyo administrativo, jurídico y operativo implementadas. Número de acciones de apoyo implementadas / Número de acciones programadas *100	RAT PTAR. RAT PTCI. Informe COCODI. Informes trimestrales ImPlan. Expedientes de Compras Mayores. Área responsable de la información: Unidad de Gestión y Enlace; Información de carácter trimestral; Archivos físicos y digitales.	Las áreas administrativas y jurídicas mantienen disposición de colaboración. Los procesos internos y normativos permanecen vigentes y claros.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.1	Elaboración de dictámenes de factibilidad de desarrollo de proyectos de TI.	Porcentaje de dictámenes de factibilidad de desarrollo de proyectos de TI elaborados. (Número de dictámenes de factibilidad de desarrollo de proyectos de TI elaborados / Solicitudes de desarrollo de proyectos de TI de áreas internas recibidas) * 100	Dictámenes de factibilidad de desarrollo de proyectos de TI elaborados. Solicitudes de desarrollo de proyecto de TI. Área responsable de la información: Departamento de Innovación Tecnológica; Información de carácter mensual; Archivos físicos y digitales del Departamento de Innovación Tecnológica.	Las dependencias municipales formulan correctamente sus solicitudes de desarrollo de proyectos de TI en los canales establecidos por la Agencia de Transformación Digital.
C1 ACTIVIDAD 1.2	Integración de expedientes de proyectos de TI.	Porcentaje de expedientes de proyectos de TI integrados. (Número de dictámenes de expedientes de TI integrados / Número de dictámenes de desarrollo de proyectos de TI dictaminados) * 100	Expedientes de desarrollo de proyectos de TI integrados. Área responsable de la información: Departamento de Innovación Tecnológica; Información de carácter mensual; Archivos físicos y digitales del Departamento de Innovación Tecnológica.	Las dependencias municipales entregan oportunamente la información de los proyectos de TI en los canales establecidos por la Agencia de Transformación Digital.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.3	Administración de herramientas TI propietario de terceros.	Porcentaje de acciones de administración de herramientas TI propietario de terceros. (Número de acciones de de administración de herramientas TI propietario de terceros realizadas / Número de acciones de administración programadas) * 100	Solicitudes de atención relacionadas con herramientas de TI propietario de terceros dirigidas a la Agencia de Transformación Digital. Bitácora de atención a solicitudes de Tecnologías de la Información. Área responsable de la información: Departamento de Innovación Tecnológica; Información de carácter mensual; Archivos físicos y digitales del Departamento de Innovación Tecnológica.	Las dependencias municipales formulan correctamente sus solicitudes con herramientas de TI propietario de terceros en los canales establecidos por la Agencia de Transformación Digital.
C2 ACTIVIDAD 2.1	Acciones de mantenimiento a Sistemas y Aplicaciones.	Porcentaje de acciones de mantenimiento a Sistemas y Aplicaciones realizadas. (Número de acciones de mantenimiento a sistemas y aplicaciones realizadas / Número de acciones de mantenimiento a sistemas y aplicaciones solicitadas) * 100	Solicitudes de atención relacionadas con mantenimiento a Sistemas y Aplicaciones dirigidas a la Agencia de Transformación Digital. Bitácora de acciones de mantenimiento a sistemas y aplicaciones realizadas por el Departamento de Desarrollo de Aplicaciones. Área responsable de la información: Departamento de Desarrollo de Aplicaciones; Información de carácter mensual; Archivo físico y digital del Departamento de Desarrollo de Aplicaciones.	Las dependencias reportan oportunamente las fallas o requerimientos de mantenimiento a los sistemas y aplicaciones.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.2	Desarrollo e implementación de Aplicaciones y Sistemas.	Porcentaje de aplicaciones y sistemas desarrollados e implementados conforme a la programación establecida. (Número de aplicaciones y sistemas desarrollados e implementados / Total de aplicaciones y sistemas programados para desarrollo) * 100	Oficios de solicitud de desarrollo de aplicaciones y sistemas. Expedientes de entrega-recepción de sistemas desarrollados e implementados por el Departamento de Desarrollo de Aplicaciones. Área responsable de la información: Departamento de Desarrollo de Aplicaciones; Información de carácter mensual; Archivo físico y digital del Departamento de Desarrollo de Aplicaciones.	Las dependencias municipales definen oportunamente sus requerimientos funcionales y participan activamente en las etapas de prueba y validación de los sistemas.
C3 ACTIVIDAD 3.1	Acciones de mantenimiento de infraestructura de Tecnologías de la Información.	Porcentaje de mantenimiento a equipos de cómputo e infraestructura atendidos. (Número de solicitudes de mantenimiento de equipo de cómputo e infraestructura atendidas / Solicitudes de mantenimiento a equipo de cómputo e infraestructura recibidas) * 100	Oficio de solicitud de mantenimiento de equipo e infraestructura dirigidas a la Agencia de Transformación Digital. Órdenes de Trabajo de equipo de cómputo e infraestructura. Área responsable de la información: Departamento de Soporte; Información de carácter mensual; Archivos físicos y digitales del Departamento de Soporte.	Las dependencias municipales envían las solicitudes de mantenimiento de infraestructura de tecnologías de la información oportunamente.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.2	Atención a usuarios de TI de áreas internas.	Porcentaje de usuarios de TI de áreas internas atendidos. (Número de usuarios de TI de áreas internas atendidos / Número de solicitudes de apoyo técnico de los usuarios de TI de áreas internas recibidas) * 100	Oficio de solicitud de servicio de Tecnologías de la Información dirigidas a la Agencia de Transformación Digital. Bitácora de atención a solicitudes de Tecnologías de la Información. Área responsable de la información: Departamento de Soporte; Información de carácter mensual; Archivos físicos y digitales.	Las áreas internas formulan correctamente sus solicitudes de atención en los canales establecidos por la Agencia de Transformación Digital.
C3 ACTIVIDAD 3.3	Elaboración de dictámenes para adquisición y baja de equipo y servicios de TI.	Porcentaje de dictámenes para adquisición y baja de TI elaborados. (Número de dictámenes para adquisición y baja de TI elaborados / Número de dictámenes para adquisición y baja de TI solicitados) * 100	Oficios de solicitud de dictámenes de adquisicion y baja de equipos y servicios de TI. Dictámenes de adquisición o baja de equipo. Área responsable de la información:Direccion de Agencia de Transformacion Digital; Información de carácter mensual; Archivos físicos y digitales de la Direccion de Agencia de Transformacion Digital.	Las áreas internas formulan correctamente sus solicitudes de dictamen en los canales establecidos por la Agencia de Transformación Digital.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.4	Administración e implementación de software de seguridad de equipos finales.	Porcentaje de acciones de administración e implementación de software de seguridad de equipos finales realizadas. (Número de acciones de administración e implementación de software de seguridad de equipos finales realizadas / Número de acciones de administración e implementación de software de seguridad de equipos finales programadas)	Programa anual de Administración e implementación de software de seguridad de equipos finales. Registro de equipos activos generados por el software de seguridad del Departamento de Soporte. Área responsable de la información: Departamento de Soporte; Información generada en el mes de julio; Archivos físicos y digitales del Departamento de Soporte.	La licencia del software de seguridad es actualizado de manera anual para su implementación en equipos de cómputo.
C.4 ACTIVIDAD 4.1	Programa de administración, protección y mantenimiento de servidores institucionales y equipo de telecomunicaciones.	Porcentaje de acciones de administración, protección y mantenimiento de servidores institucionales y equipo de telecomunicaciones realizadas. (Número de acciones de administración, protección y mantenimiento de servidores institucionales y equipo de telecomunicaciones realizadas / Número de acciones programadas) * 100	Programa de administración, protección y mantenimiento de servidores institucionales y equipo de telecomunicaciones. Bitácora de Mantenimiento de servidores institucionales y de equipos de telecomunicaciones. Área responsable de la información: Departamento de Redes y Telecomunicaciones.; Información de carácter mensual; Archivos físicos y digitales del Departamento de Redes y Telecomunicaciones.	Los servidores institucionales y equipos de telecomunicaciones presentan condiciones de uso que requieren de mantenimiento y protección para su uso óptimo.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.4 ACTIVIDAD 4.2	Administracion de roles y perfiles de usuarios de sistemas.	Porcentaje de acciones de administración de roles y perfiles de usuarios de sistemas ejecutadas. (Número de acciones de administración de roles y perfiles de usuarios de sistemas ejecutadas / Número de acciones programadas) * 100	Solicitudes de creación y mantenimiento a roles y perfiles de usuarios de sistemas recibidas. Bitácora de atención de solicitudes del departamento de Redes y Telecomunicaiones. Área responsable de la información: Departamento de Redes y Telecomunicaciones; Información de carácter mensual; Archivos físicos y digitales del Departamento de Redes y Telecomunicaciones.	Las dependencias municipales formulan correctamente sus solicitudes de roles y perfiles en los canales establecidos por la Agencia de Transformación Digital.
C.4 ACTIVIDAD 4.3	Configuración de conexión segura a los sistemas financieros.	Porcentaje de solicitudes de Configuración de conexión segura a los sistemas financieros atendidas. (Número de solicitudes de configuración de conexión segura a los sistemas financieros atendidas / Total de solicitudes de configuración de conexión segura a los sistemas financieros recibidas) * 100	Solicitudes de Configuración de conexión segura a los sistemas financieros recibidas. Bitácora de atención de solicitudes del departamento de Redes y Telecomunicaiones. Área responsable de la información: Departamento de Redes y Telecomunicaciones.; Información de carácter mensual; Archivos físicos y digitales del Departamento de Redes y Telecomunicaciones.	Las áreas internas de la Administración Pública Municipal formulan correctamente sus solicitudes de conexión segura a los sistemas financieros en los canales establecidos por la Agencia de Transformación Digital.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.5 ACTIVIDAD 5.1	Seguimiento presupuestal y control financiero.	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Oficio de solicitud de pago dirigido al titular de laTesorería Municipal. Reporte mensual emitido en el Sistema de Control Administrativo y Presupuestal del Municipio de Oaxaca de Juárez. Área responsable de la información: Unidad de Gestión y Enlace; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Gestión y Enlace.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Agencia de Transformación Digital.
C.5 ACTIVIDAD 5.2	Coordinación institucional y gestión documental operativa.	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Plan Institucional de Tecnologías de Información. Oficios de solicitud de etrega de reportes de PTCI. PTAR, COCODI, ImPlan. Memoranda de solicitud de información a las áreas internas. Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable de la información: Unidad de Gestión y Enlace; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Gestión y Enlace.	Existen requerimientos de coordinación institucional dirigidas a la Agencia de Transformación Digital por parte de las dependencias y entidades de la Administración pública municipal.

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C.5 ACTIVIDAD 5.3	Revisión jurídica de documentos para validación institucional.	Porcentaje de documentos para revisión jurídica atendidos Número de solicitudes de revisión jurídica de documentos atendidas / Solicitudes de documentos para revisión jurídica recibidas) * 100	Contratos de adquisiciones del área. Expediente de adquisiciones. Área responsable de la información: Unidad de Gestión y Enlace; Información de carácter mensual; Archivos físicos y digitales de la Unidad de Gestión y Enlace.	El área de Adquisiciones y Licitaciones entrega en tiempo y forma los documentos para su revisión.

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Clave del Programa Presupuestario	17
Unidad(es) Responsable(s)	Coordinación de Atención Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al fortalecimiento de la cohesión social y la gobernanza municipal, mediante la implementación de mecanismos permanentes de comunicación, atención y respuesta ciudadana, logrando una solución efectiva de problemáticas comunitarias y favoreciendo el desarrollo armónico de Oaxaca de Juárez.	Porcentaje de la población que participa activamente en mecanismos institucionales de comunicación, atención y respuesta ciudadana. (Número de personas participantes en los mecanismos institucionales de comunicación, atención y respuesta ciudadana / Población total del municipio)*100	Reporte anual de ciudadanos atendidos emitido por el sistema de la Coordinación de Atención Vecinal. Área responsable de la información: Coordinación de Atención Vecinal; Información de carácter anual; Archivos físicos y Digitales de la Coordinación de Atención Vecinal.	Las condiciones sociales, políticas y normativas en el municipio de Oaxaca de Juárez permiten la consolidación de prácticas de gobernanza participativa y resolución colaborativa de problemáticas comunitarias.
PROPÓSITO	La población del municipio de Oaxaca de Juárez recibe atención ciudadana directa, organizada y oportuna, mediante mecanismos institucionales de diálogo vecinal, operativos territoriales y acciones de coordinación administrativa.	Porcentaje de acciones institucionales de atención vecinal realizadas respecto a las programadas. (Número de acciones institucionales de atención vecinal realizadas /Número de acciones programadas)*100	Reporte anual de acciones institucionales de atención vecinal emitido por el sistema de la Coordinación de Atención Vecinal. Área responsable de la información: Coordinación de Atención Vecinal.; Información de carácter anual; Archivos físicos y Digitales de la Coordinación de Atención Vecinal.	La ciudadanía reconoce los canales institucionales de atención vecinal como mecanismos efectivos para gestionar sus necesidades y participa activamente en los espacios de diálogo y contacto directo.
COMPONENTE 1	Acciones de participación vecinal, atención ciudadana y promoción de valores implementadas, derivadas de la realización de jornadas de diálogo, seguimiento institucional, campañas formativas y talleres comunitarios.	Porcentaje de acciones de participación vecinal, atención ciudadana y promoción de valores realizadas respecto a las programadas. (Numero de acciones de participación vecinal, atención ciudadana y promoción de valores realizadas / Número de actividades programadas) *100	Reporte semestral de acciones de participación vecinal, atención ciudadana y promoción de valores dirigido al titular de la Coordinación de la Atención Vecinal Área responsable de la información: Unidades Vecinales de Atención; Información de carácter semestral; Archivos físicos y Digitales de las Unidades Vecinales de Atención.	La ciudadanía de Oaxaca de Juárez participa en las actividades de diálogo, formación y fortalecimiento comunitario.
COMPONENTE 2	Acciones territoriales de atención vecinal y operación de unidades móviles implementadas para fortalecer la cercanía institucional con la ciudadanía.	Porcentaje de acciones de atención vecinal y operación de unidades móviles implementadas respecto a las programadas (Número de acciones de atención vecinal y operación de unidades móviles implementadas / Número de acciones programadas) x 100	Reporte semestral de acciones territoriales y operación de unidades móviles implementadas dirigido al titular de la Coordinación de la Atención Vecinal Área responsable de la información: Unidades Vecinales de Atención; Información de carácter semestral; Archivos físicos y Digitales de las Unidades Vecinales de Atención.	Las condiciones de seguridad, logística, coordinación interinstitucional y afluencia turística permiten la operación territorial de las Unidades Vecinales de Atención y la implementación de acciones de atención ciudadana.

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COMPONENTE 3	Actividades administrativas y de apoyo estratégico para la operación del programa implementadas.	Porcentaje de acciones de apoyo administrativo y operativo implementadas (Número de acciones de apoyo implementadas / Número de acciones programadas) * 100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable de la información: Unidades Vecinales de Atención; Información de carácter semestral; Archivos físicos y Digitales de las Unidades Vecinales de Atención.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Coordinación de Atención Vecinal.
ACTIVIDAD 1.1	Realización de jornadas denominadas Diálogos Vecinales.	Porcentaje de jornadas denominadas Diálogos Vecinales realizadas. (Número de jornadas denominadas Diálogos Vecinales realizadas / Número de jornadas denominadas Diálogos Vecinales programadas) * 100	Reporte de Diálogos Vecinales emitido por la plataforma de la Coordinación de Atención Vecinal. Área responsable de la información: Departamento de Seguimiento a la Organización Vecinal; Información de carácterl mensual; Archivo físico y digital del Departamento de Seguimiento a la Organización Vecinal.	La ciudadanía participa en las jornadas de Diálogos Vecinales convocadas por el gobierno municipal.
ACTIVIDAD 1.2	Elaboración de reportes de seguimiento a peticiones turnadas a las áreas de la Administración Pública Municipal.	Porcentaje de reportes de seguimiento a peticiones turnadas a las áreas de la Administración Pública Municipal realizados. (Número de reportes de seguimiento a peticiones turnadas a las áreas de la Administración Pública Municipal elaborados / Número de reportes de seguimiento a peticiones turnadas a las áreas de la Administración Pública Municipal programados) * 100	Reporte de seguimiento a peticiones turnadas entregadas al Presidente Municipal. Área responsable de la información: Departamento de Seguimiento a la Organización Vecinal; Información de carácterl mensual; Archivo físico y digital del Departamento de Seguimiento a la Organización Vecinal.	La ciudadanía presenta de manera constante y oportuna sus peticiones mediante los mecanismos de atención vecinal establecidos, lo que permite generar reportes de seguimiento oportunos.
ACTIVIDAD 1.3	Atención de solicitudes ciudadanas canalizadas.	Porcentaje de solicitudes ciudadanas canalizadas. (Número de solicitudes ciudadanas atendidas / Total de solicitudes ciudadanas canalizadas) * 100	Reporte de Atención Vecinal emitido por la plataforma de la Coordinación de Atención Vecinal. Área responsable de la información: Departamento de Seguimiento a la Organización Vecinal; Información de carácter mensual. Archivos físicos y digitales del Departamento de Seguimiento a la Organización Vecinal	La ciudadanía presenta oportunamente solicitudes mediante los mecanismos establecidos por la Coordinación de Atención Vecinal, permitiendo así su atención y seguimiento.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Participación y Atención Vecinal
Clave del Programa Presupuestario	17
Unidad(es) Responsable(s)	Coordinación de Atención Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 1.4	Implementación de campañas de difusión de valores vecinales.	Porcentaje de campañas de difusión de valores vecinales realizadas. (Número de campañas de difusión de valores vecinales realizadas / Número de campañas de difusión de valores vecinales programadas) * 100	Informe de campañas de difusión de valores dirigido al titular de la Coordinación de Atención Vecinal. Área responsable de la información: Departamento de Seguimiento a la Organización Vecinal ; Información de carácter semestral. Archivos físicos y digitales del Departamento de Seguimiento a la Organización Vecinal.	Se cuenta con medios, espacios públicos y canales de comunicación disponibles para la difusión continua de contenidos comunitarios.
ACTIVIDAD 1.5	Impartición de talleres formativos sobre valores vecinales	Porcentaje de talleres formativos sobre valores vecinales impartidos. (Número de talleres formativos sobre valores vecinales impartidos / Número de talleres formativos sobre valores vecinales programados) * 100	Informe de talleres formativos sobre valores vecinales dirigido al titular de la Coordinación de Atención Vecinal. Área responsable de la información: Departamento de Seguimiento a la Organización Vecinal; Información de carácter trimestral; Archivos físicos y digitales del Departamento de Seguimiento a la Organización Vecinal.	La ciudadanía participa activamente en los talleres formativos sobre valores vecinales, permitiendo cumplir los objetivos de capacitación y sensibilización comunitaria.
ACTIVIDAD 2.1	Ejecución de operativos vecinales de atención.	Porcentaje de operativos vecinales de atención ejecutados. (Número de operativos vecinales de atención ejecutados / Número de operativos vecinales de atención programados) * 100	Reportes integrales de operativos vecinales de atención dirigido al Presidente Municipal. Área responsable de la información: Departamento de Fortalecimiento Vecinal; Información emitida en los meses de abril, julio, noviembre y diciembre; Archivos físicos y digitales del Departamento de Fortalecimiento Vecinal	Se presenta afluencia turística significativa en las temporadas programadas, que justifica la ejecución de los operativos vecinales de atención.
ACTIVIDAD 2.2	Implementación del programa de operación de Unidades Vecinales de Atención.	Programa de operación de Unidades Vecinales de Atención implementado (nominal). Programa de operación de Unidades Vecinales de Atención implementado.	Reporte general del Programa de Operación de Unidades Vecinales de Atención dirigido al titular de la Coordinación de Atención Vecinal. Área responsable de la información: Departamento de Fortalecimiento Vecinal; Información de carácter anual; Archivos físicos y digitales del Departamento de Fortalecimiento Vecinal.	Se cuenta con condiciones mínimas de coordinación interinstitucional, seguridad y acceso territorial para la operación de las Unidades Vecinales de Atención.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Participación y Atención Vecinal
Clave del Programa Presupuestario	17
Unidad(es) Responsable(s)	Coordinación de Atención Vecinal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero.	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SICAP/SAP**. Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la ministración mensual. Área responsable de la información: Departamento de Seguimiento a las Actividades Vecinales; Información de carácter mensual; Archivos físicos y digitales del Departamento de Seguimiento a las Actividades Vecinales	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Coordinación de Atención Vecinal.
ACTIVIDAD 3.2	Reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable de la información: Departamento de Seguimiento a las Actividades Vecinales; Información de carácter mensual; Archivos físicos y digitales del Departamento de Seguimiento a las Actividades Vecinales	Existen requerimientos de coordinación institucional dirigidas a la Coordinación de Atención Vecinal por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Comunicación Institucional y Social
Clave del Programa Presupuestario	18
Unidad(es) Responsable(s)	Coordinación de Comunicación Social

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la modernización y eficiencia del gobierno municipal mediante un modelo de comunicación social que fortalezca la interacción digital con la ciudadanía.	Incremento en interacciones con el contenido publicado a través de Facebook. [(Total de interacciones con el contenido publicado a través de Facebook del año que se informa / Total de interacciones con el contenido publicado a través de Facebook del año inmediato anterior) -1] *100	Reporte de interacciones del contenido publicado a través de la página de Facebook del año que se informa. Área responsable de la información: Unidad de Contenidos; Información de carácter anual; Archivos físicos y digitales de la Unidad de Contenidos.	La población del municipio de Oaxaca de Juárez cuenta con medios y habilidades digitales, así como interés en acceder, comprender y utilizar la información institucional difundida.
PROPÓSITO	La población del municipio de Oaxaca de Juárez fortalece su vinculación con el gobierno municipal mediante el acceso a información institucional clara, oportuna y veraz a través de estrategias de comunicación y difusión en medios digitales y tradicionales.	Porcentaje de acciones de comunicación institucional, difusión multicanal y producción de contenidos realizadas para fortalecer la vinculación con la ciudadanía. (Total de acciones de comunicación institucional, difusión multicanal y producción de contenidos ejecutadas/Total de acciones programadas)*100	Informe anual general de acciones de comunicación institucional, difusión multicanal y producción de contenidos de la Coordinación de Comunicación Social. Área responsable de la información: Coordinación General de Comunicación Social ; Información de carácter anual; Archivos físicos y digitales de la Coordinación General de Comunicación Social.	Las áreas de la administración pública mantienen canales de comunicación abiertos y coordinados para garantizar la difusión institucional.
COMPONENTE 1	Estrategias de comunicación institucional y contenidos municipales producidos, coordinados y difundidos en medios digitales y tradicionales.	Porcentaje de acciones de comunicación institucional y difusión de contenidos municipales implementadas a través de medios digitales y tradicionales. (Total de acciones de comunicación institucional y difusión de contenidos municipales implementadas a través de medios digitales y tradicionales ejecutadas /Total de acciones programadas)*100	Informe semestral de las acciones de comunicación institucional y difusión de contenidos municipales de medios digitales y tradicionales, dirigido al Coordinador de Comunicación Social . Área responsable: Unidad de Contenidos; Información de carácter semestral; Archivos físicos y digitales de la Unidad de Contenidos.	Las dependencias municipales y medios de comunicación proporcionan de manera oportuna la información y los espacios necesarios para la difusión de contenidos institucionales.
COMPONENTE 2	Acciones de comunicación institucional, estrategias digitales y eventos informativos elaborados, ejecutados y difundidos.	Porcentaje de acciones de comunicación institucional, estrategias digitales y eventos informativos ejecutadas respecto a las programadas. (Total de acciones de comunicación institucional, estrategias digitales y eventos informativos ejecutadas / Total de acciones programadas) * 100	Informe semestral de acciones de comunicación institucional, estrategias digitales y eventos informativos ejecutados dirigido al Coordinador de Comunicación Social. Área responsable: Unidad de Contenidos Información de carácter semestral; Archivos físicos y digitales de la Unidad de Contenidos.	Las áreas de la administración pública municipal colaboran de manera oportuna con información validada, logística coordinada y contenidos institucionales necesarios para el diseño, ejecución y difusión de las acciones de comunicación.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Comunicación Institucional y Social
Clave del Programa Presupuestario	18
Unidad(es) Responsable(s)	Coordinación de Comunicación Social

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Servicios de apoyo administrativo y operativo implementados	Porcentaje de acciones de apoyo administrativo y operativo implementadas. (Número de acciones de apoyo implementadas / Número de acciones programadas) *100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable: Unidad de Seguimiento Información de carácter semestral; Archivos físicos y digitales de la Unidad de Seguimiento.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Coordinación de Comunicación Social.
C1 ACTIVIDAD 1.1	Coordinación de comunicación interinstitucional	Porcentaje de acciones de coordinación de comunicación interinstitucional implementadas. (Número de acciones de coordinación de comunicación interinstitucional implementadas / Número de acciones de coordinación de comunicación interinstitucional programadas) * 100	Oficio de solicitud de las dependencias municipales para la cobertura de eventos interinstitucionales dirigidos al titular de la Coordinación de Comunicación Social. Oficios de solicitud de información dirigidos a las dependencias de la Administración Pública Municipal para elaboración de contenido de difusión. Área responsable: Unidad de Contenidos; información de carácter trimestral; Archivos físicos y digitales de la Unidad de Contenidos.	Las dependencias municipales canalizan en tiempo y forma sus solicitudes de cobertura de eventos institucionales y contenido de difusión.
C1 ACTIVIDAD 1.2	Producción de imagen y contenido municipal	Porcentaje de piezas de imagen y contenidos municipal producidos. (Número de piezas de imagen y contenido municipal producidos / Número de piezas de imagen y contenidos municipal programados) * 100	Registro de materiales gráficos, audiovisuales y digitales generados Reporte técnico de producción de imagen y contenido municipal. Área Responsable: Unidad de Contenidos; información de carácter mensual; Archivos físicos y digitales de la Unidad de Contenidos. www.facebook.com/municipiooaxacadejuarez	Las áreas operativas y unidades responsables de programas municipales brindan la información, materiales y validaciones requeridas para la producción de imagen y contenido institucional.
C1 ACTIVIDAD 1.3	Diseño de estrategias de comunicación digital.	Porcentaje de estrategias de comunicación social implementadas. (Número de estrategias digitales implementadas / Número de estrategias digitales programadas) *100	Planes de estrategias de comunicación digital. Reportes de resultados de alcance de estrategias de comunicación social publicadas en redes sociales. Reportes de métricas de interacción generadas por plataformas de redes sociales. Área Responsable: Unidad de Contenidos; información de carácter mensual; Archivos físicos y digitales de la Unidad de Contenidos. https://www.facebook.com/municipiooaxacadejuarez	Se cuenta con información institucional actualizada y con líneas de acción definidas por las áreas responsables para el diseño de estrategias de comunicación digital coherentes y pertinentes.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Comunicación Institucional y Social
Clave del Programa Presupuestario	18
Unidad(es) Responsable(s)	Coordinación de Comunicación Social

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.4	Cobertura de campañas y eventos institucionales.	Porcentaje de campañas y eventos institucionales cubierto. (Número de campañas y eventos institucionales cubiertos / Número de campañas y eventos institucionales programados) *100	Reportes de cobertura fotográfica, audiovisual y de difusión. Boletines de prensa (Comunicado)* Oficios de solicitud de cobertura de campañas y eventos institucionales por parte de las dependencias municipales. Áreas responsables: Unidad de Contenidos y Unidad de Seguimiento; información de carácter mensual; Archivos físicos y digitales de la Unidad de Contenidos.	Las dependencias municipales informan con oportunidad y precisión sobre la calendarización de acciones y eventos institucionales.
C1 ACTIVIDAD 1.5	Difusión de campañas institucionales y eventos oficiales y culturales	Porcentaje de campañas institucionales y eventos oficiales y culturales difundidos. (Número de campañas institucionales y eventos oficiales y culturales difundidos / Número de campañas institucionales y eventos oficiales y culturales programados para difusión) * 100	Registros de publicaciones en medios impresos, digitales y audiovisuales. Reportes de difusión de campañas y eventos (Métricas)* Área responsable: Unidad de Contenidos; información de carácter mensual; Archivos físicos y digitales de la Unidad de Contenidos.	Los medios de comunicación locales y regionales colaboran en la difusión de campañas institucionales y eventos oficiales y culturales.
C2 ACTIVIDAD 2.1	Elaboración y ejecución de estrategias de redes sociales	Porcentaje de estrategias de redes sociales elaboradas y ejecutadas. (Número de estrategias de redes sociales elaboradas y ejecutadas / Número de estrategias programadas) * 100	Reporte de parrillas programáticas elaboradas en la Coordinación de Comunicación Social. Área responsable: Unidad de Contenidos; información de carácter mensual; Archivos físicos y digitales de la Unidad de Contenidos.	Se cuenta con insumos institucionales actualizados, contenidos validados y acceso operativo a las plataformas digitales oficiales para implementar las estrategias de redes sociales.
C2 ACTIVIDAD 2.2	Seguimiento de publicaciones en medios de comunicación y redes sociales	Porcentaje de publicaciones monitoreadas en medios de comunicación y redes sociales. (Número de publicaciones en medios de comunicación y redes sociales monitoreadas / Número total de publicaciones identificadas para seguimiento) * 100	Reportes de monitoreo de publicaciones emitidas por medios impresos, digitales y audiovisuales. Área responsable: Unidad de Seguimiento; información de carácter mensual; Archivos físicos y digitales de la Unidad de Seguimiento.	La información pública difundida por los medios de comunicación y redes sociales es accesible y visible para su monitoreo institucional.
C2 ACTIVIDAD 2.3	Elaboración y difusión de comunicados de prensa	Porcentaje de comunicados de prensa elaborados y difundidos. (Número de comunicados de prensa elaborados y difundidos / Número de comunicados de prensa programados) *100	Registro de comunicados emitidos y medios que los publicaron. Área responsable: Unidad de Seguimiento; información de carácter mensual; Archivos físicos y digitales de la Unidad de Seguimiento. https://www.facebook.com/municipiooaxacadejuarez	Las dependencias municipales proporcionan información de manera oportuna y validada para la elaboración y emisión de comunicados de prensa.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Comunicación Institucional y Social
Clave del Programa Presupuestario	18
Unidad(es) Responsable(s)	Coordinación de Comunicación Social

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.4	Realización de conferencias de prensa y eventos especiales	Porcentaje de conferencias y eventos especiales realizados. (Número de conferencias y eventos especiales realizados / Número de conferencias y eventos especiales programados) * 100	Convocatorias de las conferencias de prensa y eventos especiales. Registros de asistencia a las conferencias de prensa y eventos especiales. Área responsable: Unidad de Seguimiento; información de carácter mensual; Archivos físicos y digitales de la Unidad de Seguimiento.	Los medios de comunicación y las personas convocadas participan activamente en las conferencias de prensa y eventos especiales convocados por la Coordinación de Comunicación Social.
C3 ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Reportes financieros y registros contables. Unidad Responsable: Coordinación de Comunicación Social; Información de carácter mensual; Archivos físicos y digitales de la Coordinación de Comunicación Social.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Coordinación de Comunicación Social.
C3 ACTIVIDAD 3.2	Coordinación institucional y gestión documental operativa	Porcentaje de acciones de coordinación institucional y gestión documental operativa realizadas. (Número de acciones de coordinación institucional y gestión documental operativa realizadas / Número de acciones programadas) * 100	Oficio de cumplimiento a las acciones de coordinación institucional. Unidad Responsable: Coordinación de Comunicación Social; Información de carácter mensual; Archivos físicos y digitales de la Coordinación de Comunicación Social.	Existen requerimientos de coordinación institucional dirigidas a la Coordinación de Comunicación Social por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar integral de grupos prioritarios
Clave del Programa Presupuestario	19
Unidad(es) Responsable(s)	Comité Municipal del Sistema para el Desarrollo Integral de la Familia

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al bienestar integral de la población del municipio de Oaxaca de Juárez mediante la promoción de la igualdad sustantiva, el acceso a la salud, la inclusión social y una alimentación adecuada para grupos de atención prioritaria.	Porcentaje de población con al menos una carencia social. Porcentaje de población con al menos una carencia social, de acuerdo a CONEVAL e INEGI.	Informe de Medición de la Pobreza en México publicado por el Consejo Nacional de Evaluación de la Política de Desarrollo Social (CONEVAL). / INEGI Área responsable: CONEVAL / INEGI : información de carácter bianual; Archivos físicos y digitales de la Dirección General del Sistema DIF Municipal.	Las condiciones económicas, sociales y de seguridad del país y del estado se mantienen estables y favorecen la implementación de programas de bienestar e inclusión social.
PROPÓSITO	La población en situación de vulnerabilidad del municipio de Oaxaca de Juárez accede a servicios de atención integral en salud, asistencia social, desarrollo personal y protección de derechos, mediante acciones del Sistema DIF Municipal orientadas a mejorar su bienestar y calidad de vida.	Porcentaje de acciones integrales de atención a población vulnerable implementadas por el Sistema DIF Municipal. (Total de acciones integrales de atención a población vulnerable implementadas por el Sistema DIF Municipal / Total de Acciones programadas)*100	Informe anual de acciones integrales de atención a población vulnerable implementadas por el Sistema DIF Municipal dirigido a la Presidencia Municipal. Área responsable: Dirección General del Sistema DIF Municipal: información de carácter anual; Archivos físicos y digitales de la Dirección Gneral del Sistema DIF Municipal.	La población en situación de vulnerabilidad requiere de una atención
COMPONENTE 1	Servicios integrales de atención, bienestar y desarrollo personal para personas adultas mayores de la Casa Hogar y Casa de Día brindados.	Porcentaje de actividades realizadas en Casa Hogar y Casa de Día. (Número de actividades en Casa Hogar y Casa de Día realizadas / Número total de actividades en Casa Hogar y Casa de Día programadas) * 100	Reporte semestral de Servicios integrales de atención, bienestar y desarrollo personal para personas adultas mayores en la Casa Hogar y Casa de Día realizados, dirgido al titular de la Dirección General del Sistema DIF Municipal. Área responsable: Dirección General del Sistema DIF Municipal: información de carácter semestral; Archivos físicos y digitales de la Dirección General del Sistema DIF Municipal.	Las personas adultas mayores solicitan los servicios de atención integral de la Casa Hogar y Casa de Día.
COMPONENTE 2	Servicios de atención a la salud primaria, rehabilitación, promoción y prevención otorgados.	Número total de servicios de salud primaria, rehabilitación, promoción y prevención otorgados durante el periodo. Número total de servicios de salud primaria, rehabilitación, promoción y prevención otorgados durante el periodo.	Reporte semestral de folios entregados para la atención de salud primaria y rehabilitación dirgido a la Dirección General del Sistema DIF Municipal / Reporte de actividades de promoción y prevención otorgados. Área responsable: Unidad de Salud Familiar; información de carácter semestral; Archivos físicos y digitales de la Unidad de Salud Familiar.	La población acude a solicitar atención a la salud primaria y rehabilitación.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar integral de grupos prioritarios
Clave del Programa Presupuestario	19
Unidad(es) Responsable(s)	Comité Municipal del Sistema para el Desarrollo Integral de la Familia

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Apoyos a grupos prioritarios mediante la gestión institucional de programas asistenciales otorgados.	Número de apoyos otorgados a grupos prioritarios en el periodo. Total de apoyos otorgados a personas pertenecientes a grupos prioritarios.	Informe semestral de apoyos a grupos prioritarios mediante la gestión institucional de programas asistenciales otorgados dirigido a la Dirección General del Sistema DIF Municipal Área responsable: Departamento de Programas Asistenciales; información de carácter semestral; Archivos físicos y digitales del Departamento de Programas Asistenciales.	La población está interesada en recibir programas de asistencia.
COMPONENTE 4	Casos de atención y seguimiento psicológico a niñas, niños y adolescentes en situación de vulnerabilidad atendidos.	Número de niñas, niños y adolescentes en situación de vulnerabilidad con atención y seguimiento psicológico otorgado. Total de casos atendidos y en seguimiento psicológico en el periodo	Informe semestral de Casos de atención y seguimiento psicológico a niñas, niños y adolescentes en situación de vulnerabilidad atendidos dirigido al titular del Comité Municipal del Sistema para el Desarrollo Integral de la Familia Área responsable: Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes; información de carácter semestral; Archivos físicos y digitales de la Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes.	Existen reportes de niñas, niños y adolescentes en situación de vulnerabilidad.
COMPONENTE 5	Servicios administrativos, jurídicos, financieros y de coordinación institucional implementados.	Porcentaje de acciones de apoyo administrativo, jurídico, financiero y de coordinación implementadas. (Acciones de apoyo administrativo, jurídico, financiero y de coordinación implementadas / Acciones programadas)*100.	Reporte semestral de los informes de documentos revisados jurídicamente, de oficios de remisión de reportes de coordinación institucional y de seguimiento presupuestal dirigidos a la Dirección General. Área responsable: Dirección General; información de carácter semestral; Archivos físicos y digitales de la Dirección General.	Las áreas que reciben los apoyos administrativos, jurídico, financiero y de coordinación institucional colaboran activamente y formulan sus requerimientos conforme a los lineamientos establecidos.
C1 ACTIVIDAD 1.1	Prestación de servicios de atención integral a personas adultas mayores en la Casa Hogar.	Porcentaje de acciones para la prestación de servicios de atención integral a personas adultas mayores en la Casa Hogar realizadas. (Número de acciones para la prestación de servicios de atención integral a personas adultas mayores en la Casa Hogar realizadas / número de acciones programadas) * 100	Solicitud de requerimiento de materiales para la operación de la Casa Hogar dirigido al Departamento de Manejo de Recursos Institucionales. Solicitud de colaboración con Instituciones Públicas y Particulares para el ingreso de personas adultas mayores a la Casa Hogar. Actas circunstanciadas realizadas por el Departamento Jurídico a personas en situación de calle. Área responsable de la información: Unidad de la Casa Hogar del adulto mayor; información de carácter mensual; Archivo físico y digital de la Unidad de la Casa Hogar del adulto mayor.	Existen personas adultas mayores en situación de vulnerabilidad o abandono que requieren y aceptan ser canalizadas a la casa hogar para recibir servicios de atención integral.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.2	Impartición de talleres artísticos y recreativos para personas adultas mayores en la Casa de Día.	Porcentaje de talleres artísticos y recreativos para personas adultas mayores en la Casa de Día impartidos. (Número de talleres artísticos y recreativos para personas adultas mayores en la Casa de Día impartidos / número de talleres artísticos y recreativos programados) * 100	Solicitud de requerimiento de materiales para la realización de talleres en la Casa de Día, dirigido al Departamento de Manejo de Recursos Institucionales. Reporte de actividades realizadas en Casa de día Número de alumnos inscritos a la Casa de Día Área responsable de la información: Departamento de Atención a Casa de día; información de carácter mensual; Archivo físico y digital del Departamento de Atención a Casa de día.	Personas adultas mayores muestran interés en participar en talleres artísticos y recreativos que oferta la Casa de Día.
C1 ACTIVIDAD 1.3	Realización de sesiones de terapia para personas adultas mayores en la Casa de Día.	Porcentaje de sesiones de terapia para personas adultas mayores en la Casa de Día impartidas. (Número de sesiones de terapia para personas adultas mayores impartidas en la Casa de Día / número de sesiones de terapia programadas) * 100	Bitacora de control de impartición de sesiones de terapia para personas adultas mayores en la Casa de Día. Área responsable de la información: Departamento de Atención a Casa de día; información de carácter mensual; Archivo físico y digital del Departamento de Atención a Casa de día.	Se cuentan con prestadores de servicio social en la casa de día, para otorgar terapias.
C2 ACTIVIDAD 2.1	Prestación de servicios de atención a la salud primaria y rehabilitación.	Porcentaje de prestación de servicios de atención a la salud primaria y rehabilitación realizados. (Número de acciones de prestación de servicios de atención a la salud primaria y rehabilitación realizadas / Número acciones de prestación de servicios programados) * 100	Entrega de folios utilizados por servicio otrogado, dirigido a la Dirección General con atención al Departamento de Recursos Institucionales. Área responsable de la información: Unidad de Salud Familiar; información de carácter mensual; Archivo físico y digital de la Unidad de Salud Familiar.	Existen personas interesadas en recibir servicios de atención a la salud primaria y rehabilitación.
C2 ACTIVIDAD 2.2	Impartición de pláticas de salud.	Porcentaje de impartición de pláticas de la salud impartidas. (Número de pláticas de la salud impartidas / número de pláticas programadas) * 100	Reporte mensual del programa de pláticas de salud dirgido al titular del Área responsable de la información: Unidad de Salud Familiar; información de carácter mensual; Archivo físico y digital de la Unidad de Salud Familiar.	Las instituciones educativas y la ciudadanía muestran interés en recibir información y pláticas de la salud.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.3	Ejecución de jornadas de salud.	Porcentaje de jornadas de salud ejecutadas (Número de jornadas de salud ejecutadas/ número de jornadas de salud programadas) * 100	Solicitud de requerimiento de materiales para la ejecución de jornadas de salud dirigido al Departamento de Manejo de Recursos Institucionales. Bitacora de atención de personas beneficiadas en las Jornadas de Salud Área responsable de la información: Unidad de Salud Familiar; información de carácter mensual; Archivo físico y digital de la Unidad de Salud Familiar.	La población mantiene disposición para participar en las jornadas de salud.
C3 ACTIVIDAD 3.1	Expedición de credencial para persona con discapacidad.	Porcentaje de credenciales para personas con discapacidad expedidas. (Número de credenciales para personas con discapacidad expedidas/ número de credenciales solicitadas) * 100	Base de datos del padrón de personas con discapacidad. Área responsable de la información: Departamento de Programas Asistenciales; información de carácter mensual; Archivo físico y digital del Departamento de Programas Asistenciales.	La población con discapacidad acude a realizar el trámite de credencialización.
C3 ACTIVIDAD 3.2	Expedición de tarjetón de estacionamiento reservado.	Porcentaje de tarjetones de estacionamiento reservado expedidos. (Número de tarjetones de estacionamiento reservado expedidos/ número de tarjetones solicitados) * 100	Registros administrativos del padrón de beneficiarios con tarjetón. Área responsable de la información: Departamento de Programas Asistenciales; información de carácter mensual; Archivo físico y digital del Departamento de Programas Asistenciales.	Las personas con discapacidad realizan oportunamente la solicitud del tarjetón.
C3 ACTIVIDAD 3.3	Gestión de donaciones para grupos prioritarios.	Porcentaje de acciones de gestión de donaciones para grupos vulnerables. (Número de gestión de donaciones para grupos prioritarios realizadas/ número de gestiones programadas) * 100	Actas de recepción o entrega de donaciones. Área responsable de la información: Departamento de Programas Asistenciales; información de carácter mensual; Archivo físico y digital del Departamento de Programas Asistenciales.	Las instituciones públicas, privadas y sociales muestran disposición para colaborar mediante donaciones.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.4	Asistencia social a grupos prioritarios.	Porcentaje de acciones de asistencia social a grupos prioritarios realizadas. (Número de acciones de asistencia social otorgada a grupos prioritarios / número de acciones de asistencia social a grupos prioritarios programadas) * 100	Informes de asistencia social otorgadas a grupos prioritarios. Área responsable de la información: Departamento de Programas Asistenciales; información de carácter mensual; Archivo físico y digital del Departamento de Programas Asistenciales.	Existen personas que pertenecen a un grupo prioritario y requieren asistencia social.
C.4 ACTIVIDAD 4.1	Atención y seguimiento a casos por vulneración de derechos a niñas, niños y adolescentes.	Porcentaje de atención y seguimiento a casos por vulneración de derechos a niñas, niños y adolescentes realizadas. (Número de atención y seguimiento a casos por vulneración de derechos a niñas, niños y adolescentes realizadas / número casos de vulneración de derechos a niñas, niños y adolescentes recibidos) * 100	Formatos de comparecencia de atención y seguimiento a casos por vulneración de derechos a niñas, niños y adolescentes. Área responsable de la información: Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes; información de carácter mensual; Archivo físico y digital del Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes.	Existen reportes de vuleración de derechos de niñas, niños y adolescentes canalizados a la Procuraduría de Protección de Niñas, Niños y Adolescentes.
C.4 ACTIVIDAD 4.2	Atención psicológica integral a niñas, niños y adolescentes y su nucleo familiar.	Porcentaje de atenciones psicológicas integrales a niñas, niños, adolescentes y su nucleo familiar realizadas. (Número de atenciones psicológicas integrales a niñas, niños, adolescentes y su nucleo familiar realizadas / número de atenciones psicológicas programadas) * 100	Dictámen de atención psicológica. Área responsable de la información: Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes; información de carácter mensual; Archivo físico y digital del Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes.	Existen niñas, niños, adolescentes y sus familias que aceptan la terapia psicológica.
C.4 ACTIVIDAD 4.3	Pláticas de protección de los derechos de niñas, niños y adolescentes.	Porcentaje de pláticas de protección de los derechos de niñas, niños, adolescentes realizadas. (Número de pláticas de protección de los derechos de niñas, niños, adolescentes realizadas / número de pláticas programadas) * 100	Lista de asistencia a pláticas de protección de los derechos de niñas, niños y adolescentes. Área responsable de la información: Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes; información de carácter mensual; Archivo físico y digital del Unidad de Procuraduría de Protección de Niñas, Niños y Adolescentes.	Existen asistentes a las pláticas de protección de derechos de niñas, niños y adolescentes.
C.5 ACTIVIDAD 5.1	Seguimiento presupuestal y control financiero	Porcentaje de adquisiciones de materiales y servicios realizados. (Número de adquisiciones realizadas / número de adquisiciones solicitadas) * 100	Oficios de solicitud de compra y/o adquisición de servicios dirigidos al Departamento de Manejo de Recursos Institucionales. Factura de adquisición de bienes y/o servicios Área responsable de la información: Departamento de Manejo de Recursos Institucionales.; información de carácter mensual; Archivo físico y digital del Departamento de Manejo de Recursos Institucionales.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto del DIF Municipal

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.5 ACTIVIDAD 5.2	Elaboración y revisión de contratos y dictamenes jurídicos	Porcentaje de contratos y dictámenes jurídicos elaborador y revisados. (Número de contratos y dictámenes jurídicos elaborados y revisados / número de contratos y dictámenes programadas) * 100	Contratos elaborados y revisados por el Departamento Jurídico.. Dictámenes jurídicos elaborados y revisados por el Departamento Jurídico. Área responsable de la información: Departamento Jurídico; información de carácter mensual; Archivo físico y digital del Departamento Jurídico.	Existen personas físicas y morales que desean realizar un contrato con el DIF Municipal
C.5 ACTIVIDAD 5.3	Administración de los recursos humanos	Porcentaje de trámites de gestión de personal atendidos (licencias, vacaciones, permisos sin goce y con goce, pago de primas vacacionales y de vacaciones laboradas, licencias especiales, respuesta de solicitudes, trámite de pago de suplentes, movimientos escalafonarios, altas y bajas de personal, tiempo extraordinario, constancias de antiguedad, constancias laborales y de informe a pensiones, quinquenios y estímulos de antiguedad) realizados. (Número de trámites de gestión de personal realizados / número de trámites de gestión de personal solicitados) * 100	Oficios de trámites de gestión de personal enviados a la Dirección de Capital Humano Área responsable de la información: Departamento Administrativo; información de carácter mensual; Archivo físico y digital del Departamento Administrativo.	Que el personal sindicalizado y confianza, solicite trámites de gestión administrativa en tiempo y forma.
C.5 ACTIVIDAD 5.4	Elaboración de informes de seguimiento	Porcentaje de elaboración de informes de seguimiento realizados (Número de informes de seguimiento elaborados / número de informes programados) * 100	Tarjetas informativas realizadas por la Coordinación Operativa para dar cuenta a la Dirección General y la Presidencia Honoraria. Área responsable de la información: Unidad de Coordinación Operativa; información de carácter mensual; Archivo físico y digital del Unidad de Coordinación Operativa.	Existen temas relevantes que necesiten ser informados a la Dirección y Presidencia Honoraria.
C.5 ACTIVIDAD 5.5	Coordinación de reuniones interdepartamentales	Porcentaje reuniones interdepartamentales realizadas. (Número de reuniones interdepartamentales realizadas / número de reuniones interdepartamentales programadas) * 100	Minutas de acuerdos de las reuniones interdepartamentales realizadas por la Coordinación Operativa. Área responsable de la información: Unidad de Coordinación Operativa; información de carácter mensual; Archivo físico y digital del Unidad de Coordinación Operativa.	Existen personas interesadas en recibir una atención por el DIF Municipal.

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Nombre del Programa	Gestión de Pensiones y Seguridad Social Municipal
Clave del Programa Presupuestario	20
Unidad(es) Responsable(s)	Dirección de Pensiones

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al bienestar y seguridad social de las personas jubiladas y pensionadas del Municipio de Oaxaca de Juárez, mediante la atención integral, el otorgamiento oportuno de pagos y la gestión eficiente de prestaciones.	Tasa de crecimiento anual del presupuesto asignado a pensiones y jubilaciones. [(Presupuesto ejercido en el año actual - Presupuesto ejercido en el año anterior) / Presupuesto ejercido en el año anterior] * 100	Reportes de cumplimiento de compromisos presupuestales. Evaluaciones realizadas por instituciones externas. Área responsable de la información: Dirección de Pensiones; información de carácter anual;archivo físico y digital en la Dirección de Pensiones.	Se garantiza la asignación y suficiencia continua de los recursos financieros necesarios para las personas jubiladas y pensionadas por la Dirección de Egresos.
PROPÓSITO	Las personas jubiladas y pensionadas del Municipio de Oaxaca de Juárez reciben puntualmente sus pagos, prestaciones y servicios de apoyo, mediante la operación eficiente de los sistemas administrativos y tecnológicos de la Dirección de Pensiones.	Porcentaje de acciones realizadas para la atención, pago y apoyo a personas jubiladas y pensionadas del Municipio de Oaxaca de Juárez respecto al total de las actividades programadas. (Número de acciones realizadas para la atención, pago y apoyo a personas jubiladas y pensionadas del Municipio de Oaxaca de Juárez / Total de acciones programadas) * 100	Reportes de la entrega oportuna de pagos y prestaciones. Informes de incidencias, tiempos de respuesta y solución. Área responsable de la información: Dirección de Pensiones; información de carácter anual;archivo físico y digital en la Dirección de Pensiones	La Dirección de Egresos y Control Presupuestal realiza en tiempo y forma las transferencias presupestales asignadas al Fondo de Pensiones.
COMPONENTE 1	Solicitudes de pensión y jubilación atendidas e integradas	Solicitudes atendidas para jubilación y pensión atendidas e integradas en expedientes. Número de solicitudes de pensión y jubilación atendidas e integradas en expedientes	Acuse del dictamen de pensión. Área responsable de la información: Departamento Jurídico y Atención a Jubilados y Pensionados; información de carácter semestral;archivo físico y digital en el Departamento Jurídico y Atención a Jubilados y Pensionados.	Los trabajadores presentan de manera oportuna y cumplen con los requisitos solicitados para ser beneficiarios de la pensión.
COMPONENTE 2	Servicios de pago de nómina, prestaciones y financiamiento otorgados a personas jubiladas y pensionadas del Municipio.	Porcentaje de servicios de pago de nómina, prestaciones y préstamos otorgados a personas jubiladas y pensionadas respecto a los programados. (Servicios de pago de nómina, prestaciones y préstamos otorgados a personas jubiladas y pensionadas realizadas / Servicios de pago de nómina, prestaciones y préstamos otorgados a personas jubiladas y pensionadas programadas) *100	Reporte de nómina quincenal emitida por Banorte. Área responsable de la información: Departamento de Contabilidad; información de carácter semestral;archivo físico y digital en el Departamento de Contabilidad	Las plataformas digitales y financieras cuentan con la infraestructura y mecanismo adecuado para procesar y registrar oportunamente los pagos y financiamiento de pensionados y jubilados.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Servicios de mantenimiento y actualización del sistema de préstamos y nómina, así como de los equipos de cómputo implementados.	Porcentaje de servicios de mantenimiento y actualización del sistema de préstamos y nómina, así como de los equipos de cómputo implementados respecto a los programados. (Número de servicios implementados / número de servicios programados) x 100	Bitácoras e informes de mantenimiento y actualización generados por el Departamento de Sistemas. Área responsable de la información: Departamento de Sistemas;información de carácter semestral;archivo físico y digital en el Departamento de Sistemas.	Existe disponibilidad oportuna de refacciones, software y soporte técnico externo necesario para la actualización y mantenimiento de los sistemas y equipos.
C1 ACTIVIDAD 1.1	Atención de solicitudes de pensión y jubilación	Porcentaje de acciones de atención de solicitudes de pensión y jubilación realizadas. (Número de acciones de atención de solicitudes y jubilación realizadas/Número de acciones de atención de solicitudes y jubilación programadas) x 100	Acuse del oficio de solicitud por tipo de pensión dirigido al Director de Pensiones. Área responsable de la información: Departamento Jurídico y Atención a Jubilados y Pensionados; información de carácter mensual;archivo físico y digital de Departamento Jurídico y Atención a Jubilados y Pensionados.	Los trabajadores en proceso de pensionarse presentan de manera oportuna la solicitud requerida para iniciar y dar seguimiento al trámite.
C1 ACTIVIDAD 1.2	Integración de expedientes de pensiones y jubilaciones	Porcentaje de expedientes de pensiones y jubilaciones integrados (Número de expedientes de pensiones y jubilaciones integrados /Número de solicitudes de pensiones y jubilaciones programados) x 100	Oficio de solicitud por tipo de Pensión dirigido al titular de la Dirección de Pensiones Reporte mensual de integración de expedientes de pensiones y jubilaciones. Área responsable de la información: Departamento Jurídico y Atención a Jubilados y Pensionados; información de carácter mensual; archivo físico y digital en el Departamento Jurídico y Atención a Jubilados y Pensionados.	Los trabajadores proporcionan en tiempo y forma la documentación de liberación necesaria para integrar el expediente.
C2 ACTIVIDAD 2.1	Pagos de nómina a pensionados y jubilados	Porcentaje de acciones de pago de nómina realizadas. (Número de acciones de pago de nómina realizadas/Número de acciones de pago de nómina programadas) x 100	Oficio de suficiencia presupuestaria dirigido a la Tesorería Municipal Polizás Contables emitidas por el sistema SAP y dirigidas a la Dirección de Egresos y Control Presupuestal Reporte de pago de nómina. Área responsable de la información: Departamento de Contabilidad; información de carácter mensual ; Archivo físico y digital en el Departamento de Contabilidad.	Se cuenta con la suficiencia presupuestaria y la calendarización de recursos para realizar los pagos de nómina programados a las personas Jubiladas y Pensionadas sin contratiempos.

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Unidad(es) Responsable(s)	Dirección de Pensiones

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.2	Elaboración de convenios de pagos retroactivos	Porcentaje de convenios de pagos retroactivos elaborados (Número de convenios de pagos retroactivos elaborados /Número de convenios de pagos retroactivos programados) x 100	Convenio de pagos retroactivos elaborados con los beneficiarios. (Buscar nombre oficial). Área responsable de la información: Departamento de Contabilidad; Información de carácter semestral; Archivo físico y digital en el Departamento de Contabilidad.	Los trabajadores beneficiarios proporcionan en tiempo y forma documentación y validaciones requeridas para la formalización del convenio de pago retroactivo.
C2 ACTIVIDAD 2.3	Pagos de prestaciones y derechos a jubilados y pensionados	Porcentaje de acciones de pago de prestaciones y derechos a jubilados y pensionados realizadas (Número de pagos por prestaciones y derechos a jubilados y pensionados realizados / Número de pagos por prestaciones y derechos a jubilados y pensionados programados) x 100	Reporte de pago de compensación de primavera a jubilados y pensionados. Reporte de pago de aguinaldo a jubilados y pensionados. Reporte de pago de aumento a la pensión de jubilados y pensionados. Área responsable de la información: Departamento de Contabilidad;información de carácter semestral; Archivo físico y digital en el Departamento de Contabilidad.	La información de los jubilados y pensionados, el monto a pagar y las condiciones del financiamiento es proporcionada por la Dirección de Egresos oportunamente para la ejecución de los pagos.
C2 ACTIVIDAD 2.4	Otorgamiento de préstamos de nómina	Porcentaje de préstamos de nómina otorgados. (Número de préstamos de nómina otorgados// número de préstamos de nómina programados) x 100	Contrato de préstamo de nómina para trabajadores activos y jubilados y pensionados. Copia de la Póliza de cheque expedida al beneficiario. Área responsable de la información: Departamento de Contabilidad; información de carácter mensual; archivo físico y digital en el Departamento de Contabilidad.	Los beneficiarios solicitantes cumplen con los requisitos establecidos y presentan la documentación de manera oportuna para el otorgamiento de los préstamos.
C3 ACTIVIDAD 3.1	Mantenimiento y actualización del sistema de préstamos y nómina	Porcentaje de acciones de mantenimiento y actualización del sistema de préstamos y nómina realizadas (Número de acciones de mantenimiento y actualización del sistema de préstamos y nómina realizadas / Número de accionesde mantenimiento y actualización del sistema de préstamos y nómina programadas) x 100	Informe de la condición del sistema de préstamos y nómina. Área responsable de la información: Departamento de Sistemas;información generada en los meses de marzo, junio y septiembre ; Archivo físico y digital en el Departamento de Sistemas.	Las condiciones de conectividad y suministro eléctrico permiten el funcionamiento continuo del sistema de préstamos y nómina.

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gestión de Pensiones y Seguridad Social Municipal
Clave del Programa Presupuestario	20
Unidad(es) Responsable(s)	Dirección de Pensiones

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.2	Mantenimiento y actualización de equipos de cómputo	Porcentaje de acciones de mantenimiento y actualización de equipos de cómputo (Número de acciones de mantenimiento y actualización a equipos de cómputo realizadas/Número de acciones de mantenimiento y actualización a equipos de cómputo programadas) x 100	Reporte de diagnóstico del estado de los equipos de cómputo en la Dirección de Pensiones. Área responsable de la información: Departamento de Sistemas;Información generada en los meses de marzo, hunio y septiembre; Archivo físico y digital en el Departamento de Sistemas.	El proveedor garantiza la existencia de refacciones y actualizaciones de software compatibles con los equipos de cómputo.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Igualdad Sustantiva y Derechos de las Mujeres
Clave del Programa Presupuestario	21
Unidad(es) Responsable(s)	Instituto Municipal de la Mujer

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la igualdad de género y al bienestar integral de las mujeres, mediante la implementación de acciones tendientes a la creación de un entorno libre de violencia, al empoderamiento económico, el mejoramiento en las oportunidades profesionales, así como el acceso a servicios de salud, garantizando su derecho a vivir una vida libre de violencia por razón de género.	Prevalencia de Mujeres de 15 años y más que han sufrido algún incidente de violencia por tipo según ámbito Encuesta Nacional sobre la Dinámica de las Relaciones en los Hogares (ENDIREH)	Informe de actividades . Encuesta Nacional sobre la Dinámica de las Relaciones en los Hogares (ENDIREH) Área responsable: Dirección del Instituto Municipal de la Mujer. Información de carácter anual. Archivo físico y digital de la Dirección del Instituto Municipal de la Mujer.	Las autoridades federales, estatales, municipales, actores estratégicos y la población en general apoyan la implementación de políticas y acciones que promuevan la igualdad de género y el bienestar integral de las mujeres, garantizando su derecho a vivir una vida libre de violencia por razón de género.
PROPÓSITO	Las mujeres del municipio de Oaxaca de Juárez se desarrollan en un entorno libre de violencia y en condiciones de igualdad de género, con mayores oportunidades profesionales y acceso a servicios de salud, permitiendo su bienestar integral, autonomía económica y ejerciendo plenamente sus derechos.	Tasa de variación de mujeres beneficiadas por las acciones implementadas por el Instituto. [(Total de mujeres beneficiadas por el Instituto en el ejercicio que se informa / Total de mujeres beneficiadas por el Instituto en el ejercicio inmediato anterior)-1]*100	Informe general de atención a mujeres beneficiadas con los servicios brindados por el Instituto Municipal de la Mujer en el periodo referido. Área responsable: Dirección del Instituto Municipal de la Mujer. Información de carácter anual. Archivo físico y digital de la Dirección del Instituto Municipal de la Mujer.	Las mujeres del municipio de Oaxaca de Juárez participan efectivamente en los programas y servicios diseñados para prevenir la violencia y promover la igualdad de género, permitiendo el logro de su bienestar integral y autonomía económica.
COMPONENTE 1	Acciones estratégicas para la institucionalización de la perspectiva de género implementadas.	Porcentaje de acciones estratégicas para la institucionalización de la perspectiva de género implementadas. (Número de Acciones para la institucionalización de la perspectiva de género implementadas / Número de acciones programadas) *100	Estrategia de Planeacion para la institucionalización de la perspectiva de género . Área responsable: Departamento de Institucionalización de la Perspectiva de Género. Información de carácter semestral. Archivo físico y digital del Departamento de Institucionalización de la Perspectiva de Género.	Las dependencias, entidades municipales y los actores estratégicos nacionales e internacionales colaboran en la implementación de acciones estratégicas institucionales con perspectiva de género.
COMPONENTE 2	Servicios de prevención y atención de la violencia de género contra las mujeres brindados.	Porcentaje de acciones para la prevención y atención de la violencia de género contra las mujeres. (Total de acciones para la prevencion y atencion de la violencia de género ejecutadas / Total de acciones programadas) *100	Convocatorias emitidas por el Instituto Municipal de la Mujer para capacitación en materia de prevención y atención de la violencia de género contra las mujeres. Reporte generado por Banco Nacional de datos e Información sobre casos de violencia contra las muejeres (BANAVIM). Reporte de capacitaciones y eventos realizados en materia de prevención de la violencia de género dirigido al titular del Instituto Municipal de la Mujer. Reporte de servicios de atención a víctimas de violencia de género realizados dirigido al titular del Instituto Municipal de la Mujer. Áreas responsables: Departamento de Prevención de la Violencia de Género contra las mujeres y Departamento de Atención Atención a la Violencia de Género contra las Mujeres. Información de carácter semestral. Archivo físico y digital de los Departamentos de Prevención de la Violencia de género contra las mujeres y de Atención a la Violencia de Género contra las Mujeres.	La población objetivo acude a los servicios de prevención y atención de violencia de género brindados por el Instituto Municipal de la Mujer.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Igualdad Sustantiva y Derechos de las Mujeres
Clave del Programa Presupuestario	21
Unidad(es) Responsable(s)	Instituto Municipal de la Mujer

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Servicios de atención especializada brindados a mujeres, sus hijas e hijos en situación de violencia extrema.	Porcentaje de acciones estratégicas para la atención especializada a mujeres, sus hijas e hijos en situación de violencia extrema. (Número de acciones estratégicas para la atención especializada a sus hijas e hijos en situación de violencia extrema)*100	Reporte semestral de servicios de atención especializada a mujeres, sus hijas e hijos en situación de violencia extrema. Reporte generado por Banco Nacional de datos e Información sobre casos de violencia contra las muejeres (BANAVIM). Áreas responsables: Departamento de la Casa de Medio Camino. Información de carácter semestral. Archivo físico y digital del Departamento de la Casa de Medio Camino.	Las mujeres y sus hijas e hijos en situación de violencia extrema acceden efectivamente a los servicios especializados del Instituto Municipal de la Mujer, permitiendo la atención integral de su bienestar.
COMPONENTE 4	Servicios de apoyo administrativo, jurídico y operativo implementados para la operación del Instituto Municipal de la Mujer.	Porcentaje de acciones de apoyo administrativo, jurídico y de staff para la operación del programa en el Instituto Municipal de la Mujer. (Número de actividades ejecutadas/Número de actividades programadas)*100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable: Departamentos Administrativo y Jurídico del Instituto Municipal de la Mujer. Información de carácter semestral. Archivo físico y digital del Departamentos Administrativo y Jurídico del Instituto Municipal de la Mujer.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva del Instituto Municipal de la Mujer.
ACTIVIDAD 1.1	Diseño de estrategias de planeación con enfoque de género a corto y mediano plazo	Porcentaje de estrategias de planeación con enfoque de género a corto y mediano plazo diseñadas. (Número de estrategias de planeación con enfoque de género a corto y mediano plazo diseñadas/Número de estrategias programadas)*100	Documento denominado Estrategia de Planeacion con enfoque de género. Área responsable: Departamento de Institucionalización de la Perspectiva de Género. Información generada en los meses de marzo y noviembre; Archivo físico y digital del Departamento de Institucionalización de la Perspectiva de Género.	Las dependencias y entidades de la administración pública municipal muestran apertura para incorporar el enfoque de género en su operatividad institucional
ACTIVIDAD 1.2	Diseño de proyectos con perspectiva de género para su implementación institucional	Porcentaje de proyectos con perspectiva de género implementados institucionalmente. (Número de proyectos con perspectiva de género implementados / Número de proyectos programados)*100	Plan de Trabajo sobre perspectiva de género. Área responsable: Departamento de Institucionalización de la Perspectiva de Género. Información generada en el mes de junio; Archivo físico y digital del Departamento de Institucionalización de la Perspectiva de Género. Colocar link de redes sociales del Municipio.	Las dependencias de la Administración Pública Municipal colaboran activamente en el desarrollo e implementación de proyectos institucionales con perspectiva de género.
ACTIVIDAD 1.3	Vinculación con actores estratégicos nacionales e internacionales para la transversalización de la perspectiva de género	Porcentaje de acciones de vinculación con actores estratégicos nacionales e internacionales para la transversalización de la perspectiva de género realizadas. (Número de acciones de vinculación con actores estratégicos nacionales e internacionales para la transversalización de la perspectiva de género realizadas / Número de acciones programadas)*100	Convenio de colaboración con actores estratégicos nacionales e internacionales para la transversalización de la perspectiva de género. Área responsable: Departamento de Institucionalización de la Perspectiva de Género. Información de carácter trimestral. Archivo físico y digital del Departamento de Institucionalización de la Perspectiva de Género.	Las dependencias municipales y actores estratégicos nacionales e internacionales colaboran activamente en la implementación de acciones conjuntas para transversalizar la perspectiva de género.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Igualdad Sustantiva y Derechos de las Mujeres
Clave del Programa Presupuestario	21
Unidad(es) Responsable(s)	Instituto Municipal de la Mujer

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 2.1	Capacitación en materia de prevención de violencias de género.	Porcentaje de acciones de capacitación en materia de prevención de violencias de género realizadas. (Número de acciones de capacitación en materia de prevención de violencias de género realizadas / Número de acciones de capacitación programadas)*100	Convocatoria emitida por el Instituto Municipal de la Mujer para capacitación en materia de prevención de violencias de género. Listas de asistencia de capacitaciones impartidas. Oficios de solicitud de capacitación en materia de prevención de violencias de género recibidas en el Instituto Municipal de la Mujer. Oficios emitidos de solicitud de espacios para realización de capacitación en materia de prevención de violencias de género. Área responsable: Departamento de Prevención de la Violencia de Género contra las mujeres. Información de carácter trimestral. Archivo físico y digital del Departamento de Prevención de la Violencia de género contra las mujeres.	Los servidores públicos y público en general convocados muestran disposición y disponibilidad para participar en las acciones de capacitación en materia de prevención de violencias de género programadas.
ACTIVIDAD 2.2	Realización de eventos en materia de prevención de violencia de género	Porcentaje de eventos en materia de prevención de violencia de género realizados. (Número de eventos en materia de prevención de violencia de género realizados / Número de eventos programados)*100	Convocatoria emitida por el Instituto Municipal de la Mujer para capacitación en materia de prevención de violencias de género. Listas de asistencia de eventos realizados. Área responsable: Departamento de Prevención de la Violencia de Género contra las mujeres. Información de carácter trimestral. Archivo físico y digital del Departamento de Prevención de la Violencia de género contra las mujeres. Redes sociales del Instituto Municipal de la Mujer y del Municipio de Oaxaca de Juárez. Anexar link de redes sociales del Instituto y Municipio.	La población municipal convocada participa efectivamente en los eventos de prevención de violencia de género, permitiendo cumplir los objetivos de sensibilización y prevención.
ACTIVIDAD 2.3	Apoyo integral a mujeres víctimas de violencia de género	Porcentaje de acciones de apoyo integral a mujeres víctimas de violencia de género realizadas. (Número de acciones de apoyo integral a mujeres víctimas de violencia de género realizadas / Número de acciones de apoyo programadas)*100	Hojas de registro de datos personales. Reporte de seguimiento psicológico y asesoramiento jurídico a mujeres víctimas de violencia de género dirigido a la titular del Instituto Municipal de la Mujer. Área responsable: Departamento de Atención a la Violencia de Género contra las Mujeres. Información de carácter mensual. Archivo físico y digital del Departamento de Atención la Violencia de Género contra las Mujeres.	Las mujeres víctimas de violencia de género acuden al Instituto Municipal de la Mujer para recibir apoyo integral, permitiendo cumplir los objetivos de atención y protección.
ACTIVIDAD 2.4	Prestación de servicios especializados de primer contacto	Porcentaje de servicios especializados de primer contacto realizados. (Número de servicios especializados de primer contacto realizados / Número de servicios programados)*100	Reporte de prestación de servicios especializados de primer contacto dirigido al titular del Instituto. Oficios de canalización de víctimas dirigido a instituciones competentes. Área responsable: Departamento de Atención a la Violencia de Género contra las Mujeres. Información de carácter mensual. Archivo físico del Departamento de Atención Atención a la Violencia de Género contra las Mujeres.	Las mujeres usuarias acuden efectivamente a los servicios especializados de primer contacto del Instituto Municipal de la Mujer, permitiendo cumplir los objetivos de atención y protección.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Igualdad Sustantiva y Derechos de las Mujeres
Clave del Programa Presupuestario	21
Unidad(es) Responsable(s)	Instituto Municipal de la Mujer

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 3.1	Atención especializada a mujeres, sus hijas e hijos en situación de violencia extrema.	Porcentaje de acciones de atención especializada a mujeres, sus hijas e hijos en situación de violencia extrema realizadas. (Número de acciones de atención especializada a mujeres, sus hijas e hijos en situación de violencia extrema realizadas / Número de acciones de atención especializada programadas)*100	Hojas de registro de datos personales. Carátula del expediente interno de atención especializada a mujeres, sus hijas e hijos en situación de violencia extrema. Verificar la existencia de acuse del sistema BANAVIM, en caso de existir, quitar la carátula como medio de verif. Bitácora / Reporte de atención.... Área responsable: Departamento de la Casa de Medio Camino. Información de carácter bimestral. Archivo físico y digital del Departamento de la Casa de Medio Camino.	La población en situación de violencia extrema tiene certeza de que recibirá la atención especializada que requiere para recuperar su bienestar integral. Las mujeres y sus hijas e hijos en situación de violencia extrema acuden o son canalizadas efectivamente al Instituto Municipal de la Mujer para recibir la atención especializada que les permita recuperar su bienestar integral
ACTIVIDAD 3.2	Servicios de administración y operación de la Casa de Medio Camino.	Porcentaje de servicios de administración y operación de la Casa de Medio Camino realizados. (Número de servicios de administración y operación de la Casa de Medio Camino realizados / Número de servicios programados) * 100	Oficio de solicitud de servicios de administración y operación dirigido al Departamento administrativo Área responsable: Departamento de la Casa de Medio Camino. Información de carácter bimestral. Archivo físico y digital del Departamento de e la Casa de Medio Camino.	Las mujeres, sus hijas e hijos en situación de violencia extrema utilizan los servicios de la Casa de Medio Camino para recibir atención y protección integral.
ACTIVIDAD 3.3	Capacitación a mujeres, sus hijas e hijos en situación de violencia extrema mediante talleres	Porcentaje de talleres de capacitación a mujeres, sus hijas e hijos en situación de violencia extrema impartidos. (Número de talleres de capacitación a mujeres, sus hijas e hijos en situación de violencia extrema mediante talleres impartidos / Número de talleres de capacitación programados) * 100	Oficios de gestiones por el Instituto Municipal de la Mujer para capacitación a mujeres, sus hijas e hijos en situación de violencia extrema mediante talleres. Carátula de contratos de prestadores de servicios. Listas de asistencia de capacitaciones impartidas. Oficio de solicitud de insumos logísticos para la realización de los talleres dirigido al departamento administrativo. Área responsable: Departamento de la Casa de Medio Camino. Información de carácter trimestral. Archivo físico y digital del Departamento de e la Casa de Medio Camino.	Las mujeres, sus hijas e hijos en situación de violencia extrema participan efectivamente en los talleres de capacitación, permitiendo alcanzar los objetivos de fortalecimiento de su bienestar integral.
ACTIVIDAD 4.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SICAP. Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la ministración mensual. Área responsable: Departamento Administrativo del Instituto Municipal de la Mujer. Información de carácter mensual. Archivo físico y digital del Departamento Administrativo del Instituto Municipal de la Mujer.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto del Instituto Municipal de la Mujer.
ACTIVIDAD 4.2	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas)*100	Oficio de revisión jurídica de documentos para validación institucional. Memorándum de atención y seguimiento a documentos para validación institucional. Área responsable: Departamento Jurídico. Información de carácter mensual. Archivo físico y digital del Departamento Jurídico.	Existe la documentación que requiere revisión jurídica para su validez institucional.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Igualdad Sustantiva y Derechos de las Mujeres
Clave del Programa Presupuestario	21
Unidad(es) Responsable(s)	Instituto Municipal de la Mujer

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 4.3	Coordinación institucional y gestión documental operativa	Porcentaje de acciones de coordinación institucional y gestión documental operativa realizadas. (Número de acciones de coordinación institucional y gestión documental operativa realizadas / Número de acciones programadas)*100	Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable: Dirección del Instituto Municipal de la Mujer. Información de carácter mensual. Archivo físico y digital de la Dirección del Instituto Municipal de la Mujer.	Existen requerimientos de coordinación institucional dirigidas al Instituto Municipal de la Mujer por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Planeación Estratégica Municipal
Clave del Programa Presupuestario	22
Unidad(es) Responsable(s)	Instituto Municipal de Planeación

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al fortalecimiento de la gestión pública municipal mediante la institucionalización de prácticas de planeación estratégica, seguimiento al desempeño y provisión de servicios administrativos que mejoren la eficiencia y eficacia de la administración en Oaxaca de Juárez.	Porcentaje de avance de la sección de planeación del diagnóstico PbR-SED de la Secretaría de Hacienda y Crédito Público Porcentaje de avance de la sección de planeación del diagnóstico PbR-SED de la Secretaría de Hacienda y Crédito Público	Informe del Avance Alcanzado por las Entidades Federativa, los Municipios y las Demarcaciones Territoriales de la ciudad de México en la Implantación y Operación del Presupuesto Basado en Resultados y del Sistema de Evaluación del Desempeño. Área responsable de la información: Secretaría de Hacienda y Crédito Público (SHCP); información de carácter anual; https://www.transparenciapresupuestaria.gob.mx/Entidades-Federativas	La Secretaría de Hacienda y Crédito Público elabora y publica de manera oportuna el Informe de Avance del PbR-SED que permite dar seguimiento a los resultados alcanzados por los municipios.
PROPÓSITO	Fortalecer la planeación estratégica y la capacidad de gestión del municipio de Oaxaca de Juárez mediante la integración de información institucional, la coordinación de Consejos Consultivos y la provisión de servicios de apoyo administrativo y jurídico.	Porcentaje de actividades estratégicas y operativas implementadas para fortalecer la capacidad institucional de las dependencias y entidades municipales. (Número de actividades estratégicas y operativas para fortalecer la capacidad institucional de las dependencias y entidades municipales implementadas / Número total de actividades programadas) * 100	Informe anual de actividades estratégicas y operativas implementadas por el Instituto Municipal de Planeación. Área responsable de la información: Dirección General; Información de carácter anual; Archivos físicos y digitales de la Unidad de la Dirección General.	Las dependencias y entidades municipales colaboran en los procesos de planeación, coordinación institucional e integración de información para fortalecer la gestión pública municipal.
COMPONENTE 1	Instrumentos de planeación estratégica y mecanismos de participación ciudadana diseñados y coordinados para el fortalecimiento del desarrollo municipal.	Porcentaje de acciones de planeación estratégica y participación ciudadana realizadas para el fortalecimiento del desarrollo municipal. (Número de acciones de planeación estratégica y participación ciudadana realizadas / Número de acciones programadas)*100	Actas de las sesiones de los Consejos Consultivos. Acuse de envío de información del diagnóstico PbR-SED Informe de actividades de los Consejos Consultivos. Actas del Consejo de Desarrollo Social Municipal. Instrumentos de planeación. Área responsable de la información: Unidad de Planeación; Información de carácter semestral; Archivos físicos y digitales de la Unidad de Planeación.	Las dependencias y actores ciudadanos participan activamente en los procesos de planeación y en el diseño de mecanismos participativos conforme a los tiempos y objetivos establecidos.

COMPONENTE 2	Herramientas de gestión institucional, monitoreo estratégico y difusión gubernamental implementadas, mediante el uso de tecnologías, instrumentos de planeación y mecanismos de evaluación.	Porcentaje de actividades de seguimiento, evaluación, información institucional y planeación estratégica realizadas por el Instituto Municipal de Planeación (IMPLAN). (Número de actividades de seguimiento, evaluación, información institucional y planeación estratégica realizadas/ número de actividades programadas) *100	Solicitudes de información estadística y oficios recibidos de las unidades responsables de información estadística. Informe trimestral validado por las autoridades correspondientes. Evidencias de actividades realizadas en el trimestre. Informe de seguimiento técnico a los instrumentos de planeación municipal. Informe de Gobierno. Área responsable de la información: Dirección General del Instituto Municipal de Planeación.; Información de carácter semestral; Archivos físicos y digitales de la Dirección General del Instituto Municipal de Planeación.	Las unidades administrativas municipales aportan la información necesaria para la operación y actualización de las herramientas tecnológicas de planeación y evaluación implementadas.
COMPONENTE 3	Servicios de apoyo administrativo y operativo implementados	Porcentaje de acciones de apoyo administrativo y operativo implementadas (Número de acciones de apoyo implementadas / Número de acciones programadas) *100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable de la información: Unidad Administrativa; Información de carácter semestral; Archivos físicos y digitales de la Unidad de la Administrativa.	Los servicios de apoyo administrativo y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva del Instituto Municipal de Planeación.
ACTIVIDAD 1.1	Coordinación de los Consejos Consultivos Ciudadanos	Porcentaje de acciones de coordinación de los Consejos Consultivos realizadas. (Número de acciones de coordinación de los Consejos Consultivos realizadas / Número de acciones programadas) * 100	Oficios de convocatorias emitidos. Expediente del seguimiento de los consejos instalados. Listas de asistencia a reuniones de trabajo. Área responsable de la información: Departamento de Enlace con los Consejos Ciudadanos y Vinculación, Información de carácter trimestral; Archivos físicos y digitales del Departamento de Enlace con los Consejos Ciudadanos y Vinculación.	La ciudadanía del municipio de Oaxaca de Juárez participa en los Consejos Consultivos Ciudadanos.
ACTIVIDAD 1.2	Coordinación de las actividades del diagnóstico PbR-SED	Porcentaje de actividades de coordinación del diagnóstico PbR-SED realizadas. (Número de actividades de coordinación del diagnóstico PbR-SED realizadas / Número de actividades programadas) * 100	Agenda de trabajo para la contestación del cuestionario de diagnóstico PbR-SED de la SHCP. Convocatoria para los trabajos con las Unidades Responsables. Base de datos consolidada de respuestas del diagnóstico PbR- SED Área responsable de la información: Departamento de Planeación, Información generada en los meses de enero y diciembre ; Archivos físicos y digitales de la Unidad de Planeación.	Las dependencias y entidades municipales entregan la información requerida y participan oportunamente para el desarrollo del diagnóstico PbR-SED.
ACTIVIDAD 1.3	Diseño de instrumentos de planeación estratégica	Porcentaje de instrumentos de planeación estratégica diseñadas. (Número de instrumentos de planeación estratégica diseñadas/ Número de instrumentos de planeación estratégica programadas)*100	Documentos derivados del Sistema Municipal de Planeación. Minutas de revisión. Oficios de validación. Área responsable de la información: Unidad de Planeación; Información de carácter semestral; Archivos físicos y digitales de la Unidad de Planeación.	Las dependencias y entidades municipales cumplen en tiempo y forma con la metodología y lineamientos establecidos para la integración de los instrumentos de planeación estratégica.

ACTIVIDAD 1.4	Impartición de capacitaciones en materia de desarrollo municipal.	Porcentaje de capacitaciones en materia de desarrollo municipal impartidas. (Número de capacitaciones impartidas en materia de desarrollo municipal / Número de capacitaciones programadas)* 100	Convocatoria para las capacitaciones en materia de desarrollo municipal Listas de asistencia a las capacitaciones en materia de desarrollo municipal. Materiales de apoyo. Área responsable de la información: Unidad de planeación, información de carácter semestral; Archivos físicos y digitales de la Unidad de Planeación.	Las y los servidores públicos municipales convocados asisten y participan activamente en las capacitaciones programadas en materia de desarrollo municipal.
ACTIVIDAD 1.5	Coordinación del Consejo de Desarrollo Social Municipal	Porcentaje de acciones de coordinación del Consejo de Desarrollo Social Municipal realizadas. (Número de acciones de coordinación del Consejo de Desarrollo Social Municipal realizadas / Número de acciones programadas) * 100	Convocatoria a las sesiones del Consejo de Desarrollo Social Municipal. Expediente de información para la integración de las sesiones. Minutas de trabajo. Área responsable de la información: Unidad de Planeación, información de carácter trimestral; Archivos físicos y digitales del Departamento de Planeación y micrositio institucional . https://implan.municipiodeoaxaca.gob.mx/	Los integrantes del Consejo de Desarrollo Social Municipal participan de manera activa y oportuna en las sesiones convocadas.
ACTIVIDAD 2.1	Administración y actualización del Banco de Información Estadística del municipio de Oaxaca de Juárez.	Porcentaje de acciones de administración y actualización del Banco de Información de Estadística básica del municipio de Oaxaca de Juárez realizadas. (Número de acciones de de administración y actualización del Banco de Información de Estadística básica del municipio de Oaxaca de Juárez / Número de acciones programadas) * 100	Informe ejecutivo de la información estadística generada por la Administración Pública Municipal. Bitácora digital de actualizaciones. Área responsable de la información: Departamento de Información y Estadística; información de carácter trimestral; Archivos físicos y digitales en el Departamento de Información y Estadística. Micrositio del Instituto Municipal de Planeación. https://implan.municipiodeoaxaca.gob.mx/	Las dependencias y entidades de la Administración Pública Municipal entregan en tiempo y forma su información estadística.
ACTIVIDAD 2.2	Administración y actualización del micrositio institucional.	Porcentaje de acciones de administración y actualización del micrositio institucional realizadas. (Número de acciones de administración y actualización del micrositio institucional realizadas / Número de acciones programadas) * 100	Oficios de solicitud de información para carga al micrositio a las áreas internas del Instituto Municipal de Planeación. Oficios de envío de información a la Agencia de Transformación Digital para su carga final al micrositio. Área responsable de la información: Departamento de Información y Estadística; información de carácter trimestral; Archivos físicos y digitales en el Departamento de Información y Estadística.	Las áreas del Instituto Municipal de Planeación entregan la información en tiempo y forma para la actualización del micrositio institucional.
ACTIVIDAD 2.3	Operación del Sistema de Evaluación del Desempeño del municipio de Oaxaca de Juárez	Porcentaje de informes Trimestrales cargados en el Sistema de Evaluación del Desempeño (Número de informes trimestrales recibidos / Número de informes trimestrales programados) * 100	Oficios del informe trimestral emitidos por las dependencias y validados. Bitácora digital de recepción del informe trimestral. Área responsable de la información: Departamento de Indicadores, Informes y Resultados; información de carácter trimestral; Archivos físicos y digitales en el Departamento de Indicadores, Informes y Resultados.	Las Unidades Responsables de la Administración Pública Municipal entregan en tiempo y forma sus informes de actividad trimestral.

ACTIVIDAD 2.4	Elaboración de informe de Gobierno	Informe de Gobierno realizado. Informe de Gobierno realizado (indicador de carácter nominal).	Oficios de solicitud de información a las dependencias de la administración pública municipal. Cédulas de integración de información para informe de Gobierno. Área responsable de la información; Departamento de Indicadores, Informes y Resultados; Información de carácter	Las áreas correspondientes entregan la información en tiempo y forma para la elaboración del Informe de Gobierno.
ACTIVIDAD 2.5	Seguimiento técnico a la implementación de instrumentos de planeación municipal	Porcentaje de acciones de seguimiento en la implementación de instrumentos de planeación municipal realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas) * 100	Cédulas de seguimiento técnico a los instrumentos de planeación municipal. Área responsable de la información: Departamento de Indicadores, Informes y Resultados; Información de carácter anual; Archivos físicos y digitales del Departamento de Indicadores, Informes y Resultados.	Las dependencias responsables de la implementación de los instrumentos de planeación municipal reportan avances y brindan acceso a la información requerida para el seguimiento técnico.
ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Reportes presupuestales mensuales. Reportes de control patrimonial. Oficio de seguimiento y control de la comprobación. Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la ministración mensual. Responsable de la información: Unidad Administrativa; Información de carácter mensual; Archivos físicos y digitales de la Unidad Administrativa	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto del Instituto Municipal de Planeación.
ACTIVIDAD 3.2	Reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizadas. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados)*100	Oficios de cumplimiento a las acciones de coordinación institucional. Responsable de la información: Unidad Administrativa del Instituto Municipal de Planeación; Información de carácter mensual; Archivos físicos y digitales de la Unidad Administrativa	Existen requerimientos de coordinación institucional dirigidas al Instituto Municipal de Planeación por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Integral de la Juventud
Clave del Programa Presupuestario	23
Unidad(es) Responsable(s)	Instituto Municipal de la Juventud

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al desarrollo integral y al ejercicio pleno de los derechos de niñas, niños, adolescentes y juventudes en el municipio de Oaxaca de Juárez, mediante su participación activa en espacios formativos, comunitarios y de vinculación social.	Porcentaje de niñas, niños, adolescentes y juventudes de 12 a 29 años que participan activamente en espacios de formación comunitaria. (Número de niñas, niños, adolescentes y juventudes de 12 a 29 años que partían activamente en espacios de formación comunitaria / Total de niñas, niños, adolescentes y juventudes de 12 a 29 años del municipio de Oaxaca de Juárez) *100	Informes anuales de resultados del Instituto Municipal de la Juventud, registros de participación ciudadana y reportes de actividades, encuestas o diagnósticos de impacto social. Área responsable de la información: Dirección del Instituto Municipal de la Juventud; Informacion de caracter anual; archivos físicos y digitales de la Direccion del Instituto Municipal de la Juventud.	Las juventudes mantienen interés en participar en las actividades municipales; Las condiciones sociales y económicas permiten la continuidad de las acciones del programa.
PROPÓSITO	Contribuir al desarrollo integral y al ejercicio pleno de los derechos de niñas, niños, adolescentes y juventudes en el municipio de Oaxaca de Juárez, mediante su participación activa en espacios formativos, comunitarios y de vinculación social	Porcentaje de acciones institucionales implementadas para el desarrollo integral, la participación activa y la vinculación social de niñas, niños, adolescentes y juventudes (Acciones institucionales implementadas para el desarrollo integral, la participación activa y la vinculación social de niñas, niños, adolescentes y juventudes implementadas / Acciones institucionales programadas) x 100	Informes de seguimiento de programas; Reportes de ejecución de actividades y resultados trimestrales; Evidencias fotográficas, videos y materiales de difusión Área responsable de la información: Dirección del Instituto Municipal de la Juventud; Información de carácter anual; archivos físicos y digitales de la Dirección del Instituto Municipal de la Juventud.	Las juventudes responden positivamente a las estrategias implementadas; Existen recursos humanos y financieros suficientes para la operación del programa.
COMPONENTE 1	Acciones de promoción del desarrollo integral y de la participación activa de las juventudes efectuadas	Porcentaje de acciones implementadas para la promoción del desarrollo y la participación de las juventudes (Número de acciones implementadas para la promoción del desarrollo y la participación de las juventudes / Número total de acciones para la promoción del desarrollo y la participación de las juventudes programadas) * 100	Registros de actividades, talleres y eventos realizados; Informes semestrales de cumplimiento de metas; Evidencias fotográficas y listados de asistencia. Área responsable de la información: Unidad de Desarrollo Integral de las Juventudes; Información de carácter semestral; Archivos físicos y digitales de la Unidad de Desarrollo Integral de las Juventudes.	Las juventudes muestran interés en participar activamente en las acciones de promoción; Las instituciones colaboradoras mantienen disposición para apoyar las actividades.
COMPONENTE 2	Acciones de desarrollo integral, vinculación social y fortalecimiento de oportunidades para juventudes implementadas	Acciones de desarrollo integral, vinculación social y fortalecimiento de oportunidades para juventudes implementadas (Número de acciones de desarrollo integral, vinculación social y fortalecimiento de oportunidades para juventudes implementadas / Número total de acciones programadas) *100	Oficios, actas y materiales de difusión de actividades; Listas de asistencia, reportes de evaluación y seguimiento. Área responsable de la información: Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos; Información de carácter semestral; Archivos físicos y digitales de la Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos.	Las instituciones mantienen colaboración; Las juventudes tienen disposición para integrarse en las actividades de desarrollo.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

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Clave del Programa Presupuestario	23
Unidad(es) Responsable(s)	Instituto Municipal de la Juventud

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Servicios de apoyo administrativo y operativo implementados	Porcentaje de acciones de apoyo administrativo y operativo implementadas. (Número de acciones de apoyo implementadas / Número de acciones programadas) *100	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Área responsable de la información: Dirección del Instituto Municipal de la Juventud; información de carácter semestral; archivos físicos y digitales de la Dirección del Instituto Municipal de la Juventud.	Los servicios de apoyo administrativo y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva del Instituto Municipal de la Juventud.
ACTIVIDAD 1.1	Realización de campañas de prevención dirigidas a la juventud	Porcentaje de campañas de prevención dirigidas a la juventud realizadas. (Número de campañas de prevención dirigidas a la juventud realizadas / Número de campañas de prevención dirigidas a la juventud programadas) * 100	Material gráfico de difusión de compañas de prevención dirigidas a la juventud. Oficios dirigidos a las diversas dependencias para solicitar los espacios. Listas de asistencia de participantes en las campañas de prevención. Área responsable de la información: Unidad de Desarrollo Integral de las Juventudes; información de carácter trimestral; Archivos físicos y digitales de la Unidad de Desarrollo Integral de las Juventudes.	Las instituciones educativas, espacios comunitarios y ciudadanía permiten la realización de las campañas preventivas dirigidas a jóvenes.
ACTIVIDAD 1.2	Realización de eventos culturales y deportivos	Porcentaje de eventos culturales y deportivos realizados (Número de eventos culturales y deportivos realizados / Número de eventos culturales y deportivos programados) × 100	Programación de actividades culturales y deportivas del Instituto Municipal de la Juventud Material gráfico de difusión de los eventos culturales y deportivos realizados Listas de asistencia y registros de participación de los eventos culturales y deportivos realizados. Oficios de solicitud de espacios para realizar los eventos deportivos a las instituciones relacionadas. Área responsable de la información: Unidad de Desarrollo Integral de las Juventudes; información de carácter trimestral; archivos físicos y digitales de la Unidad de Desarrollo Integral de las Juventudes.	Las juventudes participan activamente en los eventos culturales y deportivos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 1.3	Organización de la conmemoración del mes de la juventud	Porcentaje de acciones para la Organización de la conmemoración del mes de la juventud realizadas (Número de acciones para la Organización de la conmemoración del mes de la juventud realizadas/ Número de acciones para la Organización de la conmemoración del mes de la juventud programadas) * 100	Agenda de actividades de la conmemoración del mes de la juventud. Oficios de invitación para la conmemoración del mes de la juventud dirigidos a instituciones relacionadas a las actividades planeadas para el mes de la juventud. Convocatorias para las actividades organizadas en la conmemoración del mes de la juventud. Registro de participantes en las actividades organizadas en la conmemoración del mes de la juventud. Área responsable de la información: Unidad de Desarrollo Integral de las Juventudes; información de carácter anual; archivos físicos y digitales de la Unidad de Desarrollo Integral de las Juventudes.	Las juventudes participan en las convocatorias emitidas por el Instituto de la Juventud Municipal por la conmemoración del mes de la Juventud.
ACTIVIDAD 1.4	Actividades para incentivar la Participación Social de la juventud	Porcentaje de actividades de participación social implementadas. (Número de actividades de participación social implementadas / Número de actividades de participación social programadas) × 100	Informe de actividades de participación social. Testimonios de jóvenes participantes en las actividades de participación social mediante videos. Encuestas a jóvenes participantes en las actividades de participación social. Área responsable de la información:Unidad de Desarrollo Integral de las Juventudes; información de carácter anual; archivos físicos y digitales de la Unidad de Desarrollo Integral de las Juventudes.	Las juventudes tienen una respuesta positiva a las actividades de participación social.
ACTIVIDAD 2.1	Ejecución de talleres integrales de desarrollo para juventudes	Porcentaje de talleres integrales de desarrollo para juventudes ejecutados. (Número de talleres integrales de desarrollo para juventudes ejecutados / Número de talleres programados) * 100	Material gráfico de difusión de talleres integrales de desarrollo para juventudes. Listas de asistencia de participantes de los talleres integrales. Área responsable de la información: Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos; información de carácter mensual; Archivos físicos y digitales de la Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos	Las juventudes participan en los talleres integrales de desarrollo programados.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 2.2	Gestión de pláticas dirigidas a grupos de jóvenes	Número de pláticas gestionadas e impartidas a grupos de jóvenes. (Total de pláticas impartidas) Porcentaje de acciones de gestión de pláticas dirigidas a las juventudes a grupo de jovenes realizadas /	Oficios de solicitud de ponentes o impartición de pláticas para jovenes dirigido a instituciones educativas y especialitas. Listas de asistencia de las pláticas dirigidas a grupos de jóvenes. Material didáctico utilizado en las pláticas dirigidas a grupos de jóvenes. Área responsable de la información: Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos; información de carácter semestral; archivos físicos y digitales de la Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos.	Las instituciones y especialistas invitados estan dispuestos para impartir pláticas dirigidas a las juventudes.
ACTIVIDAD 2.3	Organización de eventos de entrega de programas sociales para juventudes	Porcentaje de acciones para la organización de eventos de entrega de programas sociales para juventudes realizadas (Número de acciones para la organización de eventos de entrega de programas sociales para juventudes realizadas / Número de acciones para la organización de eventos de entrega de programas sociales para juventudes programadas) * 100	Oficios de las solicitudes para el lugar donde se llevo acabo y del mobiliario. Documentación digital de los eventos realizados. Área responsable de la información: Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos; información de carácter anual; archivos físicos y digitales de la Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos.	Las y los beneficiarios de los programas sociales para juventudes acuden a los eventos programados conforme a las convocatorias emitidas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
ACTIVIDAD 2.4	Realización de ferias de empleo para jóvenes	Porcentaje de ferias de empleo realizadas respecto a las programadas. (Número de ferias de empleo realizadas/ número de ferias programadas)*100	Material digital de difusión para las ferias del empleo para jovenes Empresas participantes en las ferias de empleo para jóvenes Registros de jóvenes asistentes a las ferias del empleo para jovenes. Área responsable de la información: Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos; información de carácter semestral; archivos físicos y digitales de la Unidad de Planeación, Seguimiento de Programas y Promoción de Derechos.	Los jóvenes participan en la Feria del Empleo dirigida a este sector poblacional.
ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento presupuestal y control financiero realizadas / Número de acciones de seguimiento presupuestal y control financiero programadas) * 100	Oficio de seguimiento y control de la comprobación; Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la ministración mensual. Área responsable de la información: Dirección del Instituto Municipal de Juventud; información de carácter mensual; Archivos físicos y digitales de la Dirección del Instituto Municipal de Juventud.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto del Instituto Municipal de la Juventud.
ACTIVIDAD 3.2	Coordinación institucional y gestión documental operativa	Porcentaje de acciones de coordinación institucional y gestión documental realizadas. (Número de acciones de coordinación y gestión documental realizadas / Número de acciones programadas) × 100	Oficios y actas de coordinación institucional, reportes de gestión documental, archivos físicos y digitales de la Dirección del Instituto Municipal de la Juventud. Área responsable de la información: Dirección del Instituto Municipal de la Juventud; información de carácter mensual; archivos físicos y digitales de la Dirección del Instituto Municipal de la Juventud.	Existen requerimientos de coordinación institucional dirigidas al Instituto Municipal de la Juventud por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad(es) Responsable(s)	Instituto Municipal del Deporte

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a la calidad de vida y al bienestar integral de la población del municipio de Oaxaca de Juárez mediante el acceso equitativo, inclusivo y permanente al deporte, la actividad física y la recreación	Porcentaje de la población participante en programas deportivos, recreativos y de activación física del municipio de Oaxaca de Juárez. (Número de personas que participan en programas deportivos, recreativos y de activación física del municipio de Oaxaca de Juárez en el año que se informa / Población total del municipio de Oaxaca de Juárez)*100	Informe anual de la población participante en programas deportivos , recreativos y de activación física elaborado por el Instituto Municipal del Deporte. Área responsable de la información: Dirección general; Información generada de carácter anual; Archivos físicos y digitales de la Dirección General del Instituto Municipal del Deporte.	Las políticas públicas municipales mantienen una orientación favorable hacia la promoción del deporte, la actividad física y la recreación como ejes para el bienestar de la población.
PROPÓSITO	La población del municipio accede a infraestructura deportiva fortalecida y a programas de enseñanza que impulsan la práctica del deporte y la cultura física en todos los grupos de edad y género.	Porcentaje de acciones sustantivas de carácter deportivo, recreativo y de apoyo institucional implementadas en el municipio de Oaxaca de Juárez. (Total de acciones sustantivas de carácter deportivo, recreativo y de apoyo institucional realizadas / Número total de acciones programadas) *100	Informe técnico anual de las acciones sustantivas de carácter deportivo, recreativo y de apoyo institucional implementadas. Área responsable de la información: Dirección general; Información generada de carácter anual; Archivos físicos y digitales de la Dirección General del Instituto Municipal del Deporte.	Las instituciones educativas, deportivas y comunitarias colaboran activamente con el municipio para promover el uso adecuado de la infraestructura y facilitar la participación en programas de enseñanza deportiva.
COMPONENTE 1	Acciones de fortalecimiento al talento deportivo y de promoción de la actividad física implementadas a través de competencias federadas, ligas municipales, capacitaciones a entrenadores y estímulos a deportistas.	Porcentaje de acciones de fortalecimiento al talento deportivo y de promoción de la actividad física implementandas. (Número de acciones de fortalecimiento al talento deportivo y de promoción de la actividad física implementadas / Número de acciones programadas)*100	Memorias técnicas de competencias federadas realizadas durante el semestre. Cédulas de inscripción de las actividades realizadas durante el semestre. Acta de echos semestrales firmada por el jurado calificador para estímulos, premios deportivos y apoyos otorgados. Área responsable de la información: Unidad de Deporte; Información generada de carácter semestral; Archivos físicos y digitales de la Unidad de Deporte.	Las instituciones deportivas estatales y federales mantienen su apoyo y colaboración para el desarrollo de competencias y programas de fortalecimiento al talento deportivo.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad(es) Responsable(s)	Instituto Municipal del Deporte

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 2	Espacios deportivos y recreativos organizados, rehabilitados y gestionados para el fortalecimiento de la actividad física y el acceso inclusivo de la población.	Porcentaje de acciones deportivas, recreativas y de gestión de espacios implementadas respecto a las programadas. (Número de acciones deportivas, recreativas y de gestión de espacios realizadas / Número de acciones programadas) *100	Informe técnico de las acciones semestrales, de la organización, rehabilitación y gestión de espacios deportivos y recreativos destinados al fortalecimiento de la actividad física y al acceso inclusivo de la población. Área responsable de la información: Unidad de Cultura Física; Información generada de carácter semestral; Archivos físicos y digitales de la Unidad de Cultura Física.	La ciudadanía mantiene una participación activa y responsable en el uso y conservación de los espacios deportivos y recreativos.
COMPONENTE 3	Servicios de apoyo administrativo, jurídico y operativo implementados	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas (Número de acciones de apoyo implementadas / Número de acciones programadas *100)	Informe semestral de seguimiento presupuestal. Informe general por áreas responsables de las actividades a su cargo. Informe de los convenios firmados durante el semestre. Área responsable de la información: Departamento Administrativo; Información de carácter semestral; Archivos físicos y Digitales del Departamento Administrativo.	Los servicios de apoyo administrativo, jurídico y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva del Instituto Municipal del Deporte.
C1 ACTIVIDAD 1.1	Diseño y seguimiento de competencias federadas.	Porcentaje de competencias federadas realizadas. (Número de competencias federadas realizadas / Número de competencias federadas programadas) * 100	Convocatorias para participación en competencias federadas. Memorias técnicas de competencias federadas. Carátula de Cédulas de competencias por disciplina. Área responsable de la información: Unidad de Deporte; información generada en los meses de febrero, abril, julio y octubre; Archivos físicos y digitales de la Unidad de Deporte.	La ciudadanía, clubes deportivos, escuelas y centros de formación participan activamente en las competencias federadas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad(es) Responsable(s)	Instituto Municipal del Deporte

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.2	Gestión de capacitaciones y certificaciones a entrenadores.	Porcentaje de capacitaciones y certificaciones a entrenadores realizadas. (Número de capacitaciones y certificaciones a entrenadores realizadas/ Número de capacitaciones y certificaciones a entrenadores programadas)*100	Convocatorias de capacitaciones y certificaciones a entrenadores. Inscripción de capacitaciones y certificaciones a entrenadores. Listas de asistencias de capacitaciones a entrenadores. Área responsable de la información: Unidad de Deporte; Información generada en los meses de marzo, mayo, agosto y noviembre; Archivos físicos y digitales de la Unidad de Deporte.	Los entrenadores participan activamente en las convocatorias de capacitación y certificación.
C1 ACTIVIDAD 1.3	Organización de ligas deportivas municipales	Porcentaje de ligas deportivas municipales organizadas. (Número de ligas deportivas municipales organizadas/ Número de ligas deportivas municipales programadas)*100	Convocatorias de ligas deportivas municipales. Cédulas de inscripción para participar en las ligas deportivas municipales. Área responsable de la información: Unidad de Deporte; Información generada en los meses de febrero, marzo, junio, agosto y septiembre; Archivos físicos y digitales de la Unidad de Deporte.	Los equipos y deportistas participan activamente en las ligas municipales y mantienen el cumplimiento de la normativa establecida.
C1 ACTIVIDAD 1.4	Entrega de estímulos y premios deportivos	Porcentaje de deportistas beneficiados mediante estímulos y premios deportivos. (Número de deportistas beneficiados mediante estímulos y premios deportivos / Número total de postulaciones recibidas)*100	Convocatorias de entrega para estímulos y premios deportivos. Curriculums deportivos presentados por atletas solicitantes dirigido al titular de la Dirección Municipal del Deporte. Acta de echos firmada por el jurado calificador para estímulos y premios deportivos. Área responsable de la información: Unidad de Deporte; Información generada en los meses de marzo y noviembre; Archivos físicos y digitales de la Unidad de Deporte.	Los atletas entregan la información con base en los criterios y requisitos establecidos en la convocatoria para el otorgamiento de estímulos y premios.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad(es) Responsable(s)	Instituto Municipal del Deporte

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.5	Fortalecimiento a talentos deportivos del municipio de Oaxaca de Juárez.	Porcentaje de acciones de fortalecimiento a talentos deportivos realizadas (Número de acciones de fortalecimiento a talentos deportivos realizadas /Número de acciones de fortalecimiento a talentos deportivos programadas) *100	Convocatorias de apoyos a talentos deportivos del municipio de Oaxaca de Juárez. Solicitudes para apoyos a talentos deportivos recibidas dirigidas al titular de la Dirección Municipal del Deporte. Comprobantes de apoyo a talentos deportivos. Área responsable de la información: Unidad de Deporte; Información generada en los meses de febrero, abril, junio, agosto, octubre y diciembre; Archivos físicos y digitales de la Unidad de Deporte.	Los deportistas participan en la Convocatorias de apoyos a talentos deportivos.
C2 ACTIVIDAD 2.1	Organización de eventos deportivos y recreativos	Porcentaje de eventos deportivos y recreativos organizados. (Número de eventos deportivos y recreativos organizados/ Número de eventos deportivos y recreativos programados)*100	Convocatorias para participar en eventos deportivos y recreativos. Cédulas de inscripción de participación a eventos deportivos y recreativos. Área responsable de la información: Unidad de Cultura Física; información generada en los meses de abril, septiembre y diciembre; Archivos físicos y digitales de la Unidad de Cultura Física.	Se cuenta con la participación activa de la población en los eventos deportivos y recreativos.
C2 ACTIVIDAD 2.2	Ejecución de activaciones físicas en espacios públicos y permanentes.	Porcentaje de actividades físicas en espacios públicos y permanentes ejecutadas. (Número de actividades físicas en espacios públicos y permanentes ejecutadas/ Número de actividades físicas en espacios públicos y permanentes programadas)*100	Listas de asistencia de actividades físicas en espacios públicos y permanentes. Informe mensual de actividades físicas en espacios públicos y permanentes dirigido al titular del Instituto Municipal del Deporte. Área responsable de la información: Unidad de Cultura Física; Información generada de carácter mensual; Archivos físicos y digitales de la Unidad de Cultura Física.	Las Instalaciones deportivas y espacios públicos son proporcionados para la ejecución de las activaciones físicas programadas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad(es) Responsable(s)	Instituto Municipal del Deporte

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.3	Gestión y administración de centros de iniciación y enseñanza deportiva	Porcentaje de acciones de gestión y administración de centros de iniciación y enseñanza deportiva realizadas. (Número de acciones de gestión y administración de centros de iniciación y enseñanza deportiva realizadas/ Número de acciones de gestión y administración de centros de iniciación y enseñanza deportiva programadas)*100	Minuta de acuerdo de colaboración con agentes municipales para el uso del espacio como centro de iniciación y enseñanza deportiva. Listas de asistencia para centros de iniciación y enseñanza deportiva. Área responsable de la información: Unidad de Cultura Física; Información generada en los meses de marzo, junio, septiembre y diciembre; Archivos físicos y digitables de la Unidad de Cultura Física.	Los agentes municipales autorizan la instalación de centros de iniciación y enseñanza deportiva.
C2 ACTIVIDAD 2.4	Rehabilitación y mantenimiento del Gimnasio Municipal del Deporte y espacios deportivos municipales	Porcentaje de acciones de rehabilitación y mantenimiento del Gimnasio Municipal del Deporte y espacios deportivos municipales realizadas. (Número de acciones de rehabilitación y mantenimiento del Gimnasio Municipal del Deporte y espacios deportivos municipales realizadas / Número de acciones en rehabilitación y mantenimiento programadas)*100	Solicitud de Dictamen técnico de las acciones requeridas en materia de rehabilitación y mantenimiento del Gimnasio Municipal del Deporte y espacios deportivos municipales dirigido al titular de la Dirección Municipal del Deporte. Convenios de colaboración para la rehabilitación y mantenimiento de espacios deportivos. Oficio de solicitud de insumos para la rehabilitación y mantenimiento del Gimnasio Municipal del Deporte y espacios deportivos dirigido al titular de la Dirección Municipal del Deporte. Informes técnicos de acciones de rehabilitación y mantenimiento del Gimnasio Municipal del Deporte y espacios deportivos municipales realizadas. Área responsable de la información: Unidad de Cultura Física; Información generada en los meses de marzo y septiembre; Archivos físicos y digitales de la Unidad de Cultura Física.	El gimnasio municipal y los diferentes espacios deportivos municipales presentan condiciones de uso y deterioro que ameritan acciones de rehabilitación y mantenimiento.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad(es) Responsable(s)	Instituto Municipal del Deporte

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.5	Promoción de eventos deportivos para personas con discapacidad.	Porcentaje de eventos deportivos para personas con discapacidad promocionados. (Número de eventos deportivos para personas con discapacidad promocionados/ Número de eventos deportivos para personas con discapacidad programados para promocionar)*100	Convocatorias de eventos deportivos para personas con discapacidad. Cédulas de inscripción de participación en eventos deportivos para personas con discapacidad. Material gráfico de la promoción de la convocatoria de eventos deportivos para personas con discapacidad. Área responsable de la información: Unidad de Cultura Física; Información generada en los meses de marzo y septiembre; Archivos físicos y digitables de la Unidad de Cultura Física y en la página de Facebook:https://www.facebook.com/share/1A5zHnMNxD/	Las asociaciones, colectivos de personas y la ciudadanía con capacidades diferentes o deportistas adaptados participan activamente en las convocatorias emitidas.
C3 ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SICAP. Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la ministración mensual. Responsable de la información: Departamento Administrativo; Información de carácter mensual; Archivos físicos y digitales del Departamento Administrativo	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto del Instituto Municipal del Deporte
C3 ACTIVIDAD 3.2	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas) * 100	Oficio de revisión jurídica de documentos para validación institucional. Memorándum de atención y seguimiento a documentos para validación institucional. Responsable de la información: Departamento Administrativo; Información de carácter mensual; Archivos físicos y digitales del Departamento Administrativo.	Existe la documentación que requiere revisión jurídica para su validez institucional.
C3 ACTIVIDAD 3.3	Coordinación institucional y gestión documental operativa	Porcentaje de acciones de coordinación institucional y gestión documental operativa realizadas. (Número de acciones de coordinación institucional y gestión documental operativa realizadas / Número de acciones programadas) * 100	Oficios de remisión de reportes de coordinación institucional dirigidos a las instancias correspondientes. Responsable de la información: Departamento Administrativo, Información de carácter mensual; Archivos físicos y digitales del Departamento Administrativo.	Existen requerimientos de coordinación institucional dirigidas al Instituto Municipal del Deporte por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de Identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad(es) Responsable(s)	Instituto Municipal del Deporte

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.4	Elaboración de convenios con instituciones educativas, empresas particulares y gubernamentales	Porcentaje de convenios con instituciones educativas, empresas particulares y gubernamentales realizados. (Número de convenios realizados/ Número de convenios programados)*100	Convenios de colaboración con las instituciones educativas, empresas particulares y gubernamentales. Área responsable de la información: Departamento Administrativo; Información generada en los meses de febrero y julio; Archivos físicos y digitales del Departamento Administrativo.	Las instituciones educativas, empresas particulares y gubernamentales acceden a colaborar con el Instituto Municipal del Deporte.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Interculturalidad y Lenguas Originarias
Clave del Programa Presupuestario	25
Unidad(es) Responsable(s)	Instituto Municipal de las Lenguas Indígenas

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	La población indígena y afromexicana del municipio de Oaxaca de Juárez preserva y transmite sus lenguas, saberes tradicionales y prácticas culturales, contribuyendo al fortalecimiento de la diversidad cultural y a la reducción del riesgo de pérdida de su patrimonio lingüístico y cultural.	Porcentaje de población indígena y afromexicana beneficiado con acciones por el Instituto Municipal de Lenguas Indígenas (Número de población indígena y afromexicana beneficiada con las acciones realizadas por el IMLI en el ejercicio que se informa / Población indígena y afromexicana del municipio de Oaxaca de Juárez)*100	Registro anual de participantes en las acciones institucionales implementadas para la preservación lingüística, la promoción cultural y la atención a los derechos de las personas indígenas y afromexicanas. Área responsable de la información: Dirección General; Información de carácter anual; Archivo físico y digital de la Dirección General.	Las comunidades indígenas y afromexicanas del municipio continuan transmitiendo sus saberes tradicionales y lenguas originarias como parte de su identidad colectiva.
PROPÓSITO	La población del municipio de Oaxaca de Juárez fortalece su identidad cultural mediante el ejercicio de sus derechos lingüísticos a través del reconocimiento, la preservación y la promoción de los saberes tradicionales y sus lenguas indígenas; así como el acceso a servicios institucionales oportunos y pertinentes.	Porcentaje de acciones institucionales implementadas para la preservación lingüística, la promoción cultural y la atención a los derechos de las personas indígenas y afromexicanas del municipio. (Número de acciones para la preservación lingüística, institucionales para la promoción cultural y la atención a los derechos de las personas indígenas y afromexicanas del municipio. implementadas / Número total de acciones programadas) *100	Registro anual de las acciones institucionales implementadas para la preservación lingüística, la promoción cultural y la atención a los derechos de las personas indígenas y afromexicanas del municipio. Área responsable de la información: Dirección General; Información de carácter anual; Archivo físico y digital de la Dirección General.	Las instituciones del ámbito municipal reconocen y promueven el ejercicio efectivo de los derechos lingüísticos y culturales de las comunidades indígenas y afromexicanas.
COMPONENTE 1	Servicios de preservación lingüística, promoción de derechos culturales y asesoría jurídica a pueblos indígenas implementados.	Porcentaje de acciones de preservación lingüística, sensibilización y asesoría jurídica a pueblos indígenas implementadas respecto a las programadas. (Total de acciones de preservación lingüística, sensibilización y asesoría jurídica a pueblos indígenas implementados /Total de acciones de preservación lingüística, sensibilización y asesoría jurídica a pueblos indígenas programadas)*100	Reporte semestral de actividades de preservación de las lenguas indígenas; difusión sobre derechos lingüísticos y preservación, talleres sobres derechos lingüísticos, sensibilización lingüística y de asesorías jurídicas proporcionadas. Área responsable de la información: Unidad de Derechos, Promoción y Difusión Lingüística; Información de carácter semestral; Archivo físico y digital de la Unidad de Derechos, Promoción y Difusión Lingüística.	Las comunidades indígenas y la población en general del Municipio de Oaxaca de Juárez participan activamente en las acciones de preservación lingüística, talleres de sensibilización sobre derechos lingüísticos y servicios de asesoría jurídica implementadas por el Instituto Municipal de Lenguas Indígenas.
COMPONENTE 2	Acciones para el fortalecimiento y visibilización del patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas implementadas.	Porcentaje de acciones implementadas para el fortalecimiento y visibilización del patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas. (Número de acciones para el fortalecimiento y visibilización del patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas implementadas / Número de acciones programadas)*100	Reporte semestral del Programa "Herencias Vivas", "Paisajes Lingüísticos", de difusión y preservación sobre derechos lingüísticos. Área responsable de la información: Unidad de Investigación y Producción Lingüística. Información de carácter semestral; Archivo físico y digital de la Unidad de Investigación y Producción Lingüística.	Las comunidades indígenas, afromexicanas y las dependencias de la administración pública municipal participan activamente en las acciones para el fortalecimiento y visibilización del patrimonio cultural, conocimientos tradicionales y lenguas indígenas.
COMPONENTE 3	Servicios de apoyo administrativo, jurídico y operativo implementados.	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. (Número de acciones de apoyo administrativo, jurídico y operativo realizadas / Número de acciones administrativos, jurídico y operativo programadas) *100	Reporte semestral de los informes de documentos revisados jurídicamente, de oficios de remisión de reportes de coordinación institucional y de seguimiento presupuestal dirigidos a las instancias correspondientes. Área responsable de la información: Coordinación Administrativa; Información de carácter semestral; Archivos físicos y digitales de la Coordinación Administrativa.	Las áreas que reciben los apoyos administrativos, jurídicos y operativos colaboran activamente y formulan sus requerimientos conforme a los lineamientos establecidos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Interculturalidad y Lenguas Originarias
Clave del Programa Presupuestario	25
Unidad(es) Responsable(s)	Instituto Municipal de las Lenguas Indígenas

C1 ACTIVIDAD 1.1	Desarrollo de actividades de preservación de las lenguas indígenas	Porcentaje de actividades de preservación de lenguas indígenas desarrolladas. (Número de actividades de preservación de las lenguas indígenas desarrolladas / Número de actividades de preservación de las lenguas indígenas programadas) *100	Ficha informativa de actividades de preservación de las lenguas indígenas, dirigida a la Directora General del Instituto Municipal de las Lenguas Indígenas. Oficio de requerimiento logístico dirigido a las dependencias y autoridades auxiliares. Unidad responsable de la información: Unidad de Derechos Promoción y Difusión Lingüística; Información de carácter mensual; Archivo físico y digital de la Unidad de Derechos Promoción y Difusión Lingüística.	Las comunidades y hablantes de lenguas indígenas del municipio de Oaxaca de Juárez muestran disposición para participar en las actividades de preservación lingüística programadas.
C1 ACTIVIDAD 1.2	Realización de talleres sobre derechos lingüísticos y sensibilización lingüística	Porcentaje de talleres sobre derechos lingüísticos y sensibilización lingüística desarrollados. (Número de talleres sobre derechos lingüísticos y sensibilización lingüística desarrollados /Número de talleres sobre derechos lingüísticos y sensibilización lingüística programados)*100	Ficha informativa de talleres sobres derechos lingüísticos y sensibilización lingüística, dirigida a la titular del Instituto Municipal de Lenguas Indígenas. Oficio de solicitud de requerimientos logísticos dirigido a las dependencias y autoridades auxiliares municipales. Unidad responsable de la información: Unidad de Derechos, Promoción y Difusión Lingüística; Información de carácter mensual; Archivo físico y digital de la Unidad de Derechos, Promoción y Difusión Lingüística.	Las personas hablantes, no hablantes de lenguas indígenas y servidores públicos del Municipio de Oaxaca de Juárez, muestran disponibilidad para participar en los talleres sobre derechos lingüísticos y sensibilización.
C1 ACTIVIDAD 1.3	Difusión sobre preservación y derechos lingüísticos.	Porcentaje de acciones de difusión sobre la preservación y derechos lingüísticos realizadas. (Número de acciones de difusión sobre la preservación y derechos lingüísticos realizadas / Número de acciones de difusión sobre la preservación y derechos lingüísticos programadas)*100	Reporte mensual de las acciones de difusión sobre preservación y derechos linguisticos, dirigido al titular del Instituto Municipal de Lenguas Indígenas. Oficio de solicitud de difusión de información referente a la preservación y derechos lingüísticos dirigido a las dependencias y autoridades auxiliares. Unidad responsable de la información: Unidad de Derechos Promoción y Difusión Lingüística; Información de carácter mensual; Archivo físico y digital de la Unidad de Derechos Promoción y Difusión Lingüística.	Los espacios para la difusión de información sobre la preservación y derechos lingüísticos son proporcionados por las dependencias, autoridades auxiliares y responsables de los espacios de divulgación.
C1 ACTIVIDAD 1.4	Asesoría jurídica a las y los indígenas.	Porcentaje de asesorías jurídicas a las y los indígenas brindadas. (Número de asesorías jurídicas a las y los indígenas brindadas / Número de asesorías jurídicas a las y los indígenas programadas)*100	Ficha informativa de las asesorías jurídicas a las y los indígenas brindadas, dirigido al titular del Instituto Municipal de Lenguas Indígenas. Oficio emitido por el Instituto Municipal de las Lenguas Indígenas para la canalización de los casos a las instancias competentes. Unidad responsable de la información: Unidad de Derechos Promoción y Difusión Lingüística; Información de carácter anual; Archivo físico y digital de la Unidad de Derechos Promoción y Difusión Lingüística.	La población indígena del municipio acude al Instituto Municipal de Lenguas Indígenas para que les sea proporcionada asesoría jurídica.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Interculturalidad y Lenguas Originarias**
Clave del Programa Presupuestario	**25**
Unidad(es) Responsable(s)	**Instituto Municipal de las Lenguas Indígenas**

C2 ACTIVIDAD 2.1	Programas para fortalecer el patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas.	Porcentaje de programas para fortalecer el patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas desarrollados. (Número de programas para fortalecer el patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas realizados / Número de Programas para fortalecer el patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas programados) *100	Ficha informativa del Programa Herencias Vivas, dirigido a la titular del Instituto Municipal de Lenguas Indígenas. Oficios de invitación a participantes del Programa Herencias Vivas. Oficios dirigidos a dependencias municipales para realizar acciones de colaboración en el marco del Programa Herencias Vivas. Oficios de requerimientos logísticos del programa Herencias Vivas dirigidos a las dependencias y autoridades auxiliares. Área responsable de la información: Unidad de Investigación y Producción Lingüística; información de carácter trimestral; Archivos físicos y digitales de la Unidad de Investigación y Producción Lingüística.	Las comunidades indígenas y afromexicanas participan en las acciones de fortalecimiento de su patrimonio cultural, conocimientos tradicionales y lenguas indígenas.
C2 ACTIVIDAD 2.2	Programa de visibilización de paisajes lingüísticos.	Porcentaje de programas de visibilización de paisajes lingüísticos desarrollados. (Número de programas de visibilización de paisajes lingüísticos desarrollados/Número de programas de visibilización de paisajes lingüísticos programados)*100	Ficha informativa del Programa Paisajes Lingüísticos, dirigido al titular del Instituto Municipal de Lenguas Indígenas. Oficio de solicitud de colaboración en el marco del Programa Paisajes Lingüísticos dirigidos a dependencias municipales. Oficios de requerimientos logísticos del Programa de Visibilización de Paisajes Linguísticos dirigido a las dependencias y autoridades auxiliares. Área responsable de la información: Unidad de Investigación y Producción Lingüística; información de carácter trimestral; Archivos físicos y digitales de la Unidad de Investigación y Producción Lingüística.	La población del municipio de Oaxaca de Juárez participa en las actividades del programa de visibilización de paisajes lingüísticos.
C2 ACTIVIDAD 2.3	Elaboración de materiales didácticos y producción de videos.	Porcentaje de proyectos de materiales didácticos y producción de videos desarrollados. (Número de proyectos de materiales didácticos y producción de videos desarrollados / Número de proyectos de materiales didácticos y producción de videos programados)*100	Oficios de requerimiento de materiales y edición audiovisual dirigido a las dependencias y autoridades auxiliares. Material didáctico y audiovisual desarrollado. Área responsable de la información: Unidad de Investigación y Producción Lingüística; información de carácter mensual; Archivos físicos y digitales de la Unidad de Investigación y Producción Lingüística. https://www.facebook.com/municipiooaxacadejuarez/ ; https://www.facebook.com/imlioaxacadejuarez/?locale=es_LA ; https://www.instagram.com/imli.oax/	Las dependencias y autoridades auxiliares proporcionan los materiales y la información para la edición audiovisual del contenido.
C3 ACTIVIDAD 3.1	Revisión jurídica de documentos para validación institucional	Porcentaje de acciones de revisión jurídica de documentos para validación institucional realizadas. (Número de acciones de revisión jurídica realizadas / Número de acciones de revisión jurídica programadas) *100	Oficio de revisión jurídica de documentos para validación institucional. Memorándum de atención y seguimiento a documentos para validación institucional. Área responsable de la información: Departamento Administrativo del Instituto Municipal de Lenguas Indígenas; información de carácter trimestral; Archivos físicos y digitales de la Coordinación Administrativa.	Existe la documentación que requiere revisión jurídica para su validez institucional.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Interculturalidad y Lenguas Originarias
Clave del Programa Presupuestario	25
Unidad(es) Responsable(s)	Instituto Municipal de las Lenguas Indígenas

C3 ACTIVIDAD 3.2	Elaboración de reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados/ Número de reportes de coordinación institucional y gestión documental operativa programados)*100	Oficios de remisión de reportes de coordinación institucional dirigidos a las instancias correspondientes. Área responsable de la información: Departamento Administrativo del Instituto Municipal de Lenguas Indígenas; información de carácter mensual; Archivos físicos y digitales de la Coordinación Administrativa.	Existen requerimientos de coordinación institucional dirigidas al Instituto Municipal de Lenguas Indígenas por parte de las dependencias y entidades de la Administración pública municipal.
C3 ACTIVIDAD 3.3	Seguimiento presupuestal y control financiero	Porcentaje de acciones de seguimiento presupuestal y control financiero realizadas. (Número de acciones de seguimiento realizadas / Número de acciones de seguimiento programadas)*100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SICAP. Oficio dirigido al titular de la Tesorería Municipal para la solicitud de la ministración mensual. Área responsable: Departamento Administrativo del Instituto Municipal de Lenguas Indígenas; Información de carácter mensual; Archivo físico y digital del Departamento Administrativo del Instituto Municipal de Lenguas Indígenas.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto del Instituto Municipal de Lenguas Indígenas.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a combatir la corrupción en la administración pública municipal mediante acciones coordinadas.	Percepción de corrupción estatal en las zonas urbanas. De acuerdo a la metodología del indicador, resultados por subíndice Sistema político estable y funcional, emitido por el Instituto Mexicano para la competitividad A.C. (IMCO)	Índice de Competitividad Urbana, Subíndice: Sistema Político estable y funcional. Indicador: Percepción de corrupción estatal en las zonas urbanas. Área responsable de la información: Instituto Mexicano para la Competitividad A.C. (IMCO): Información de carácter anual; Información pública con liga de acceso https://imco.org.mx/indices/indice-de-competitividad-urbana-2023/resultados/seccion/sistema-pol%C3%ADtico	La Administración Pública Municipal ejerce los recursos públicos bajo los principios de economía, eficiencia, eficacia, honestidad, transparencia y rendición de cuentas.
PROPÓSITO	Los recursos públicos municipales se administran bajo los principios legales y constitucionales de eficacia, eficiencia, legalidad y rendición de cuentas.	Porcentaje de acciones de fiscalización, control interno, rendición de cuentas, responsabilidades administrativas y apoyo institucional realizadas por el Órgano Interno de Control Municipal. (Total de acciones de fiscalización, control interno, rendición de cuentas, responsabilidades administrativas y apoyo institucional realizadas por el Órgano Interno de Control Municipal / Total de acciones programadas)*100	Informe de Gobierno del Presidente Municipal Constitucional de Oaxaca de Juárez. Área responsable de la información: Órgano Interno de Control Municipal; Información de carácter anual; Archivos físicos y digitales del Órgano Interno de Control Municipal	Las condiciones institucionales y normativas del municipio facilitan la aplicación de los principios de eficacia, eficiencia, legalidad y rendición de cuentas en el ejercicio de los recursos públicos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 1	Acciones de fiscalización, de obra pública, contraloría social y administrativas implementadas.	Acciones de fiscalización, verificación, contraloría social y administrativas implementadas. Número de acciones de fiscalización, verificación, contraloría social y administrativas implementadas.	Reporte semestral de las acciones de fiscalización, de obra pública, contraloría social y administrativas implementadas dirigido al titular del Órgano Interno de Control Municipal. Área responsable de la información: Dirección de Auditoría Interna; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Auditoría Interna.	Existen condiciones y las instituciones municipales y comités de contraloría social presentan información veraz y oportuna al Órgano Interno de Control Municipal.
COMPONENTE 2	Acciones de control interno y mejora de la gestión pública realizadas	Acciones de control interno, gestión de riesgos, ética pública y mejora de la gestión municipal implementadas. Número de acciones de control interno, gestión de riesgos, ética pública y mejora de la gestión municipal implementadas.	Reporte semestral de las acciones de control interno, gestión de riesgos, ética pública y mejora de la gestión municipal implementadas dirigido al titular del Órgano Interno de Control Municipal. Área responsable de la información: Dirección de Control y Mejora de la Gestión Pública Municipal; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Control y Mejora de la Gestión Pública Municipal.	Las dependencias y organismos cumplen con la implementación y seguimiento del Sistema de Control Interno de la Administración Pública Municipal de Oaxaca de Juárez; de la Ética Pública y del Programa de Mejora de la Gestión Pública Municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 3	Acciones de investigación de quejas y denuncias y rendición de cuentas implementadas.	Acciones de difusión del buzón de quejas y denuncias, radicación de expedientes de quejas y denuncias y verificación de declaraciones de situación patrimonial realizadas. Número de acciones de difusión del buzón de quejas y denuncias, radicación de expedientes de quejas y denuncias y verificación de declaraciones de situación patrimonial realizadas.	Reporte semestral de las acciones de difusión del buzón de quejas y denuncias, radicación de expedientes de quejas y denuncias y verificación de declaraciones de situación patrimonial realizadas dirigido al titular del Órgano Interno de Control. Área responsable de la información: Dirección de Quejas, Denuncias, Investigaciones y Situación Patrimonial; Información de carácter semestral; Archivos físicos y digitales de la Dirección de Quejas, Denuncias, Investigaciones y Situación Patrimonial.	La ciudadanía y las personas servidoras públicas del Municipio de Oaxaca de Juárez proporcionan la información y documentación necesaria para la atención y seguimiento de los asuntos de investigación.
COMPONENTE 4	Asuntos en materia de responsabilidades administrativas, controversias, inconformidades y juicios de nulidad atendidos.	Porcentaje de acciones en materia de responsabilidades administrativas, controversias, inconformidades y juicios de nulidad atendidas. (Total de acciones en materia de responsabilidades administrativas, controversias, inconformidades y juicios de nulidad atendidas / Total de acciones programadas)*100	Reporte anual de las acciones en materia de responsabilidades administrativas, controversias, inconformidades y juicios de nulidad realizadas dirigido al titular del Órgano Interno de Control Municipal. Área responsable de la información: Dirección de Responsabilidades Administrativas, Controversias y Sanciones; Información de carácter anual; Archivos físicos y digitales de la Dirección de Responsabilidades Administrativas, Controversias y Sanciones.	Las dependencias, organismos, proveedores o ciudadanía presentan información necesaria para la atención oportuna de responsabilidades administrativas, controversias, inconformidades y juicios de nulidad.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 5	Servicios de apoyo administrativo, operativo, de órganos colegiados comisariados y de registro en el Padrón de contratistas implementados.	Porcentaje de acciones de servicios de apoyo administrativo, operativo, de órganos colegiados comisariados y de registro en el Padrón de contratistas implementados. (Número de acciones de servicios de apoyo administrativo, operativo, de órganos colegiados comisariados y de registro en el Padrón de contratistas realizadas / Total de acciones programadas) *100	Reporte semestral de las acciones de servicios de apoyo administrativo, operativo, de órganos colegiados comisariados y de registro en el Padrón de contratistas implementados. Área responsable de la información: Órgano Interno de Control Municipal; Información de carácter semestral; Archivos físicos y digitales del Órgano Interno de Control Municipal.	Los servicios de apoyo administrativo, operativo, de órganos colegiados comisariados y de registro al Padrón de Contratistas son respaldados por las áreas competentes, permitiendo la implementación de acciones efectivas del Órgano Interno de Control Municipal.
C1 ACTIVIDAD 1.1	Implementación del Programa Anual de Fiscalización.	Porcentaje de acciones del Programa Anual de Fiscalización implementadas. (Número de acciones del Programa Anual de Fiscalización Implementadas / Número de acciones del Programa Anual de Fiscalización programadas) * 100	Programa Anual de Fiscalización autorizado publicado en el portal de Gobierno Abierto del Municipio. Informe de los actos de fiscalización y cédulas de observaciones finales notificado a las dependencias y entidades de la Administración Pública Municipal dirigido al titular del Órgano Interno de Control Municipal. Área responsable de la información: Dirección de Auditoría Interna; información de carácter anual; Archivos físicos y digitales de la Dirección de Auditoría Interna. https://transparencia.municipiodeoaxaca.gob.mx	Las dependencias y entidades municipales colaboran en los procesos de fiscalización, entregando la información requerida oportunamente.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.2	Sanción de actos de entrega-recepción de la administración pública municipal.	Porcentaje de actos entrega-recepción sancionados. (Número de actos entrega-recepción sancionados / Número de actos entrega-recepción programados) * 100	Oficios de solicitud de programación de actos de entrega recepción dirigido al titular del OICM. Oficios de programación de los actos de entrega recepción emitidos por el Órgano Interno de Control municipal a las instituciones solicitantes. Oficios de reprogramación de actos de entrega recepción emitidos por el Órgano Interno de Control municipal a las instituciones solicitantes. Área responsable de la información: Dirección de Auditoría Interna; información de carácter trimestral; Archivos físicos y digitales de la Dirección de Auditoría Interna.	Las personas servidoras públicas salientes y/o el superior jerárquico solicitan la programación de los actos de entrega recepción y las personas servidoras públicas obligadas se presentan al acto oportunamente.
C1 ACTIVIDAD 1.3	Atención a comités de contraloría social.	Porcentaje de Comités de Contraloría Social atendidos. (Número de Comités de Contraloría Social atendidos / Número de Comités de Contraloría Social promovidos) * 100	Oficio de envío de Actas de integración de Comités de Contraloría Social dirgido a la SHTyFP. Oficio de envío de Reportes de vigilancia y seguimiento a obra pública o servicios dirigido a la SHTyFP. Área responsable de la información: Dirección de Auditoría Interna; información de carácter trimestral; Archivos físicos y digitales de la Dirección de Auditoría Interna.	Los comités de contraloría social integrados colaboran y reportan incidencias del seguimiento a las obras realizados con recursos públicos federales, estatales y municipales.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.4	Verificación del proceso de contratación y ejecución de obra pública.	Porcentaje de accciones en materia de verificación de contratación y ejecución de obra pública realizadas. (Número de accciones en materia de verificación de contratación y ejecución de obra pública realizadas / Número de accciones en materia de verificación de contratación y ejecución de obra pública programadas) * 100	Oficio de solicitud de revisión de bases y contratación de obra pública emitido por la SOPyDU. Oficio de observaciones de bases y contratación de obra pública notificado a la SOPyDU. Oficio de notificación de reportes de verificación física de obras contratadas dirigido a la SOPyDU. Área responsable de la información: Dirección de Auditoría Interna; información de carácter trimestral; Archivos físicos y digitales de la Dirección de Auditoría Interna.	Las dependencias municipales y contratistas proporcionan información completa, veraz y oportuna sobre los procesos de contratación y ejecución de obra pública.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.1	Emisión de Informes a los Programas de Trabajo o a sus Reportes de Avances Trimestrales.	Porcentaje de Informes a los Programas de Trabajo o a sus Reportes de Avances Trimestrales emitidos. (Número de Informes a los Programas de Trabajo o a sus Reportes de Avances Trimestrales emitidos / Número de Programas de Trabajo o Reportes de Avances Trimestrales recibidos) * 100	Informe del Programa de Trabajo de Control Interno del Municipio de Oaxaca de Juárez dirigido a la AGCI. Informe del Programa de Trabajo de Administración de Riesgos del Municipio de Oaxaca de Juárez dirigido a la AGCI. Informe al Reporte de Avances Trimestral del Programa de Trabajo de Control Interno del Municipio de Oaxaca de Juárez dirigido a la AGCI. Reporte de Avances Trimestral del Programa de Trabajo de Administración de Riesgos del Municipio de Oaxaca de Juárez dirigido a la AGCI. Oficios de recepción de los Programas de Trabajo o de los Reportes de Avances Trimestrales emitidos por la AGCI dirigido al titular del OICM. Área responsable de la información: Dirección de Control y Mejora de la Gestión Pública Municipal; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Control y Mejora de la Gestión Pública Municipal.	La Administración General de Control Interno envía los Programas de Trabajo y sus Reportes de Avances Trimestrales del Municipio de Oaxaca de Juárez para análisis y revisión del OICM.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
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Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.2	Operación del Comité de Control Interno y Desempeño Institucional del Municipio de Oaxaca de Juárez.	Porcentaje de sesiones del Comité de Control Interno y Desempeño Institucional (COCODI) del Municipio de Oaxaca de Juárez realizadas. (Número de sesiones del Comité de Control Interno y Desempeño Institucional del Municipio de Oaxaca de Juárez realizadas / Número de sesiones del Comité de Control Interno y Desempeño Institucional del Municipio de Oaxaca de Juárez programadas) * 100	Actas de sesiones ordinarias del Comité de Control Interno y Desempeño Institucional (COCODI) del Municipio de Oaxaca de Juárez. Convocatorias notificadas a los miembros propietarios del COCODI. Área responsable de la información: Dirección de Control y Mejora de la Gestión Pública Municipal; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Control y Mejora de la Gestión Pública Municipal.	Los miembros propietarios del COCODI asisten a las sesiones ordinarias convocadas.
C2 ACTIVIDAD 2.3	Implementación y seguimiento del Programa de Mejora de la Gestión Pública Municipal.	Porcentaje de proyectos de Mejora de la Gestión Pública de la Administración Pública Municipal implementados. (Número de proyectos de mejora de la administración pública municipal con reporte de ejecución bimestral revisados / Número de proyectos de mejora de la administración pública municipal implementados) × 100	Oficios de reporte de ejecución bimestral de proyectos de mejora de las instituciones. Oficios de notificación de la revisión del reporte bimestral de ejecución de los proyectos de mejora. Área responsable de la información: Dirección de Control y Mejora de la Gestión Pública Municipal; Información de carácter bimestral; Archivos físicos y digitales de la Dirección de Control y Mejora de la Gestión Pública Municipal.	Las instituciones de la administración pública municipal elaboran y presentan su reporte de ejecución bimestral de su proyecto de mejora.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
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Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.4	Fomento de la ética pública.	Porcentaje de acciones de fomento de la ética pública en las instituciones del Municipio de Oaxaca de Juárez realizadas. (Número de acciones de fomento de la ética pública en las instituciones del Municipio de Oaxaca de Juárez realizadas / Número de acciones de fomento de la ética pública en las instituciones del Municipio de Oaxaca de Juárez programadas) * 100	Oficio de solicitud del OICM dirigido a las instituciones del Municipio de Oaxaca de Juárez para la difusión a su personal del contenido de los códigos de ética y de conducta y suscriban cartas de adhesión correspondientes. Oficio de las instituciones del Municipio de Oaxaca de Juárez que manifiestan que difundieron a su personal el código de ética y el de conducta y que suscribieron cartas de adhesión dirigido al titular del OICM. Reporte de capacitaciones sobre ética pública impartidas a las Instituciones del Municipio de Oaxaca de Juárez por el OICM dirigido al titular del Órgano Interno de Control. Área responsable de la información: Dirección de Control y Mejora de la Gestión Pública Municipal; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Control y Mejora de la Gestión Pública Municipal.	Los titulares de las instituciones que conforman la administración pública municipal y el Honorable Ayuntamiento de Oaxaca de Juárez, difunden el Código de ética y el de conducta a las personas servidoras pública adscritas a la institución a su cargo.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

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Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
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Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.5	Verificación de la operación del Comité de Ética Pública del Municipio de Oaxaca de Juárez.	Porcentaje de sesiones del Comité de Ética del Municipio de Oaxaca de Juárez realizadas. (Número de sesiones del Comité de Ética del Municipio de Oaxaca de Juárez realizadas/ Número de sesiones del Comité de Ética del Municipio de Oaxaca de Juárez programadas) * 100	Actas de Sesión del Comité de Ética del Municipio de Oaxaca de Juárez remitidas al OICM por el Vocal Ejecutivo del Comité de Ética. Oficio de notificación de sesión del Comité de Ética del Municipio de Oaxaca de Juárez, dirigido al Titular del OICM. Área responsable de la información: Dirección de Control y Mejora de la Gestión Pública Municipal; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Control y Mejora de la Gestión Pública Municipal.	Las personas servidoras públicas integrantes del Comité de Ética del municipio de Oaxaca de Juárez atienden oportunamente la convocatoria a las sesiones ordinarias y extraordinarias
C3 ACTIVIDAD 3.1	Difusión de la existencia del OICM para la recepción de quejas y denuncias a través del buzón correspondiente.	Porcentaje de acciones de difusión de la existencia del OICM para la recepción de quejas y denuncias implementadas. (Número de acciones de difusión de la existencia del OICM para la recepción de quejas y denuncias implementadas / Número de acciones de acciones de difusión de la existencia del OICM para la recepción de quejas y denuncias programadas) * 100	Actas de apertura de buzones de quejas y denuncias. Material de difusión para dar a conocer la existencia del OICM para la recepción de quejas y denuncias. Área responsable de la información: Dirección de Quejas, Denuncias, Investigación y Situación Patrimonial; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Quejas, Denuncias, Investigación y Situación Patrimonial.	La ciudadanía del Municipio de Oaxaca de Juárez presenta quejas y denuncias en los buzones instalados en áreas estratégicas de la administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.2	Radicación de expedientes de quejas y denuncias en materia de responsabilidad administrativa.	Porcentaje de expedientes de quejas y denuncias en materia de responsabilidad administrativa radicados. (Número de expedientes de quejas y denuncias en materia de responsabilidad administrativa resueltos / Número de expedientes de quejas y denuncias en materia de responsabilidad administrativa radicados) * 100	Acuerdo de radicación de quejas y denuncias Acuerdo de archivo y/o Informe de Presunta Responsabilidad Administrativa. Área responsable de la información: Dirección de Quejas, Denuncias, Investigación y Situación Patrimonial; Información de carácter anual; Archivos físicos y digitales de la Dirección de Quejas, Denuncias, Investigación y Situación Patrimonial.	Las personas servidoras públicas y la ciudadanía presentan denuncias y quejas y las áreas involucradas remiten la información requerida para la investigación.
C3 ACTIVIDAD 3.3	Verificación del cumplimiento de presentación de las declaraciones de situación patrimonial y conflicto de interés.	Porcentaje de declaraciones de situación patrimonial y conflicto de interés verificadas. (Número de declaraciones de situación patrimonial y conflicto de interés verificadas / Número de personas servidoras públicas obligadas a presentar su declaración) * 100	Acta circunstanciada de verificación de declaraciones. en el Sistema de declaraciones patrimoniales y de intereses Oaxaca E-declara. Reportes emitidos por la Dirección de Capital Humano para la verificación de las declaraciones. Área responsable de la información: Dirección de Quejas, Denuncias, Investigación y Situación Patrimonial del OICM; Información de carácter trimestral; Archivos físicos y digitales de la Dirección de Quejas, Denuncias, Investigación y Situación Patrimonial del OICM y en la página web: https://declaraciones.municipiodeoaxaca.gob.mx/public/	Las personas servidoras públicas entrantes y salientes presentan en tiempo y forma su declaración patrimonial y de conflicto de interés.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

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Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.4 ACTIVIDAD 4.1	Substanciación de procedimientos de responsabilidades administrativas.	Porcentaje de procedimientos de responsabilidades administrativas substanciados. (Número de procedimientos de responsabilidades administrativas substanciados / Número total de informes de presunta responsabilidad recibidos) *100	Acuerdo de admisión de informe de presunta responsabilidad administrativa y radicación de procedimiento de responsabilidad administrativa. Resolución de determinación de responsabilidad y sanción de conductas no graves. Resolución absolutoria por conductas no graves. Acuerdo de determinación dirigido al Tribunal de Justicia Administrativa y Combate a la Corrupción del Estado de Oaxaca. Acuerdos de prevención a la autoridad investigadora. Área responsable de la información: Dirección de Responsabilidades Administrativas, Controversias y Sanciones; Información de carácter anual; Archivos físicos y digitales de la Dirección de Responsabilidades Administrativas, Controversias y Sanciones.	La autoridad investigadora turna en tiempo y forma los informes de presunta responsabilidad administrativa a la autoridad sustanciadora, con la documentación necesaria para iniciar el procedimiento.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Nombre del Programa	Transparencia y Combate a la Corrupción
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Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.4 ACTIVIDAD 4.2	Substanciación de procedimientos de controversias y sanciones.	Porcentaje de procedimientos de controversias y sanciones substanciados. (Número de procedimientos de controversias y sanciones substanciados / Número de procedimientos de controversias y sanciones recibidos) * 100	Oficio de solicitud del área interesada para un acuerdo conciliatorio. Acuerdo de determinación de responsabilidad a proveedores y/o contratistas Resolución absolutoria de proveedores y/o contratistas Acuerdos de prevención al promovente Acuerdos de desechamiento. Área responsable de la información: Dirección de Responsabilidades Administrativas, Controversias y Sanciones; Información de carácter anual; Archivos físicos y digitales de la Dirección de Responsabilidades Administrativas, Controversias y Sanciones.	El promovente remite en tiempo y forma el escrito por el que solicita el inicio del procedimiento de controversias y sanciones a proveedores y contratistas por advertir irregularidades en procedimientos de adjudicación.
C.4 ACTIVIDAD 4.3	Atención de inconformidades de contratistas o proveedores.	Porcentaje de inconformidades de contratistas o proveedores atendidas. (Número de inconformidades de contratistas proveedores atendidas / Número de inconformidades de contratistas o proveedores presentadas) * 100	Acuerdo de inicio del proceso de conciliación. Resolución definitiva. Acuerdos de prevención al promovente. Acuerdos de desechamiento. Área responsable de la información: Dirección de Responsabilidades Administrativas, Controversias y Sanciones; Información de carácter anual; Archivos físicos y digitales de la Dirección de Responsabilidades Administrativas, Controversias y Sanciones.	El promovente remite en tiempo y forma el escrito por el que se inconforma al advertir irregularidades en procedimientos de adjudicación.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.4 ACTIVIDAD 4.4	Atención de juicios de nulidad o amparo.	Porcentaje de juicios de nulidad o amparo atendidos. (Número de juicios de nulidad o amparo atendidos / Número de juicios de nulidad o amparo recibidos) * 100	Oficio de contestación de demanda en los juicios de nulidad dirigido al Tribunal de Justicia Administrativa y Combate a la Corrupción del Estado de Oaxaca. Acuerdo y/o resolución correspondiente, en atención a las sentencias dictadas en el juicio de nulidad. Oficios por los que se rinde informe previo en juicios de amparo dirigido al Juzgado de Distrito. Oficios por los que se rinde el informe justificado en los juicios de amparo dirigido al Juzgado de Distrito. Oficio de cumplimiento de resolución de amparo dirigido al Juzgado de Distrito. Área responsable de la información: Dirección de Responsabilidades Administrativas, Controversias y Sanciones; Información de carácter anual; Archivos físicos y digitales de la Dirección de Responsabilidades Administrativas, Controversias y Sanciones.	La autoridad competente notifica el inicio del juicio de nulidad y/o juicio de amparo con sus traslados correspondientes.
C.5 ACTIVIDAD 5.1	Participación en las sesiones de los órganos colegiados.	Porcentaje de sesiones de órganos colegiados asistidos. (Número de sesiones de órganos colegiados asistidas / Número de sesiones de órganos colegiados notificadas) * 100	Convocatoria a las sesiones de Órganos colegiados. Área responsable de la información: Órgano Interno de Control Municipal; información de carácter trimestral; Archivos físicos y digitales del Órgano Interno de Control Municipal.	Los Órganos Colegiados convocan al Contralor Interno Municipal a las sesiones ordinarias o extraordinarias.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.5 ACTIVIDAD 5.2	Seguimiento presupuestal y control financiero.	Porcentaje de reportes de seguimiento presupuestal y control financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados) * 100	Oficio de seguimiento y control de la comprobación. Reporte específico del sistema SICAP/SAP**. Póliza 51 de entrada de factura emitida por el Sistema de Gestión Municipal con sello de recibido de Tesorería Municipal. Unidad Responsable: Órgano Interno de Control Municipal; Información de carácter trimestral; Archivos físicos y digitales del Órgano Interno de Control Municipal	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Coordinación de Atención Vecinal.
C.5 ACTIVIDAD 5.3	Coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Oficio de cumplimiento a las acciones de coordinación institucional. Unidad Responsable: Órgano Interno de Control Municipal; Información de carácter trimestral; Archivos físicos y digitales del Órgano Interno de Control Municipal	Existen requerimientos de coordinación institucional dirigidas al Órgano Interno de Control Municipal por parte de las dependencias y entidades de la Administración pública municipal.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

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Unidad(es) Responsable(s)	Órgano Interno de Control Municipal

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C.5 ACTIVIDAD 5.4	Integración y actualización del Padrón de Contratistas de Obra Pública y Servicios Relacionados con la misma del Municipio de Oaxaca de Juárez	Porcentaje de registros al Padrón de Contratistas realizadas. (Número de solicitudes de inscripción o renovación al Padrón de contratistas atendidas / Número de solicitudes de inscripción o renovación al Padrón de contratistas recibidas)	Oficios de solicitud de inscripción al Padrón de contratistas recibidas. Constancia de resgitro ante el Padrón de Contratistas. Oficio de no admisión de la inscripción o renovación. Oficio de requerimiento de información o documentación dirigido a la contratista. Oficios de solicitud de renovación al Padrón de contratistas recibidas. Constancia de renovación ante el Padrón de Contratistas. Unidad Responsable: Órgano Interno de Control Municipal; Información de carácter trimestral; Archivos físicos y digitales del Órgano Interno de Control Municipal.	Las contratistas solicitan ante el OICM la inscripción o renovación al Padrón de Contratistas y presentan la documentación correspondiente.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Justicia Cívica y Convivencia Ciudadana
Clave del Programa Presupuestario	27
Unidad(es) Responsable(s)	Alcaldía Municipal Cívica

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir a fortalecer la justicia cívica entre la ciudadanía y el municipio mediante la prestación de servicios de justicia cívica, jurídica y administrativa que fortalezcan la gobernanza local, para que las y los ciudadanos de oaxaca de juárez ejerzan plenamente sus derechos.	Tasa de variación anual de denuncias recibidas ante los juzgados cívicos. (Número de denuncias recibidas en el ejercicio actual ante los juzgados cívicos - Número de denuncias recibidas en el ejercicio anterior ante los juzgados cívicos) / Número total dedenuncias recibidas ante los juzgados cívicos en el ejercicio anterior) * 100	Informe anual de denuncias recibidas en los juzgados cívicos municipales especializados. Área responsable de la información: Alcaldía Municipal Cívica; Información de carácter anual; Archivo físico y digital de la Alcaldía Municipal Cívica.	La ciudadanía confía en las instituciones municipales y realiza denuncias ante los juzgados cívicos especilizados
PROPÓSITO	Las y los ciudadanos de Oaxaca de Juárez acceden a servicios institucionales oportunos, confiables y eficaces en materia jurídica, cívica y administrativa, que fortalecen el ejercicio de sus derechos y la gobernanza local.	Número total de actividades sustantivas jurídicas, cívicas y administrativas implementadas. (Número total de actividades sustantivas jurídicas, cívicas y administrativas implementadas/Número total de actividades sustantivas jurídicas, cívicas y administrativas programadas)*100	Informe anual de actividades sustantivas jurídicas, cívicas y administrativas implementadas dirigido al Presidente Municipal. Área responsable de la información: Alcaldía Municipal Cívica; Información de carácter anual; Alcaldía Municipal Cívica.	La ciudadanía demanda los servicios jurídicos, cívicos y administrativos ofrecidos.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio		**Oaxaca de Juárez**		
Ejercicio Fiscal		**2026**		
Nombre del Programa		**Justicia Cívica y Convivencia Ciudadana**		
Clave del Programa Presupuestario		**27**		
Unidad(es) Responsable(s)		**Alcaldía Municipal Cívica**		
COMPONENTE 1	Servicios de atención jurídica y emisión de constancias civiles implementados.	Porcentaje de acciones de atención jurídica y constancias civiles realizadas. (Número de acciones de atención jurídica y constancias civiles atendidas / Número de acciones de atención jurídica y constancias civiles recibidas)*100	Oficios de atención jurídica. Constancias civiles emitidas por la Secretaría de Acuerdos . Registro de solicitudes de atención y constancias. Área responsable de la información: Secretaría de Acuerdos; Información de carácter semestral; Archivos físicos de la Secretaría de Acuerdos.	La ciudadanía del municipio de Oaxaca de Juárez y los Juzgados del fuero común solicitan servicios jurídicos y constancias civiles presentando la documentación de manera completa y conforme a los requisitos establecidos en las leyes y reglamentos aplicables.
COMPONENTE 2	Acciones en materia de justicia cívica implentadas	Porcentaje de acciones de justicia cívica realizadas. (Número de acciones de justicia cívica realizadas / Número de acciones de justicia cívica programadas) * 100	Registro de audiencias y diligencias. Reportes de seguimiento. Área responsable de la información: Coordinación de Juzgados Cívicos Municipales; información de carácter semestral; Archivo físico de la Coordinación de Juzgados Cívicos Municipales	Las denuncias por faltas cívicas son fundamentadas y procedentes.
COMPONENTE 3	Servicios de apoyo administrativo, jurídico y operativo implementados	Porcentaje de acciones de apoyo administrativo, jurídico y operativo implementadas. (Número de acciones ejecutadas / Número de acciones programadas)*100	Reportes de actividades operativas. Actas de reuniones de coordinación. Informes de cumplimiento de metas. Área responsable de la información: Depto. De Vinculación Externa; información de carácter semestral; Archivo físico del área de Vinculación Externa.	Las áreas adcritas proporcionan información completa y oportuna.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio		**Oaxaca de Juárez**		
Ejercicio Fiscal		**2026**		
Nombre del Programa		**Justicia Cívica y Convivencia Ciudadana**		
Clave del Programa Presupuestario		**27**		
Unidad(es) Responsable(s)		**Alcaldía Municipal Cívica**		
C1 ACTIVIDAD 1.1	Atención mensual de solicitudes de diligencia de apeo y deslinde.	Porcentaje solicitudes mensuales de diligencia de apeo y deslinde atendidas. (Número de solicitudes de diligencia de apeo y deslinde atendidas/número de solicitudes recibidas en el mes)*100	Carátula de las solicitudes de diligencia de apeo y deslinde dirigidas a la Alcaldía Municipal Cívica en el mes. Carátula del acuerdo de requerimiento de aceptación o negativa expedida por el Secretario de Acuerdos Municipal. Carátula del expediente de apeo y deslinde. Área responsable de la información: Secretaría de Acuerdos; información de caracter mensual; Archivos físico de la Secretaría de Acuerdos.	Las personas solicitantes entregan completa y oportunamente la documentación técnica y legal requerida para la atención de las diligencias de apeo y deslinde.
C1 ACTIVIDAD 1.2	Emisión de constancias de concubinato	Porcentaje de solicitudes de constancias de concubinato atendidas respecto del total recibidas en el año. (Número de solicitudes de constancias de concubinato atendidas/número de solicitudes recibidas en el año)*100	Acuerdo de expedición de la diligencia de existencia de concubinato. Constancia de existencia de concubinato. Área responsable de la información: Secretaría de Acuerdos; información de caracter anual; Archivos físicos de la Secretaría de Acuerdos.	Las personas solicitantes presentan en tiempo y forma la documentación legal requerida, y sus testigos se presentan de manera oportuna para la realización de la diligencia de concubinato.
C1 ACTIVIDAD 1.3	Colaboración con juzgados del fuero común	Porcentaje de solicitudes de colaboración con juzgados del fuero común atendidas (Número de solicitudes de colaboración con juzgados del fuero común atendidas / Número de solicitudes -recibidas) * 100	Oficios de solicitud de colaboración interinstitucional firmados por el titular y el secretario de acuerdos de la Alcaldía Municipal Cívica. Área responsable de la información: Secretaría de Acuerdos; información de caracter mensual; Archivos físicos de la Secretaría de Acuerdos.	Las solicitudes de colaboración interinstitucional se reciben completas y en tiempo, permitiendo la atención oportuna de las acciones de colaboración.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio		**Oaxaca de Juárez**		
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Clave del Programa Presupuestario		**27**		
Unidad(es) Responsable(s)		**Alcaldía Municipal Cívica**		
C2 ACTIVIDAD 2.1	Calificacion de detenciones y faltas cívicas	Porcentaje de detenciones y faltas cívicas calificadas que derivan en una sanción. (Número de sanciones derivadas de detenciones y faltas cívicas calificadas / Número de detenciones y faltas cívicas calificadas)*100	Carátula del expediente de detención por falta cívica. Escrito de denuncia. Oficio dirigido al juez cívico en turno en el que se pone a disposición a la persona probable infractora. Área responsable de la información: Coordinación de Juzgados Cívicos Municipales; información de carácter mensual; Archivo físico de la Coordinación de Juzgados Cívicos Municipales.	Las detenciones y reportes de faltas cívicas son canalizados de manera oportuna, completa y conforme a procedimiento hacia el juez cívico municipal especializado en faltas administrativas para la buena convivencia comunitaria.
C2 ACTIVIDAD 2.2	Calificacion de faltas administrativas en hechos de tránsito	Porcentaje de detenciones y faltas administrativas en hechos de tránsito calificadas que derivan en una sanción. (Número de sanciones derivadas de detenciones y faltas administrativas en hechos de tránsito calificadas / Número de detenciones y faltas administrativas en hechos de tránsito calificadas) * 100	Carátula del expediente de detención por la falta administrativa en hechos de tránsito . Oficio de puesta a disposición de las autoridades correspondientes. Oficio de resolución o convenio de las partes. Área responsable de la información: Coordinación de Juzgados Cívicos Municipales; información de carácter mensual; Archivo físico de la Coordinación de Juzgados Cívicos Municipales.	Las autoridades de tránsito remiten oportunamente y conforme a procedimiento los reportes de faltas administrativas al juez cívico especializado en hechos de transito.

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Unidad(es) Responsable(s)	Alcaldía Municipal Cívica

C2 ACTIVIDAD 2.3	Emisión de constancias de conciliación y mediación	Porcentaje de solicitudes de conciliación y mediación que logran el convenio en la solución de controversias (Número de acuerdos que logran convenio en la solución de controversias / Número de solicitudes de conciliación y mediación recibidas)*100	Acta de Comparecencia inicial del solicitante. Acta de Audiencia de Conciliación y Convenio firmado por las partes. Área responsable de la información: Coordinación de Juzgados Cívicos Municipales; información de carácter mensual; Archivo físico de la Coordinación de Juzgados Cívicos Municipales	Las partes involucradas asisten puntualmente y de forma colaborativa a las audiencias de conciliación convocadas.
C2 ACTIVIDAD 2.4	Integracion de expedientes de maltrato animal	Porcentaje de expedientes de denuncias por presuntos hechos de maltrato animal. (Número de expedientes de denuncias por presuntos hechos de maltrato animal integrados / Número de expedientes de las denuncias por presuntos hechos de maltrato animal recibidas) *100	Carátula del expediente de la denuncia por el presunto hecho de maltrato animal. Acuerdo de conclusión. Área responsable de la información: Coordinación de Juzgados Cívicos Municipales, información de carácter mensual; Archivo físico de la Coordinación de Juzgados Cívicos Municipales	Las denuncias ciudadanas son presentadas con la información y evidencias necesarias para iniciar el procedimiento y verificar si los hechos son ciertos, parcialmente ciertos o falsos, para la conclusión del expediente.
C2 ACTIVIDAD 2.5	Elaboración de reportes e Informes de capacitaciones	Porcentaje de reportes e informes de capacitación elaborados. (Número de reportes e informes de capacitación realizados / Número de reportes e informes de capacitación programados) * 100	Reportes de resultados de capacitación. Área responsable de la información: Coordinación de Juzgados Cívicos Municipales, información de carácter trimestral; Archivo físico de la Coordinación de Juzgados Cívicos Municipales	La ciudadanía del municipio de Oaxaca de Juárez y las y los servidores públicos de las diferentes dependencias municipales se presentan en tiempo y forma a las capacitaciones, muestran interés en las capacitaciones que la Alcaldía Municipal Cívica imparte.

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Clave del Programa Presupuestario		**27**		
Unidad(es) Responsable(s)		**Alcaldía Municipal Cívica**		
C3 ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero	Porcentaje de informes de seguimiento presupuestal entregados (Número de informes de seguimiento presupuestal entregados / Número de informes de seguimiento presupuestal programados) * 100	Reportes presupuestales. Oficios de autorización de recursos Área responsable de la información: Depto. De Vinculación externa, información de carácter trimestral; Archivo físico del depto. De Vinculación Externa	Los recursos financieros son asignados por la Tesorería Muncipal oportunamente.
C3 ACTIVIDAD 3.2	Elaboración de reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental operativa elaborados. (Número de reportes de coordinación institucional y gestión documental operativa realizados/ Número de reportes de coordinación institucional programados) * 100	Oficios de requerimiento de información institucional y gestión documental operativa Minutas o reportes de reuniones de trabajo. Área responsable de la información: Depto. De Vinculación Externa; información de carácter mensual; Archivo físico del área de Vinculación Externa.	Las dependencias de la Administración Pública Municipal de Oaxaca de Juárez entregan sus requerimientos de vinculación de manera completa y oportuna, la información proporcionada cuenta con los elementos necesarios para realizar las gestiones correspondientes, y las instancias externas contactadas muestran disposición para atender las solicitudes de colaboración.
C3 ACTIVIDAD 3.3	Revisión jurídica de documentos para validación institucional	Porcentaje de documentos revisados jurídicamente y validados (Número de documentos revisados y validados jurídicamente / Número de documentos recibidos para revisión jurídica) * 100	Reporte de documentos para validación instuticional. Área responsable de la información: Depto. De Vinculación Externa; información de carácter mensual; Archivo físico del área de Vinculación Externa.	Los documentos remitidos cumplen con los requisitos y formatos necesarios para su validación jurídica oportuna.

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Datos de identificación del Programa Presupuestario (Pp)

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Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
FIN	Contribuir al fortalecimiento de la confianza ciudadana en las instalaciones y al ejercicio pleno del derecho de acceso a la información pública mediante el acceso de la ciudadanía de Oaxaca de Juárez a servicios de gestión institucional, gobierno abierto y transparencia.	Variación porcentual del número de visitas al portal de Gobierno abierto. ([Número de visitas al portal de Gobierno abierto en el ejercicio que se informa / Número de visitas al portal de Gobierno abierto en el ejercicio inmediato anterior] - 1) * 100	Solicitud de reporte de visitas mensuales al portal de gobierno abierto dirigido a la Agencia de Transformación Digital. Informe consolidado de las visitas recibidas al portal de gobierno abierto durante el ejercicio que se informa. Área responsable de la información: Unidad de Transparencia; información de carácter anual; archivos físicos y digitales de la Unidad de Transparencia.	Se mantiene un entorno institucional y social que favorece la transparencia, la rendición de cuentas y la participación ciudadana en el municipio de Oaxaca de Juárez
PROPÓSITO	La ciudadanía de Oaxaca de Juárez accede a información pública y ejerce sus derechos de transparencia derivadas de la entrega de servicios de atención eficientes y oportunos, el cumplimiento de las obligaciones de transparencia, la consolidación de mecanismos de gobierno abierto y apoyos administrativos.	Porcentaje de acciones de acceso a la información, gobierno abierto y gestión administrativa implementadas. (Número de acciones de acceso a la información, gobierno abierto y gestión administrativa implementadas / Número total de acciones programadas) * 100.	Informes de actividades de la Unidad de Transparencia o del área responsable de Gobierno Abierto. Bitácoras o reportes de seguimiento de acciones implementadas. Actas o minutas de sesiones de trabajo y coordinación interinstitucional. Informe anual emitido por SISAI, SICOM y SIPOT del cumplimiento y atención del cumplimiento de las obligaciones de transparencia yla consolidación de mecanismos de gobierno abierto. Área responsable de la información: Unidad de Transparencia; información de carácter anual; archivos físicos y digitales de la Unidad de Transparencia.	Las dependencias y entidades municipales mantienen la disponibilidad de información institucional actualizada y cumplen con los lineamientos normativos en materia de transparencia, lo que permite a la ciudadanía ejercer efectivamente su derecho de acceso a la información.

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Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
COMPONENTE 1	Gestión integral del acceso a la información y transparencia gubernamental entregada	Porcentaje de acciones en materia de transparencia gubernamental y fortalecimiento de capacidades. Número de actividades de transparencia gubernamental y fortalecimiento de capacidades realizadas/Número de actividades de transparencia gubernamental y fortalecimiento de capacidades programadas * 100	Informe semestral dirigido al Titular de la Unidad de Transparencia respecto al estado que guardan los sistemas SISAI; SICOM y SIPOT. Área responsable de la información: Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales; información de carácter semestral; archivos físicos y digitales del Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales.	La ciudadanía y las instituciones públicas colaboran activamente en los procesos de acceso a la información y en las acciones de transparencia gubernamental..
COMPONENTE 2	Acciones de gestión de gobierno abierto e información pública implementadas	Porcentaje de actividades de gobierno abierto e información de interés público realizadas. Número de acciones de gobierno abierto e información de interés público realizadas/ Número de acciones de gobierno abierto e información de interés público programadas * 100	Informe dirigido al Titular de la Unidad de Transparencia respecto de las acciones de gobierno abierto implementadas. Área responsable de la información: Departamento de la Vinculación con la Sociedad y Gobierno Abierto; información de carácter semestral; archivos físicos y digitales del Departamento de la Vinculación con la Sociedad y Gobierno Abierto.	Las áreas y dependencias municipales proporcionan de manera oportuna la información requerida, y la autoridad garante valida la publicación de los contenidos de interés público para mantener actualizado y operativo el portal de Gobierno Abierto.
COMPONENTE 3	Servicios de apoyo administrativo y operativo implementados	Porcentaje de actividades institucionales y administrativas implementadas. (Número de actividades administrativas y operativas realizadas / Número de acciones programadas) * 100	Oficios de gestión para el ejercicio presupuestal de la Unidad de Transparencia. Área responsable de la información: Enlace administrativo de la Unidad de Transparencia; información de carácter trimestral; archivos físicos y digitales de la Enlace administrativo de la Unidad de Transparencia.	Los servicios de apoyo administrativo y operativo son respaldados por las áreas competentes, permitiendo la operación efectiva de la Unidad de Transparencia.

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Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.1	Atención de solicitudes de acceso a la información pública y protección de datos personales	Porcentaje de solicitudes de acceso a la información pública y protección de datos personales atendidas. (Número de solicitudes atendidas/Número de solicitudes recibidas)*100	Solicitudes de acceso a la información dirigidas al Municipio de Oaxaca de Juárez. Oficios turnados a las dependencias y entidades de la Administración Pública Municipal para la atención de solicitudes de acceso a la información pública y protección de datos personales. Oficio de respuesta de atención de solicitudes de acceso a la información pública y protección de datos personales. Área responsable de la información: Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales; información de carácter mensual; archivos físicos y digitales del Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales.	La ciudadanía formula solicitudes de acceso a la información y protección de datos personales por los medios establecidos.

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Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.2	Seguimiento y cumplimiento a recursos de revisión	Porcentaje de recursos de revisión atendidos. (Número de notificaciones sobre recursos de revisión atendidos / Número de notificaciones sobre recursos de revisión recibidos)*100	Recursos de revisión interpuestos en contra del Municipio de Oaxaca de Juárez. Oficios de requerimiento a las dependencias y entidades de la Administración Pública Municipal para la atención de recursos de revisión. Oficios de cumplimiento de las dependencias y entidades de la Adminitración Pública Municipal. Área responsable de la información: Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales; información de carácter bimestral; Archivos físicos y digitales del Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales.	La ciudadanía presenta los medios legales para impugnar la respuesta de los sujetos obligados a sus solicitudes de acceso a la información pública. referentes al municipio de Oaxaca de Juárez.

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Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.3	Cumplimiento de obligaciones de transparencia	Porcentaje de obligaciones de transparencia cumplidas. (Número de obligaciones de transparencia cumplidas / Número de obligaciones de transparencia establecidas por la Ley General de Transparencia)* 100	Oficios de requerimiento a las dependencias y entidades de la Administración Pública Municipal para la actualización y publicación de obligaciones de transparencia. Oficios de cumplimiento de carga de obligaciones de transparencia de las dependencias y entidades de la Administración Pública Municipal . Acuses de carga de información en el SIPOT. Área responsable de la información: Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales; información de carácter trimestral; archivos físicos y digitales del Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales.	Lás áreas y dependencias de la Administración Pública Municipal cumplen con la carga y publicación de las obligaciones de transparencia.

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Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.4	Atencion a denuncias por incumplimiento de obligaciones de transparencia	Porcentaje de denuncias por incumplimiento de obligaciones de transparencia atendidas. (Número total de denuncias por incumplimiento de obligaciones de transparencia atendidas / Número total de denuncias presentadas) * 100	Notificación de denuncias presentadas ante la autoridad garante por incumplimiento a las obligaciones de transparencia. Oficio de cumplimiento a la autoridad garante en relación a la denuncia presentada atendida. Área responsable de la información: Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales; información de carácter semestral; archivos físicos y digitales del Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales.	Los ciudadanos presentan denuncias por incumplimiento de obligaciones de transparencia.

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Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C1 ACTIVIDAD 1.5	Programa de capacitaciones y asesorías en materia de transparencia	Porcentaje de capacitaciones y asesorías en materia de transparencia otorgadas. (Número de capacitaciones y asesorías solicitadas en materia de trasparencia / Número de capacitaciones y asesorías otorgadas) * 100	Programa anual de capacitaciones elaborado por la Unidad de Transparencia Municipal. Oficios de solicitudes de capacitaciones en materia de transparencia a la autoridad garante Oficios de programación de capacitaciones y asesorías en materia de transparencia al órgano garante. Circulares con la programación de capacitaciones en materia de transparencia dirigidas a los enlaces de transparencia de las dependencias y entidades de la Administración Pública Municipal para que participen en las capacitaciones. Bitácora de atención a asesorías en materia de transparencia. Área responsable de la información: Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales; información de carácter semestral; archivos físicos y digitales del Departamento de Transparencia, Acceso a la Información y Protección de Datos Personales.	Las condiciones organizativas y de disponibilidad del personal en las áreas y dependencias de la Administración Pública Municipal permiten que se realicen las capacitaciones y asesorías programadas.

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Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C2 ACTIVIDAD 2.1	Gestión del portal de gobierno abierto	Porcentaje de acciones de gestión de gobierno abierto realizadas. (Número de acciones de gestión de gobierno abierto realizadas / Número de acciones de gestión de gobierno abierto programadas) * 100	Solicitudes de acciones de gobierno abierto través del correo institucional a la Agencia de Transformación Digital. Oficios de respuesta de atención a las solicitudes de acciones de gobierno abierto. Área responsable de la información: Departamento de la Vinculación con la Sociedad y Gobierno Abierto; información de carácter bimestral; archivos físicos y digitales del Departamento de la Vinculación con la Sociedad y Gobierno Abierto.	La disponibilidad oportuna de información y datos de las distintas áreas y dependencias permite mantener actualizado y operativo el portal de Gobierno Abierto
C2 ACTIVIDAD 2.2	Publicidad de información de interés público	Porcentaje de acciones de publicidad de información de interés público realizadas. (Número de acciones de publicidad de información de interés público realizadas / Número de acciones programadas) * 100	Solicitud de información de interés público por parte de la autoridad garante. Remisión de listado de interés público del Municipio de Oaxaca de Juárez. Acuerdo en el que se aprueba la información de interés público para su publicación. Área responsable de la información: Departamento de la Vinculación con la Sociedad y Gobierno Abierto; información de carácter anual; archivos físicos y digitales del Departamento de la Vinculación con la Sociedad y Gobierno Abierto	La autoridad garante aprueba la información de interés público porpuesta por la Unidad de Transparencia.

MATRIZ DE INDICADORES PARA RESULTADOS (MIR)

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Rendición de cuentas
Clave del Programa Presupuestario	28
Unidad(es) Responsable(s)	UNIDAD DE TRANSPARENCIA

Nivel	Resumen Narrativo	Indicador	Medios de Verificación	Supuestos
C3 ACTIVIDAD 3.1	Seguimiento presupuestal y control financiero	Porcentaje de reportes de seguimiento presupuestal y contreol financiero realizados. (Número de reportes de seguimiento presupuestal y control financiero realizados / Número de reportes de seguimiento presupuestal y control financiero programados)*100	Reporte presupuestal de la Unidad de Trasparencia. Oficios de solicitudes de requerimientos de materiales y servicios. Reportes financieros y registros contables de la Unidad de Transparencia. Área responsable de la información: Enlace Administrativo; Información de carácter trimestral; archivos físicos y digitales del Enlace Administrativo.	Se cumple con los tiempos y procedimientos establecidos por la Tesorería Municipal para el ejercicio del presupuesto de la Unidad de Transparencia.
C3 ACTIVIDAD 3.2	Reportes de coordinación institucional y gestión documental operativa	Porcentaje de reportes de coordinación institucional y gestión documental realizados. (Número de reportes de coordinación institucional y gestión documental operativa realizados / Número de reportes de coordinación institucional y gestión documental operativa programados) * 100	Oficio de cumplimiento a las acciones de coordinación institucional. Área responsable de la información: Enlace Administrativo; Información de carácter trimestral; archivos físicos y digitales del Enlace Administrativo.	Existen requerimientos de coordinación institucional dirigidas a la Unidad de Transparencia por parte de las dependencias y entidades de la Administración pública municipal.

ANEXO 5.2: FICHAS TÉCNICAS, ÁRBOL DE PROBLEMAS Y ÁRBOL DE OBJETIVOS DE LOS PROGRAMAS PRESUPUESTARIOS

OAXACA DE JUÁREZ GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administraciòn Eficiente Municipal
Clave del Programa Presupuestario	´01
Unidad Responsable del Pp	Secretaria Municipal

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez enfrenta dificultades en la gestión, organización y toma de decisiones dentro de la administración pública municipal, lo que limita la eficiencia institucional, la coordinación entre dependencias y la capacidad para atender de manera oportuna las demandas ciudadanas. Estas deficiencias se manifiestan en procesos administrativos fragmentados, escasa sistematización de la información y una débil cultura de planeación basada en resultados, afectando la eficacia del gobierno local y la confianza de la población en sus instituciones. Además, el análisis institucional y el diagnóstico oficial contenido en el "CONCENTRADO OELA 21-08-2025 – Líneas de acción por dependencia y problemática identificada" muestran que la Secretaría presenta desafíos persistentes en la estandarización de procesos, integración de sistemas de información y eficiencia administrativa. Estos antecedentes evidencian la necesidad de fortalecer estructuras, capacidades y herramientas de la Secretaría para garantizar una gestión pública municipal más efectiva y orientada al servicio ciudadano.

Justificación del Pp

De acuerdo con las facultades establecidas en los artículos 68 y 69 de la Ley Orgánica Municipal del Estado de Oaxaca, el Ayuntamiento tiene la responsabilidad legal de garantizar el funcionamiento eficiente de la administración pública, asegurar la correcta observancia del marco normativo municipal y fortalecer los mecanismos de coordinación institucional. Asimismo, está obligado a implementar medidas que mejoren los procesos administrativos, la gestión pública y la provisión de servicios municipales.

En este contexto, la Secretaría Municipal —como instancia normativa y de coordinación administrativa— posee atribuciones directas para conducir procesos de modernización gubernamental, estandarización operativa, actualización normativa y fortalecimiento institucional. La intervención del Gobierno Municipal se justifica plenamente debido a que el problema definido en el apartado 1.1.1 —insuficiencia de capacidades institucionales para coordinar y modernizar los procesos administrativos y normativos del Ayuntamiento— constituye un déficit público cuya atención no puede ser asumida por actores privados ni por dependencias aisladas.

Dado que el rezago administrativo, la falta de estandarización, la dispersión de información y la ausencia de mecanismos de gestión basados en evidencia afectan funciones esenciales del Ayuntamiento, solo la autoridad municipal, a través de la Secretaría Municipal y el programa presupuestario correspondiente, puede implementar acciones que corrijan estas fallas estructurales.

Vinculación del Problema con el Programa Presupuestario

El problema identificado genera efectos directos sobre la eficiencia interna del gobierno y sobre la capacidad de respuesta al ciudadano. Por ello, el Programa Presupuestario constituye el instrumento operativo que permitirá atender las causas identificadas en el diagnóstico:

La insuficiencia de procesos estandarizados se atiende mediante la elaboración y actualización de normativas, manuales, lineamientos y procedimientos.

La dispersión y obsolescencia de información institucional se enfrenta con la implementación de herramientas digitales, sistemas de control, archivo y seguimiento.

Las limitaciones de personal se abordan mediante capacitación, profesionalización y fortalecimiento de competencias administrativas.

El rezago normativo se atiende mediante la armonización de reglamentos y actualización del marco institucional.

Con ello, el Programa incide directamente sobre las causas del problema público y genera capacidades para mejorar la gestión administrativa municipal. El Programa Presupuestario se alinea con:

Eje Estratégico: Gobierno Eficiente y Transparente

Estado actual del problema

Para dimensionar el problema en el municipio de Oaxaca de Juárez, es importante considerar el diagnóstico municipal incluido en el Plan Municipal de Desarrollo 2025-2027:

En el apartado de ejes transversales se señala que la igualdad sustantiva es un eje transversal, lo cual implica que el municipio reconoce que persisten brechas y desigualdades de género. Si bien el documento no detalla en ese extracto todas las cifras de violencia contra mujeres y brechas de género para el municipio, la existencia del eje transversal da cuenta de un reconocimiento explícito del problema. Desde una dimensión institucional, la Ley Estatal prevé que los municipios deben coordinar la prevención y atención de la violencia de género. Por lo tanto, el estado actual del problema se caracteriza por la existencia de violencia de género y vulnerabilidad de las mujeres en el municipio; las brechas de igualdad de género que afectan el acceso de las mujeres a oportunidades económicas, sociales y de participación; una necesidad de institucionalización, organización y focalización de recursos para atender estas brechas y violencia. Este diagnóstico sustenta la necesidad de contar con un programa presupuestario que permita orientar, coordinar y medir la acción pública en favor de las mujeres.

Evolución del problema

la insuficiencia de capacidades institucionales para coordinar, modernizar y estandarizar los procesos administrativos y normativos del Ayuntamiento— no surgió de manera repentina; es el resultado de un proceso acumulativo derivado de rezagos institucionales, cambios normativos, limitaciones operativas y la ausencia de mecanismos sólidos de gestión pública. Su evolución puede describirse en tres momentos clave: Durante administraciones previas se identificaron deficiencias estructurales relacionadas con la falta de estandarización de procesos internos y la escasa actualización normativa. Muchas áreas operaron con criterios propios, sin manuales uniformes de procedimientos ni mecanismos formales de control, lo que generó disparidad en tiempos de respuesta y prácticas administrativas fragmentadas. La Secretaría Municipal no contaba con capacidades suficientes para conducir procesos de modernización, lo que permitió que estas brechas se consolidaran con el tiempo.

Experiencias de atención

En ejercicios administrativos anteriores, el Ayuntamiento y la Secretaría Municipal implementaron diversas acciones orientadas a mejorar la gestión institucional, actualizar procesos y fortalecer la coordinación interna. Sin embargo, los resultados obtenidos fueron parciales debido a limitaciones operativas, técnicas y normativas que impidieron una solución sostenida del problema estructural. Las principales experiencias de atención y sus dificultades se describen a continuación: En periodos previos se realizaron esfuerzos para revisar y actualizar algunos reglamentos y manuales administrativos. No obstante, estos ejercicios fueron fragmentados y respondieron a necesidades específicas de áreas, sin una estrategia integral de armonización normativa.Limitaciones identificadas

Los documentos elaborados no se integraron en un sistema normativo centralizado.

La falta de seguimiento impidió su aplicación permanente.

No existieron equipos técnicos estables encargados de actualizar, validar o publicar la normatividad.

Varias dependencias continuaron utilizando versiones obsoletas por desconocimiento o ausencia de socialización.

Resultado: las actualizaciones no lograron modificar las prácticas institucionales ni estandarizar los procesos administrativos.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp

Población Potencial	Total de personas que enfrentan las deficiencias en la gestión, organización y toma de decisiones dentro del Ayuntamiento.	**Cuantificación:**	Aprox. 2,100 servidores públicos municipales
		Criterios de Focalización	Institucional (todas las dependencias y entidades del Gobierno Municipal)
	Personal técnico, operativo y directivo responsable de los	**Cuantificación:**	Aprox. 650 servidores públicos

Población Objetivo	procesos de planeación, programación, seguimiento y evaluación institucional que será directamente atendido por el programa.	**Criterios de Focalización**	Funcional / Institucional – Unidades administrativas con funciones sustantivas en planeación, programación y evaluación.
Población atendida (beneficiarios)	Dependencias municipales que participarán directamente en las acciones de fortalecimiento institucional y adopción de herramientas de gestión y planeación.	**Cuantificación:**	25 dependencias municipales
		Criterios de Focalización	Institucional – Dependencias y entidades de la administración central y paramunicipal.

Ficha Técnica del Programa presupuestario

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Ejercicio Fiscal	2026
Nombre del Programa	Administraciòn Eficiente Municipal
Clave del Programa Presupuestario	´01
Unidad Responsable del Pp	Secretaria Municipal

Arbol de Problemas

EFECTOS INDIRECTOS

- Baja calidad en la prestación de servicios municipales
- Descoordinación operativa entre dependencias
- Incremento de tiempos de respuesta y trámites lentos
- Disminución de la confianza ciudadana en la gestión

EFECTOS DIRECTOS

- Procesos administrativos inconsistentes y heterogéneos
- Información institucional dispersa y poco accesible
- Falta de seguimiento y control de acciones
- Baja profesionalización del personal

PROBLEMA CENTRAL

"Deficiente gestión administrativa y operativa de la Secretaría Municipal que limita la eficiencia institucional del Ayuntamiento."

CAUSAS DIRECTAS

- Normatividad desactualizada y no armonizada
- Procesos administrativos no estandarizados
- Capacitación insuficiente y sin continuidad
- Uso limitado de herramientas tecnológicas
- Coordinación interna insuficiente

CAUSAS INDIRECTAS

- Falta de un modelo integral de gestión institucional
- Ausencia de sistemas interoperables
- Rotación frecuente de personal

Arbol de Objetivos

Fines

Objetivo

Medios

FINES INDIRECTOS

- Mejora sustantiva en la calidad de los servicios públicos
- Mayor coordinación operativa entre dependencias municipales
- Reducción de tiempos de respuesta y trámites más ágiles
- Incremento de la confianza ciudadana en el gobierno local

FINES DIRECTOS

- Procesos administrativos homogéneos y eficientes
- Información institucional integrada y disponible
- Seguimiento sistemático de acciones y metas
- Personal con mayores capacidades técnicas

OBJETIVO CENTRAL

"Gestión administrativa y operativa fortalecida en la Secretaría Municipal para mejorar la eficiencia institucional del Ayuntamiento."

MEDIOS DIRECTOS (equivalentes a causas directas)

- Actualización y armonización normativa
- Estandarización de procesos administrativos
- Implementación de un programa permanente de capacitación

2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	A. Alternativa Integral de Fortalecimiento Institucional (AI) Intervención: actualización normativa, estandarización de procesos, digitalización integrada, programa permanente de capacitación, creación de unidad técnica de mejora continua. Enfoque: sistémico y sostenido. B. Alternativa Tecnológica Prioritaria (AT) Intervención: inversión fuerte en plataformas y sistemas interoperables + capacitación técnica en uso.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administraciòn Eficiente Municipal
Clave del Programa Presupuestario	´01
Unidad Responsable del Pp	Secretaria Municipal

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	Eje	Gobernabilidad y Desarrollo Sostenible.
Alineación al Plan Estatal de Desarrollo	Eje	Gobernabilidad y Desarrollo Sostenible.
Alineación al Plan Municipal de Desarrollo	Eje	Eje 2: Gobierno de Territorio Honesto y Transparente.
	Subeje o subprograma	2.6. Planeación Participativa y Democrática.
	Objetivo	2.6. Establecer una planeación participativa y democrática en la administración pública municipal para la mejora del desempeño gubernamental.
	Estrategia (s)	2.6.1. Fortalecer los mecanismos de planeación, seguimiento y evaluación institucional.
	Línea(s) de Acción	Impulsar el control archivístico en la gestion pública Municipal.
Alineación a los Objetivos de Desarrollo Sostenible	Objetivo(s) ODS	Paz, justicia e instituciones sólidas.
	Meta(s) ODS	16.6. Crear instituciones eficaces, responsables y transparentes en todos los niveles.

Ficha Técnica del Programa Presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente de Recursos Institucionales
Clave del Programa Presupuestario	´02
Unidad Responsable del Pp	OFICIALÍA MAYOR

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez posee una estructura organizacional amplia y en crecimiento, integrada por 22 unidades administrativas en 2025 (frente a 16 en 2024) y un total de 4,475 personas servidoras públicas. Este incremento de áreas y personal implica una mayor demanda de servicios administrativos, un aumento en la complejidad de los procesos internos y la necesidad de fortalecer la coordinación institucional para asegurar una operación eficiente en todas las dependencias municipales. En un entorno urbano dinámico y con creciente exigencia ciudadana, estos factores generan presiones adicionales sobre la capacidad de gestión del gobierno municipal.

En este contexto, persisten diversos factores estructurales que inciden en el desempeño de la Oficialía Mayor: la falta de digitalización de procedimientos clave, la prevalencia de procesos manuales y presenciales, la ausencia de sistemas integrados para administrar recursos humanos, materiales y logísticos, así como debilidades en la planeación interna y la estandarización de procesos. Estas condiciones provocan fragmentación administrativa, rezagos en la atención de requerimientos institucionales, tiempos de respuesta prolongados y dificultades para dar seguimiento oportuno a las solicitudes operativas que realizan las Sindicaturas, Regidurías, Secretarías, Dependencias y Organismos municipales.

A partir del análisis institucional, la problemática central se define como que la administración pública municipal enfrenta dificultades en la gestión, organización y toma de decisiones, lo que afecta directamente la operación de los servicios internos del Ayuntamiento. Estas deficiencias se manifiestan en duplicidad de procedimientos, baja trazabilidad de los procesos, uso ineficiente de recursos y dependencia de actividades presenciales que limitan la eficiencia y la calidad de la gestión administrativa.

La evidencia reciente confirma estos desafíos: el crecimiento en el número de unidades administrativas y en el personal municipal no ha sido acompañado por una modernización equivalente en los sistemas, métodos de trabajo y herramientas tecnológicas. Esto ha generado rezagos operativos, procedimientos desarticulados y dificultades para garantizar servicios administrativos homogéneos, oportunos y eficientes.

Ficha Técnica del Programa Presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente de Recursos Institucionales
Clave del Programa Presupuestario	´02
Unidad Responsable del Pp	OFICIALÍA MAYOR

Justificación del Pp

El Gobierno Municipal debe intervenir para atender el problema identificado en el apartado 1.1.1, ya que las dificultades en la gestión, organización y toma de decisiones afectan directamente la operación interna del Ayuntamiento y limitan la capacidad institucional para garantizar servicios administrativos oportunos, eficientes y homogéneos a todas las dependencias municipales. Una administración con procesos fragmentados, baja digitalización y seguimiento insuficiente compromete el funcionamiento cotidiano del gobierno y repercute en la prestación de servicios a la ciudadanía.

La Oficialía Mayor cuenta con las atribuciones legales para conducir esta intervención. De acuerdo con el Artículo 127 del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez, la dependencia es responsable de emitir criterios y procedimientos para la contratación de capital humano, la adquisición de bienes y servicios, el mantenimiento y resguardo del patrimonio municipal, así como de coordinar inventarios, emitir lineamientos para el ejercicio del gasto y supervisar programas de profesionalización del personal . Asimismo, la Ley Orgánica Municipal del Estado de Oaxaca y los Lineamientos Generales para el Ejercicio del Gasto establecen su competencia para administrar los recursos humanos, materiales y financieros necesarios para el funcionamiento del gobierno municipal.

En este marco, resulta necesario mantener y fortalecer el Programa Presupuestario orientado a la gestión administrativa, ya que se vincula directamente con la problemática identificada y atiende las causas que originan la desarticulación operativa y la ineficiencia administrativa. Por lo anterior, el problema identificado es plenamente coherente con los objetivos del Programa Presupuestario orientado a fortalecer la gestión administrativa municipal, ya que demanda modernización operativa, estandarización de procesos y la adopción de herramientas de gestión que mejoren la organización interna y la capacidad institucional para responder a las necesidades de operación del gobierno municipal.

El Programa Presupuestario contribuirá a reducir esta problemática mediante el fortalecimiento de los procesos de administración interna, la modernización de la gestión de recursos humanos y materiales, la digitalización de procedimientos, la implementación de lineamientos y controles administrativos, y la profesionalización del personal municipal. Estas acciones permitirán mejorar la eficiencia institucional, asegurar el uso adecuado de los recursos, reducir tiempos de respuesta y garantizar la correcta operación de las áreas administrativas que soportan el funcionamiento del Ayuntamiento.

La estrategia del programa se alinea con el Eje 2: Gobierno de Territorio Honesto y Transparente del PMD 2025–2027, específicamente con el Objetivo 2.5: Impulsar una administración eficiente en el gobierno municipal, y con sus estrategias 2.5.1, 2.5.2 y 2.5.3, que orientan el fortalecimiento del desempeño del personal, las relaciones laborales y la optimización de la gestión interna. Asimismo, guarda correspondencia con los instrumentos de planeación federal y estatal que promueven administraciones públicas modernas, transparentes y orientadas a resultados, y con los Objetivos de Desarrollo Sostenible, particularmente:

- ODS 16. Paz, justicia e instituciones sólidas,
- Meta 16.6: Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas.
- Meta 16.7: Garantizar decisiones inclusivas, participativas y representativas que respondan a las necesidades.

Ficha Técnica del Programa Presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Administración Eficiente de Recursos Institucionales**
Clave del Programa Presupuestario	**´02**
Unidad Responsable del Pp	**OFICIALÍA MAYOR**

Estado actual del problema

Entre 2023 y 2025, el municipio de Oaxaca de Juárez ha experimentado un aumento constante en la complejidad administrativa derivada del crecimiento institucional. El número de unidades administrativas pasó de 18 en 2024 a 23 en 2025, mientras que el personal municipal aumentó de aproximadamente 4,385 personas en 2024 a 4,475 en 2025, presionando la capacidad operativa de la Oficialía Mayor encargada de gestionar los recursos humanos, materiales, logísticos y administrativos del Ayuntamiento.

Los datos presupuestarios confirman la persistencia del problema. El gasto en Servicios Personales (Capítulo 1000) ha representado históricamente la mayor parte del presupuesto municipal: 64.36% en 2023 ($1,238.6 millones), 66.39% en 2024 ($1,053.8 millones) y 64.38% en 2025 ($1,240.3 millones). Aunque la proporción relativa disminuyó ligeramente, los montos absolutos aumentaron, manteniendo una estructura altamente rígida que limita la disponibilidad de recursos para modernizar procesos administrativos, digitalizar trámites, fortalecer el control interno y mejorar la gestión organizacional, funciones esenciales bajo responsabilidad de la Oficialía Mayor.

En el plano operativo, la dependencia enfrenta rezagos en la integración de expedientes, variaciones en la calidad de los procedimientos administrativos, tiempos prolongados de respuesta, duplicidad de información y dependencia de trámites presenciales. Estas condiciones se han evidenciado en la gestión cotidiana de recursos humanos y materiales, en donde se presentan retrasos en la atención de requerimientos institucionales, falta de trazabilidad de procesos y dificultades para garantizar servicios administrativos eficientes a las Sindicaturas, Regidurías, Secretarías, Direcciones y Organismos municipales.

El impacto del problema no se expresa territorialmente sino de manera transversal en toda la estructura del gobierno municipal. Las áreas más afectadas son aquellas que dependen directamente de la Oficialía Mayor para la asignación de recursos, la validación de expedientes, la provisión de insumos, la gestión laboral y la coordinación operativa. Las personas servidoras públicas también se ven afectadas por procedimientos lentos, desarticulados o poco estandarizados, lo que limita su capacidad para cumplir con sus funciones de manera oportuna.

La evidencia trianual confirma que la problemática es persistente y sistémica: una carga administrativa creciente, una estructura organizacional en expansión, procesos desactualizados y herramientas operativas insuficientes mantienen un estado de ineficiencia institucional que afecta directamente el desempeño administrativo del Ayuntamiento.

Ficha Técnica del Programa Presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Administración Eficiente de Recursos Institucionales
Clave del Programa Presupuestario	´02
Unidad Responsable del Pp	OFICIALÍA MAYOR

Evolución del problema

Durante el periodo 2023–2025, la problemática relacionada con la gestión administrativa municipal ha mostrado una evolución marcada por incrementos en la carga operativa, cambios en la estructura institucional y procesos que no han logrado modernizarse al ritmo de las necesidades del Ayuntamiento. En términos estructurales, el número de unidades administrativas pasó de 18 en 2024 a 23 en 2025, mientras que el personal municipal aumentó de aproximadamente 4,385 personas en 2024 a 4,475 en 2025, lo que refleja un crecimiento sostenido de la demanda interna de servicios administrativos, logísticos y de gestión institucional.

En el ámbito presupuestario, el gasto en Servicios Personales (Capítulo 1000) continúa siendo el rubro dominante dentro del presupuesto municipal, representando 64.36% en 2023, 66.39% en 2024 y 64.38% en 2025. Si bien existe una ligera disminución en la proporción, el monto absoluto aumentó de $1,238.6 millones en 2023 a $1,240 millones en 2025, lo que confirma una rigidez presupuestaria persistente y limita la posibilidad de fortalecer procesos administrativos, actualizar sistemas o ampliar capacidades operativas dentro de la Oficialía Mayor.

En el plano operativo, los registros administrativos muestran que entre 2022 y 2024 se mantuvo un volumen promedio anual de 1,400 a 1,600 solicitudes internas relacionadas con recursos humanos y materiales, reflejando un nivel sostenido de demanda. Sin embargo, el incremento de unidades administrativas y la falta de actualización de los procedimientos internos —que aún se basan en documentación operativa de 2024 han ocasionado inconsistencias en la integración de expedientes, variaciones en la calidad del control administrativo y retrasos en la atención de las dependencias municipales. A ello se suman factores institucionales como la creación y desaparición de áreas sin acompañarse de una estandarización formal de funciones, lo que ha generado periodos de desajuste organizacional.

A pesar de algunos avances como la creación de la Coordinación de Representantes Administrativos y Seguimiento a la Gestión— la problemática persiste, pues estos esfuerzos no han sido suficientes para compensar la expansión estructural ni los rezagos en digitalización, control documental y estandarización operativa. En consecuencia, la eficiencia administrativa ha mejorado marginalmente, pero no de manera sostenida ni uniforme entre todas las dependencias.

La evolución del problema confirma la necesidad de mantener e impulsar el Programa Presupuestario orientado a fortalecer la gestión administrativa municipal. Los datos financieros, operativos y organizacionales demuestran que las causas del problema continúan vigentes y que la modernización de procesos, la profesionalización del personal y la adopción de mecanismos de control son condiciones indispensables para avanzar hacia la eficiencia institucional establecida en el Objetivo 2.5 del PMD 2025–2027. La persistencia de los rezagos administrativos demuestra que el programa sigue siendo pertinente y esencial para mejorar la capacidad operativa del Ayuntamiento y garantizar servicios administrativos oportunos, estandarizados y orientados a resultados.

Ficha Técnica del Programa Presupuestario

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Administración Eficiente de Recursos Institucionales**
Clave del Programa Presupuestario	**´02**
Unidad Responsable del Pp	**OFICIALÍA MAYOR**

Experiencias de atención

Durante la administración municipal 2025–2027, y con el objetivo de atender las problemáticas detectadas en la gestión de requerimientos de recursos humanos y materiales, se creó la Coordinación de Representantes Administrativos y Seguimiento a la Gestión. Esta instancia fue diseñada para supervisar y acompañar el trabajo de los Representantes Administrativos adscritos a cada Dependencia, a fin de optimizar el uso de los recursos municipales y fortalecer el ejercicio del gasto público.

La implementación de esta coordinación ha permitido mejorar de manera significativa la eficiencia, eficacia y productividad de las áreas operativas de la administración pública municipal. Gracias a su intervención, Sindicaturas, Regidurías, Secretarías, Dependencias y Organismos Municipales han podido desarrollar de forma más oportuna y ordenada las actividades inherentes a sus funciones, reduciendo tiempos de gestión y mejorando la calidad de los procesos internos.

La mejora en los procedimientos administrativos derivada de esta intervención interna ha generado efectos positivos en la operación de estrategias orientadas a la atención ciudadana. Entre ellas destacan iniciativas como Latidos Vecinales, Diálogos Vecinales y Tequios Vecinales, las cuales han podido ejecutarse con mayor fluidez gracias al fortalecimiento de los mecanismos de gestión y soporte administrativo.

En conjunto, estas acciones reflejan la creciente capacidad del gobierno municipal para responder a las necesidades de la población. El fortalecimiento de los procesos internos logrado a través de la nueva coordinación constituye un elemento clave para consolidar una administración más eficiente, funcional y orientada a resultados.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último corte se idenntifico la "Plantilla de personal" información emitida del Sistema de Gestión Municipal (SIGMUN)

Definición y cuantificación de los

Población Potencial	4475	**Cuantificación:**	Total del personal en su diferentes modalidades que labora en el Municipio de Oaxaca de Juárez
		Criterios de Focalización	Institucional
Población Objetivo	4475	**Cuantificación:**	Total del personal en su diferentes modalidades que labora en el Municipio de Oaxaca de Juárez
		Criterios de Focalización	Institucional
Población atendida (beneficiarios)	4475	**Cuantificación:**	Total del personal en su diferentes modalidades que labora en el Municipio de Oaxaca de Juárez
		Criterios de Focalización	Institucional

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Clave del Programa Presupuestario	´02
Unidad Responsable del Pp	**OFICIALÍA MAYOR**

Arbol de Problemas

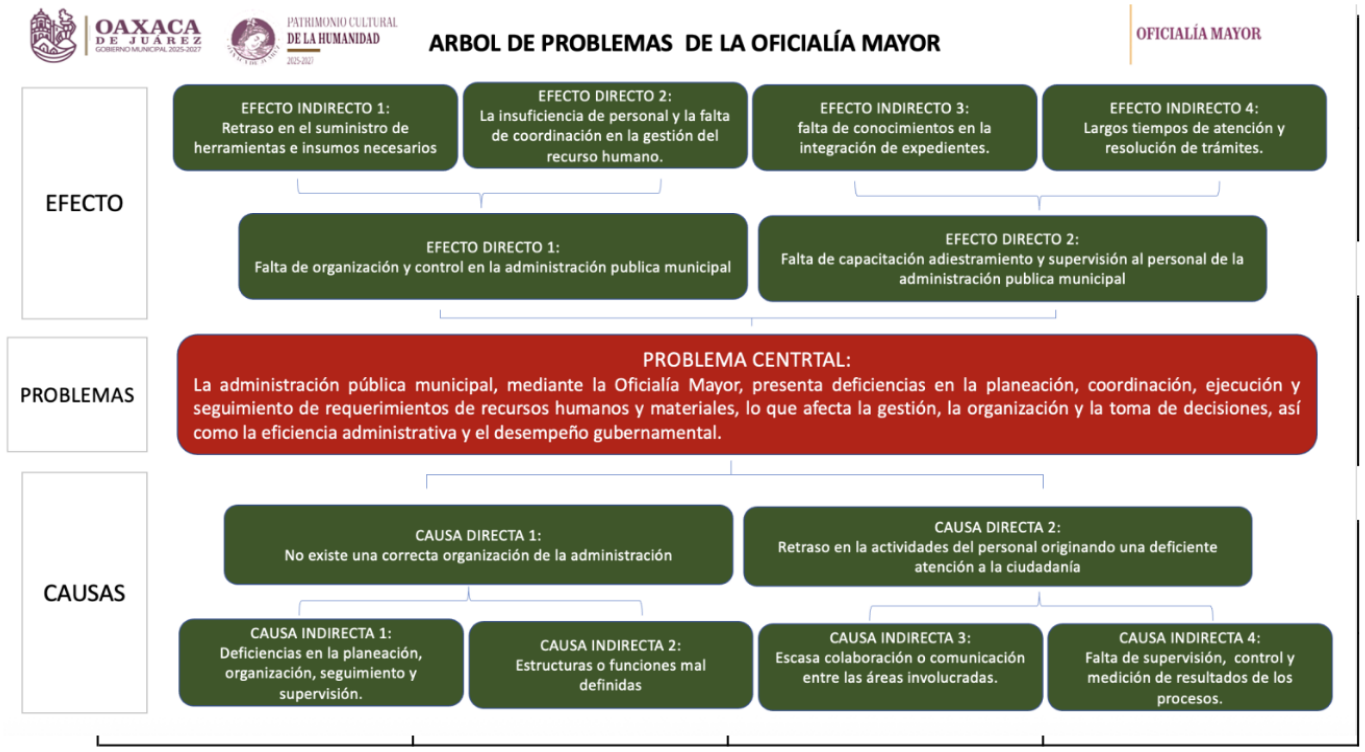
Efectos indirectos

Efectos directos

Problemática Identificada

Causas directa

Causas indirecta



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Clave del Programa Presupuestario	´02
Unidad Responsable del Pp	**OFICIALÍA MAYOR**

Árbol de Objetivos

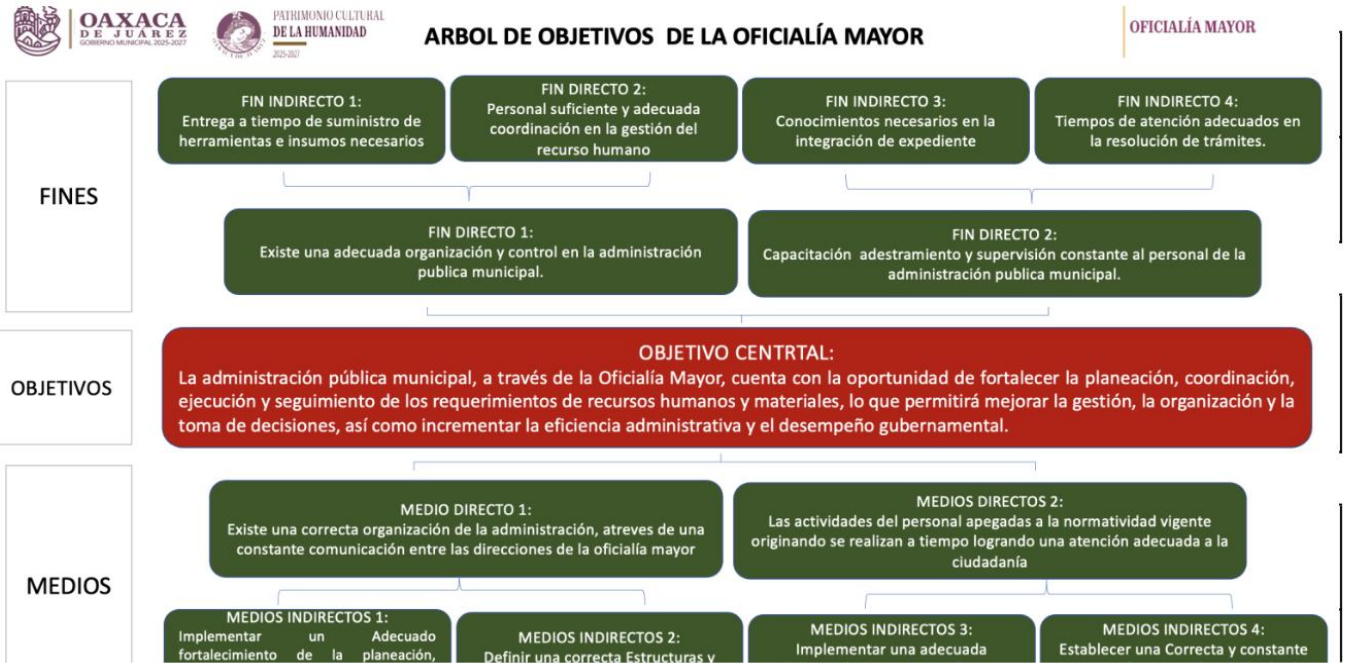
Fines indirectos

Fines Directos

Objetivo

Medios Directos

Medios Indirectos



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Medios Indirectos		organización, seguimiento y supervisión.	funciones bien estructuradas	colaboración y comunicación entre las áreas involucradas	supervisión, control y medición de resultados de los procesos

2. Estrategia para la selección de alternativas.

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Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La intervención propuesta por la Oficialía Mayor se constituye como la alternativa más eficaz para alcanzar el objetivo planteado, al abordar de manera integral los factores que inciden en el desempeño de la administración pública municipal. El fortalecimiento de los procesos de gestión, organización y toma de decisiones —a través de mejoras en la planeación, la ejecución participativa, el seguimiento y la evaluación— permite optimizar el uso de los recursos humanos y materiales, garantizando una administración más eficiente, coordinada y transparente. Asimismo, la creación de la Coordinación de Representantes Administrativos y Seguimiento a la Gestión ha permitido implementar una estrategia orientada a dotar de manera oportuna y adecuada a las Sindicaturas, Regidurías, Secretarías, Dependencias y Organismos municipales de los recursos indispensables para el cumplimiento de sus funciones. Esta instancia supervisa el ejercicio del presupuesto, el manejo del gasto por capítulos, y las actividades de los representantes administrativos, asegurando un uso responsable, racional y conforme a la normativa de los recursos públicos. Con ello se fortalece la capacidad operativa de cada área y se mejora la capacidad de respuesta del gobierno municipal. La mejora en los procedimientos administrativos derivada de esta intervención interna ha generado efectos positivos en la operación de estrategias orientadas a la atención ciudadana. Entre ellas destacan programas de alto impacto como Latidos Vecinales, Diálogos Vecinales y Tequios Vecinales, los cuales han podido ejecutarse con mayor fluidez gracias al fortalecimiento de los mecanismos de gestión, la supervisión del gasto público y el soporte técnico-administrativo brindado por la nueva coordinación. En conjunto, estas acciones reflejan una creciente capacidad del gobierno municipal para responder a las necesidades de la población. El fortalecimiento de los procesos internos, aunado al control adecuado del gasto por capítulos y al acompañamiento técnico brindado a las distintas áreas municipales, constituye un elemento clave para consolidar una administración más eficiente, funcional y orientada a resultados, en beneficio directo de la ciudadanía.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa Presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
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Ejercicio Fiscal	2026
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Clave del Programa Presupuestario	´02
Unidad Responsable del Pp	OFICIALÍA MAYOR

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	GOBERNANZA CON JUSTICIA Y PARTICIPACIÓN CIUDADANA
Alineación al Plan Estatal de Desarrollo	**Eje**	EJE 2. GOBIERNO HONESTO
Alineación al Plan Municipal de Desarrollo	**Eje**	EJE 2. GOBIERNO DE TERRITORIO HONESTO Y TRANSPARENTE
Alineación al Plan Municipal de Desarrollo	**Subeje o subprograma**	SUBEJE: Administracion eficiente
	Objetivo	OBJETIVO: 2.5 Impulsar una administración eficiente en el gobierno municipal.
	Estrategia (s)	ESTRATEGIA: 2.5.1 Fortalecer el desempeño de las personas servidoras públicas del municipio. ESTRATEGIA: 2.5.2 Fortalecer las relaciones laborales de las personas trabajadoras del municipio. ESTRATEGIA: 2.5.3 Optimizar la gestión interna municipal.
	Línea(s) de Acción	LINEAS 2.5.1.1 Implementar capacitaciones, cursos y talleres a las personas servidoras públicas municipales. LINEAS 2.5.1.2 Impulsar la vinculación con instituciones educativas que favorezcan el desempeño de las personas servidoras públicas. LINEAS 2.5.2.1 Atender las revisiones contractuales de los sindicatos del municipio. LINEAS 2.5.3.1 Actualizar el registro, control y conservación que permitan constituir el inventario de bienes muebles e inmuebles municipales., LINEAS 2.5.3.2 Supervisar que la adquisición de materiales y servicios menores a cien mil pesos antes de IVA, se realice eficacia y transparencia de acuerdo a la normatividad vigente.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	16. Paz, justicia e instituciones sólidas.
	Meta(s) ODS	16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas. 16.7 Garantizar la adopción en todos los niveles de decisiones inclusivas, participativas y representativas que respondan a las necesidades

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fortalecimiento de las Finanzas Públicas
Clave del Programa Presupuestario	´03
Unidad Responsable del Pp	Secretaria de Administración y Finanzas (Tesorería)

1. Diagnóstico del Programa presupuestario

Antecedentes y definición del problema

En los últimos años el municipio de Oaxaca de Juárez ha experimentado un crecimiento urbano y demográfico significativo. De acuerdo con el Censo de Población y Vivienda 2020 (INEGI), este crecimiento ha incrementado la demanda de servicios públicos —alumbrado, recolección de residuos, seguridad, infraestructura vial y servicios administrativos—, lo que se traduce en un aumento sostenido del gasto operativo y de la proporción del gasto corriente. Esta presión sobre la prestación de servicios exige no sólo más recursos, sino también la modernización de los mecanismos de gestión hacendaria para aumentar la eficiencia y la capacidad de respuesta municipal.

De acuerdo con datos de la Cuenta Pública del municipio de Oaxaca de Juárez 2022, 2023 y 2024 en materia de ingresos, si bien se observa un crecimiento sostenido $1,882 millones en 2022, $2,121 millones en 2023 y $2,356 millones en 2024, la estructura de financiamiento revela una alta dependencia de recursos federales, los cuales representan entre 74% y 75% del total de ingresos captados cada año. En contraste, los ingresos propios apenas aportan entre 25% y 26%, lo cual limita la autonomía financiera municipal y su capacidad para implementar políticas públicas con recursos propios, otro factor que contribuye a la presión financiera es el estado del fondo de pensiones municipales, que en 2024 requirió una erogación superior a $110 millones para cubrir las prestaciones de 845 personas pensionadas y jubiladas. A ello se suma la necesidad de seguir saldando obligaciones generadas por administraciones pasadas, que utilizaron recursos del fondo como préstamos, comprometiendo su solvencia

Adicionalmente, el diagnóstico identifica factores institucionales que agravan la situación: procesos administrativos y fiscales desactualizados, limitada capacidad tecnológica de la hacienda municipal, rezagos en los mecanismos de fiscalización y control interno, y deficiencias en la actualización catastral y en la gestión de la recaudación. Estos factores reducen la eficiencia recaudatoria, aumentan los costos de operación y dificultan la transparencia y rendición de cuentas.

El municipio presenta una inadecuada administración de las finanzas públicas, que limita la eficiencia en la gestión de los recursos disponibles y afecta el cumplimiento adecuado de sus responsabilidades gubernamentales.

Diversas fuentes —incluyendo la Cuenta Pública municipal, diagnósticos institucionales de IMPLAN y los indicadores socioeconómicos que publica CONEVAL— coinciden en que el crecimiento demográfico y la estructura de ingresos están generando una presión fiscal creciente que requiere medidas integrales de fortalecimiento hacendario.

El Programa Presupuestario, se justifica, por tanto, como un instrumento estratégico para corregir estas limitaciones observadas, avanzar hacia una mayor autonomía financiera y asegurar que el uso de los recursos públicos cumpla con los principios de responsabilidad hacendaria establecidos en la normatividad vigenteEsta problemática se atiende mediante los componentes del Programa Presupuestario (1–4), con énfasis en acciones de recaudación y actualización catastral, modernización fiscal y tecnológica de la hacienda, control presupuestal y cumplimiento normativo, así como medidas de gestión del pasivo pensional y recuperación de la solvencia del fondo.

Justificación del Pp

Derivado de lo anterior justifica la importancia de implementar un Programa Presupuestario que fortalezca las finazas publicas del municipio de oaxaca. La intervencion del gobierno Municipal es necesaria para: Revertir la dependencia estructural de fondos federales fortaleciendo los ingresos propios,modernizar los procesos de recaudación, registro y control financiero para garantizar sostenibilidad de largo plazo,fortalecer la disciplina financiera, asegurando el cumplimiento del marco legal vigente.Sin un mecanismo programático especializado, persisten riesgos críticos, tales como:debilitamiento del desempeño hacendario,incumplimiento de obligaciones normativas y financieras,reducción de la capacidad de inversión pública,deterioro de servicios esenciales,menor confianza ciudadana y vulnerabilidad institucional.

La evidencia documentada en el OELA confirma que estas condiciones son persistentes y requieren una intervención directa, sostenida y sistemática por parte del municipio. La Tesorería Municipal es el órgano facultado para atender esta problemática conforme al artículo 133 del Bando de Policía y Gobierno, que le atribuye la recaudación, administración, programación presupuestaria, control del gasto y fiscalización de la Hacienda Pública Municipal. Entre las atribuciones más relevantes destacan:Administrar la Hacienda Pública y asegurar el cumplimiento del marco fiscal y financiero (fracc. I y II),Establecer mecanismos de recaudación de impuestos, derechos y aprovechamientos (fracc. IV),Integrar y actualizar el Padrón Municipal de Contribuyentes (fracc. VIII),elaborar anteproyectos de Ley de Ingresos y Presupuesto de Egresos (fracc. XIV),Supervisar registros contables, presupuestarios y financieros (fraccs. XV, XVI, XXX, XLIII, XLIV),Ejercer la programación, control y racionalidad del gasto (fraccs. XXXVII, XXXVIII, LVII),Emitir criterios, normas y procedimientos para auditoría, registro y fiscalización (fraccs. XI, XII, XVII, XL),Administrar y registrar la deuda pública municipal (fraccs. XXV, XLVIII–LII). Asimismo, La creación y continuidad del Programa Presupuestario Fortalecimiento de las Finanzas Públicas es indispensable porque:el problema identificado persiste y se ha agravado: generando alta dependencia de participaciones (74–75 %).Deuda histórica por pensiones y obligaciones financieras, ademas de que el marco legal federal, estatal y municipal exige una gestión financiera eficaz, transparente y basada en resultados; sin embargo, sin un Programa Presupuestario formal no es posible cumplir de manera efectiva con los criterios de disciplina financiera, desempeño hacendario y eficiencia operativa.La Tesorería requiere capacidades técnicas y presupuestarias para modernizar procesos críticos, como recaudación, registro contable, padrón de contribuyentes, ejecución del gasto, administración de deuda y fortalecimiento de ingresos propios. El Programa Presupuestario es la única vía institucional y presupuestaria para atender de manera sistemática la administración financiera municipal, al permitir planear metas, definir indicadores y garantizar seguimiento y evaluación del desempeño.

Poseer un programa presupuestaria formal es indispensable para planear metas, establecer indicadores y asegurar seguimiento y evaluación del desempeño financiero municipal.El Programa Presupuestario contribuirá directamente a reducir el problema público mediante el fortalecimiento del control del gasto y disciplina financiera con la mejora en la planeación,programación y ejercicio del gasto,la evaluación permanente de suficiencia presupuestaria y racionalidad del gasto y a su vez fortalecer la confianza ciudadana mediante uso eficiente y transparente del recurso público. El Programa Presupuestario Fortalecimiento de las Finanzas Públicas contribuye directamente a revertir las causas del problema mediante:modernización de los procesos de recaudación y control financiero,fortalecimiento institucional de la Tesorería Municipal,mejora del desempeño hacendario en ingreso, gasto, deuda y contabilidad,aplicación de criterios de racionalidad, austeridad y disciplina financiera,reducción de riesgos financieros y fortalecimiento de la sostenibilidad fiscal,incremento de la eficiencia operativa mediante sistemas integrales,promoción de la transparencia y rendición de cuentas.La implementación de estas acciones permitirá mejorar resultados como: autonomía financiera, eficiencia en el uso de recursos, incremento de ingresos propios, solvencia para cumplir obligaciones y mayor confianza ciudadana.
El programa se vincula directamente con el Eje 2. Gobierno de Territorio Honesto y Transparente del Plan Municipal de Desarrollo 2025–2027, particularmente con el Subeje Finanzas Públicas sanas, el objetivo 2.3 Generar finanzas públicas sanas en el municipio y la estrategia 2.3.2 Mejorar la recaudación municipal. A nivel de líneas de acción, el programa contribuye de manera directa a el 2.3.2.1 Implementar sistemas integrales de recaudación que mejore los procesos financieros.Asimismo, el programa se alinea con el Eje 2. Gobierno Honesto del Plan Estatal de Desarrollo, y con los Objetivos de Desarrollo Sostenible, en particular con el ODS 16: Paz, justicia e instituciones sólidas, mediante el cumplimiento de las metas 16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas. De igual manera el programa se alinea al Plan Nacional de Desarrollo 2019–2024, particularmente con el énfasis en un gobierno honesto, eficaz y con manejo responsable de los recursos públicos.

Estado actual del problema

Entre 2023 y 2025, el municipio de Oaxaca de Juárez presenta una situación financiera caracterizada por alta dependencia de recursos federales, limitada capacidad recaudatoria y creciente rigidez del gasto corriente. De acuerdo con el Plan Municipal de Desarrollo 2025–2027 y los Informes Financieros Municipales (2023 y 2024), los ingresos totales pasaron de $2,121 millones en 2023 a $2,356 millones en 2024, lo que representa un crecimiento moderado y sin cambios estructurales relevantes respecto a años previos. No obstante, entre 74% y 75% de estos ingresos proviene de participaciones y aportaciones federales, mientras que los ingresos propios continúan aportando solo 25%–26%, proporción que permanece prácticamente sin variación desde 2022 (Fuente: PMD 2025–2027; Estados Financieros Municipales).

En materia de gasto, el capítulo 1000 (servicios personales) concentra más del 60% del presupuesto programable. Este capítulo ascendió a $1,319 millones en 2023 y superó los $1,502 millones en 2024, manteniendo una tendencia creciente y sostenida. De manera adicional, el Fondo de Pensiones Municipales requirió más de $110 millones en 2024 para cubrir obligaciones con 845 personas pensionadas y jubiladas, lo que representa presiones recurrentes sobre la disponibilidad presupuestaria (Fuente: PMD 2025–2027; Dirección de Pensiones).

En el ámbito cualitativo, los resultados de consultas ciudadanas del PMD 2025–2027, así como reportes administrativos internos, documentan percepciones persistentes de limitaciones en la cobertura y calidad de los servicios municipales, vinculadas directamente con la rigidez financiera y su impacto operativo. Entre los hallazgos más frecuentes se identifican retrasos en el mantenimiento urbano, limitaciones en el alumbrado público, equipamiento operativo insuficiente y tiempos prolongados en trámites administrativos asociados a la falta de integración entre sistemas financieros y contables. Adicionalmente, evaluaciones internas han identificado brechas en el control interno, inconsistencias en registros contables y dificultades para disponer de información financiera oportuna.

La distribución territorial del problema presenta variaciones importantes. Las zonas de mayor crecimiento urbano y presión demográfica —como San Martín Mexicapam, Montoya, Pueblo Nuevo, Trinidad de Viguera, Colonia del Maestro y los sectores sur-oriente del municipio (Candiani, La Joya y Aguayo)— concentran mayores demandas de servicios, especialmente en mantenimiento vial, alumbrado público y atención de trámites. Por otro lado, colonias con rezagos históricos de infraestructura y asentamientos con población indígena o migrante presentan brechas más amplias en servicios básicos, mantenimiento urbano y capacidad de respuesta operativa.

Los grupos más afectados por esta situación son aquellos que presentan mayor dependencia de los servicios públicos municipales: mujeres cuidadoras que requieren entornos comunitarios funcionales y seguros; personas adultas mayores que dependen de infraestructura pública en buen estado; jóvenes que requieren espacios recreativos adecuados; y comunidades indígenas que habitan zonas con menor cobertura de servicios urbanos.

En síntesis, el estado actual del problema se caracteriza por una estructura financiera con baja flexibilidad, ingresos propios insuficientes, creciente presión del gasto corriente y brechas territoriales en la prestación de servicios. Esta situación impacta directamente a la población y a las áreas responsables de la operación gubernamental, limitando su capacidad para responder de manera oportuna y equilibrada a las necesidades municipales.

Evolución del problema

En los últimos cinco años (2019–2024), el municipio de Oaxaca de Juárez ha experimentado una evolución compleja en la administración y sostenibilidad de sus finanzas públicas. De acuerdo con los Estados Financieros Municipales, el total de los ingresos pasó de aproximadamente $1,740 millones en 2019 a $2,356 millones en 2024, lo que representa un crecimiento nominal acumulado superior al 35%. Sin embargo, esta expansión no se ha traducido en mayor autonomía financiera, ya que la proporción de ingresos propios se ha mantenido prácticamente constante —entre 23% y 26%— mientras que la dependencia de recursos federales permanece en niveles de 74%–77% a lo largo de todo el periodo. Esta estabilidad en la estructura de financiamiento revela un estancamiento en la capacidad recaudatoria municipal.En materia de gasto, la tendencia también ha mostrado rigidez. El capítulo 1000 (servicios personales) pasó de $1,020 millones en 2019 a más de $1,502 millones en 2024, con un crecimiento acumulado de cerca del 47%. Este aumento ha absorbido la mayor parte del crecimiento global del presupuesto, reduciendo el espacio para inversión pública y mantenimiento urbano. A ello se suman las obligaciones del Fondo de Pensiones, cuyas erogaciones se incrementaron de alrededor de $85 millones en 2020 a más de $110 millones en 2024, según reportes de la Dirección de Pensiones. Esta evolución refleja presiones crecientes asociadas al envejecimiento de la plantilla laboral y al uso histórico de recursos del fondo como mecanismos de liquidez.

La evidencia cualitativa disponible —incluida en el PMD 2022–2024, el PMD 2025–2027, informes de entrega–recepción y diagnósticos administrativos internos— coincide en señalar que, aunque se han realizado esfuerzos parciales de modernización, persisten rezagos en sistemas de recaudación, control interno, integración contable y digitalización de procesos hacendarios. Estos diagnósticos destacan que la falta de sistemas integrados ha generado inconsistencias en la información financiera, demoras en la conciliación presupuestaria y dificultades para implementar mecanismos de seguimiento al desempeño del gasto.Los cambios observados en el entorno social y económico también han influido en la evolución del problema. El INEGI reporta que la población del municipio creció de 270 mil habitantes en 2010 a más de 298 mil en 2020, y las proyecciones para 2025 señalan una continuidad en esta tendencia. Este crecimiento demográfico, concentrado en colonias de la periferia y agencias con mayor rezago social (CONEVAL, 2020), ha aumentado la presión sobre los servicios municipales sin que los ingresos propios crezcan a un ritmo equivalente. Por otro lado, los incrementos en costos operativos —incluidos insumos, energía eléctrica y servicios públicos esenciales— han generado presiones adicionales sobre el gasto corriente.
Institucionalmente, la transición administrativa registrada entre 2021 y 2024 implicó ajustes internos y reestructuraciones que, según informes internos y auditorías locales, generaron variaciones en procedimientos financieros, cargas laborales administrativas y reacomodos presupuestarios. Estos cambios han influido en la estabilidad de los procesos hacendarios y en la consolidación de sistemas de control.
La evolución del problema confirma la pertinencia del Programa Presupuestario Fortalecimiento de las Finanzas Públicas, ya que la estructura financiera del municipio no ha mejorado de manera significativa en términos de autonomía, eficiencia ni sostenibilidad. Los indicadores establecidos en el PMD 2025–2027 —como el porcentaje de ingresos propios respecto del total de ingresos, la concentración del gasto corriente y la proporción del presupuesto destinada a servicios personales— muestran variaciones mínimas en los últimos años, lo que evidencia la persistencia del problema público que el programa busca atender.

Experiencias de atención

Entre 2020 y 2024, el municipio de Oaxaca de Juárez implementó diversas acciones y proyectos orientados a mejorar la administración de las finanzas públicas, modernizar la gestión hacendaria y fortalecer la recaudación municipal. Estas iniciativas fueron ejecutadas principalmente por la Tesorería Municipal, la Dirección de Ingresos, la Dirección de Egresos, la Contraloría Municipal, la Subdirección de Informática y, en algunos casos, en coordinación con la Secretaría de Finanzas del Estado de Oaxaca. Entre las acciones implementadas destacan la actualización parcial del padrón catastral durante los años 2021 al 2024, mediante el programa PROVAVFI,con el objetivo de mejorar la base de datos de predios urbanos y comerciales para incrementar la recaudación del impuesto predial. Asmismo se implemento programas de regularización de adeudos municipales (2020, 2022 y 2024) "Borron y cuenta Nueva", el objetivo de recuperar cartera vencida en predial, traslado de dominio y derechos por servicios. Con estas acciones se logro la actualización catastral permitió incorporar cerca del 8% de predios adicionales al padrón en zonas en expansión urbana,los programas de regularización incrementaron la recaudación extraordinaria en 10% promedio anual, aunque su efecto fue temporal. Sin embargo, las experiencias desarrolladas enfrentaron diversas dificultades que limitaron su alcance, como altas cargas operativas y rotación de personal, especialmente en áreas de recaudación y contabilidad,limitada coordinación interinstitucional entre áreas operativas y hacendarias,ausencia de un marco de planeación multianual, lo que reduce continuidad a los proyectos.
De estas experiencias se analizaron varias lecciones y areas de mejora:La recaudación mejora cuando existe actualización permanente del padrón, acompañada de tecnología y campañas de información,la sostenibilidad financiera requiere procesos estandarizados y controles internos sólidos, no solo ejercicios de auditoría posteriores.Es indispensable considerar la disparidad territorial: las zonas con mayor crecimiento urbano demandan estrategias focalizadas para actualizar contribuyentes y mejorar servicios.La continuidad institucional es crítica: acciones aisladas pierden impacto si no forman parte de un programa formal y multianual.Estas lecciones están incorporadas en el diseño del Programa Presupuestario Fortalecimiento de las Finanzas Públicas, particularmente en los componentes relacionados con modernización del sistema hacendario, fortalecimiento de la recaudación y mejora del control interno. Como referencias externas Municipios como Mérida, Querétaro y Guadalajara han implementado modelos exitosos de modernización hacendaria, destacando la actualización catastral continua, la integración de sistemas de información financiera y la digitalización total de trámites. Estas experiencias muestran que la gestión hacendaria local mejora cuando existe planeación multianual, inversión tecnológica sostenida y profesionalización del personal, elementos adaptados en el diseño del presente programa conforme al contexto de Oaxaca de Juárez.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp

Población Potencial	31 dependencias y entidades.	**Cuantificación:**	31 dependencias y entidades del Gobierno Municipal de Oaxaca de Juárez
		Criterios de Focalización	Unidades administrativas afectadas por las deficiencias en planeación participativa, seguimiento y evaluación. Dependencias obligadas a programar, presupuestar, generar indicadores y ejecutar acciones del PMD. Universo total que enfrenta el problema público.
Población Objetivo	31 dependencias y entidades.	**Cuantificación:**	31 dependencias y entidades.
		Criterios de Focalización	Todas las dependencias forman parte del ciclo institucional de planeación, programación-presupuestación, seguimiento y evaluación. Incidencia directa en cumplimiento del PMD y en el sistema PbR–SED. Necesidad transversal de alineación metodológica y fortalecimiento técnico.
Población atendida (beneficiarios)	31 dependencias y entidades.	**Cuantificación:**	31 dependencias y entidades.
		Criterios de Focalización	Beneficio directo derivado de la estandarización de instrumentos, lineamientos y metodologías institucionales. Acceso general a herramientas, información estratégica, capacitación y acompañamiento técnico. Aplicación transversal del fortalecimiento institucional previsto en el programa.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

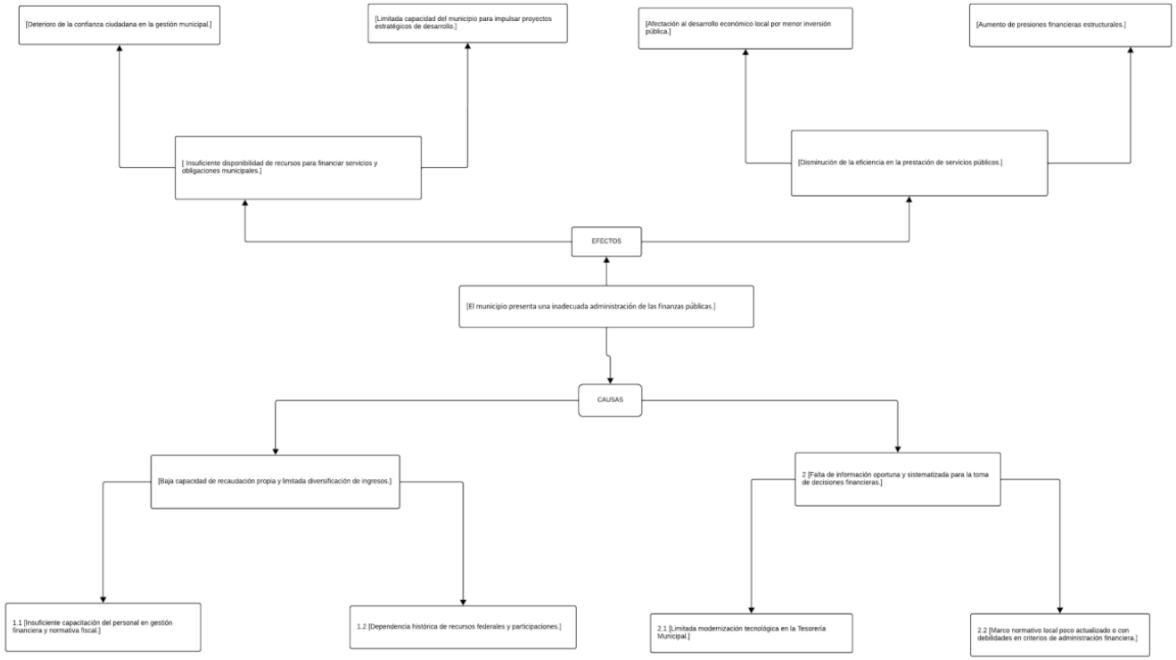
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Fortalecimiento de las Finanzas Públicas**
Clave del Programa Presupuestario	**03**
Unidad Responsable del Pp	**Secretaria de Administración y Finanzas (Tesorería)**

Árbol de Problemas

Efectos

Problemática Identificada

Causas

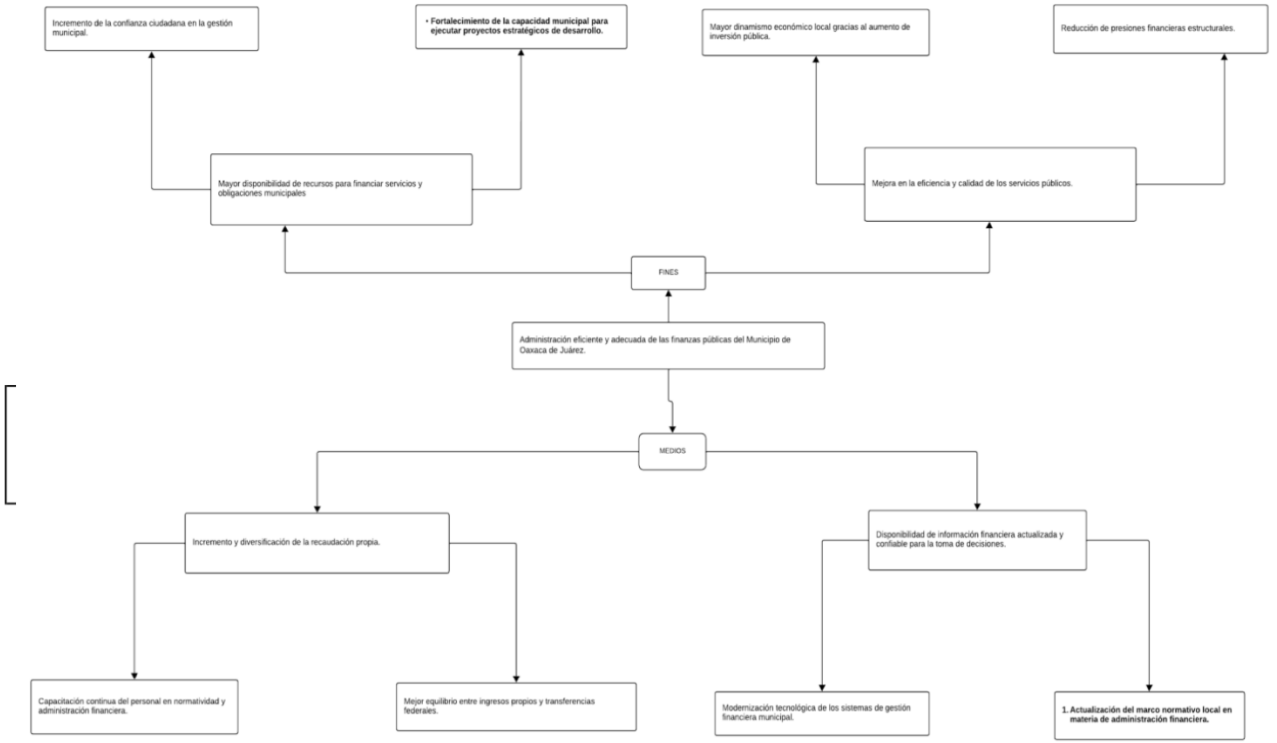


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se realizó con base en el diagnóstico institucional y en los Árboles de Problemas y de Objetivos elaborados mediante la Metodología del Marco Lógico (MML). Este enfoque permitió ordenar las causas estructurales de la inadecuada administración de las finanzas públicas, así como identificar los medios–fin requeridos para transformar dicha situación, al establecer relaciones lógicas entre causas, efectos, objetivos y medios de intervención.Durante el proceso se analizaron diversas opciones de intervención derivadas de las causas directas identificadas en el Árbol de Problemas. Entre las rutas consideradas destacan, por ejemplo:La priorización exclusiva en la recaudación, orientada a incrementar los ingresos propios sin modificar procesos internos; y La tercerización de ciertas funciones administrativas, como auditoría o supervisión operativa. Estas opciones fueron analizadas y descartadas tras valorar su viabilidad técnica, riesgos operativos y limitada capacidad para incidir simultáneamente en las causas estructurales del problema. A partir de este análisis comparativo, se determinó que la alternativa más viable es el fortalecimiento institucional de la gestión hacendaria, mediante: la modernización y digitalización de los procesos financieros,la profesionalización y capacitación continua del personal,el mejoramiento de los sistemas de información para toma de decisiones, y el fortalecimiento de los mecanismos de control interno, seguimiento y planeación presupuestaria.Esta alternativa responde directamente a las causas identificadas en el Árbol de Problemas, tales como la ineficiencia operativa, la insuficiencia de capacidades técnicas, la fragmentación de la información financiera y la debilidad de los instrumentos de control y planeación, permitiendo incidir en ellas de manera integral. Asimismo, ofrece la posibilidad de generar impactos inmediatos en la eficiencia del gasto y de contribuir a una mayor sostenibilidad financiera en el mediano plazo. La estrategia se operará mediante la ejecución directa de los componentes del Programa Presupuestario Fortalecimiento de las Finanzas Públicas, que incluyen mejoras procedimentales, actualización normativa, modernización tecnológica, capacitación del personal, estandarización de procesos, fortalecimiento de la planeación y seguimiento presupuestario, así como coordinación interinstitucional y evaluación continua. Finalmente, la alternativa seleccionada se encuentra plenamente alineada con los instrumentos oficiales de planeación municipal, específicamente con el Eje 2. Gobierno de Territorio Honesto y Transparente del Plan Municipal de Desarrollo 2025–2027, particularmente con el Subeje Finanzas Públicas sanas, el objetivo 2.3 Generar finanzas públicas sanas en el municipio y la estrategia 2.3.2 Mejorar la recaudación municipal. A nivel de líneas de acción, el programa contribuye de manera directa a el 2.3.2.1 Implementar sistemas integrales de recaudación que mejore los procesos financieros.Garantizando con esto congruencia entre diagnóstico, planeación y ejecución programática.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fortalecimiento de las Finanzas Públicas
Clave del Programa Presupuestario	03
Unidad Responsable del Pp	Secretaria de Administración y Finanzas (Tesorería)

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica

Alineación al Plan Nacional de Desarrollo	**Eje**	Eje General 1: Gobernanza con justicia y participación ciudadana.
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 2.-Gobierno Honesto, Cercano y Transparente al Servicio de los Pueblos y Comunidades
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje 2-. Gobierno de Territorio, Honesto y Transparente.
	Subeje o subprograma	Finanzas Públicas sanas.
	Objetivo	2.3 Generar finanzas públicas sanas en el municipio.
	Estrategia (s)	2.3.2 Mejorar la recaudación municipal.
	Línea(s) de Acción	2.3.2.1 Implementar sistemas integrales de recaudación que mejore los procesos financieros.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	2.3 Generar finanzas públicas sanas en el municipio.
	Meta(s) ODS	16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	´04
Unidad Responsable del Pp	Secretaría de Obras Públicas y Desarrollo Urbano

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El entorno municipal de Oaxaca de Juárez se caracteriza por una alta presión sobre su infraestructura urbana y sus servicios públicos, derivada de un crecimiento urbano disperso, la expansión de asentamientos periféricos y el desgaste acumulado de la infraestructura existente. Este contexto ha ocasionado desequilibrios territoriales entre la zona centro y las agencias municipales, particularmente en materia de mantenimiento de vialidades, atención a espacios públicos, alumbrado, equipamiento urbano y ordenamiento territorial. Estos elementos son fundamentales para la movilidad, la habitabilidad y la operación eficiente del territorio, por lo que constituyen la base del presente Programa Presupuestario.

Diversos factores estructurales, sociales, económicos y ambientales inciden en esta problemática. Entre ellos destacan: la concentración histórica de inversiones en la zona central frente al rezago en agencias; el deterioro acelerado de vialidades por sobrecarga vehicular y escasa infraestructura alterna; la limitada capacidad presupuestal que restringe la atención sistemática del mantenimiento; la insuficiencia de recursos humanos y técnicos para la supervisión y planeación del desarrollo urbano; y la exposición del municipio a riesgos hidrometeorológicos que afectan drenes pluviales, espacios públicos y superficie construida, especialmente en zonas con pendientes y asentamientos irregulares.

Con base en el análisis institucional (OELA 21-08-2025), el municipio enfrenta una problemática sintetizada en cuatro líneas: rezagos en infraestructura sostenible, deterioro de vialidades, desigualdades en el ordenamiento territorial, y carencias en servicios urbanos esenciales. Estas líneas, integradas en un solo planteamiento, permiten definir una problemática común para la SOPDU: la **insuficiente cobertura, mantenimiento y modernización de la infraestructura urbana y del equipamiento público, lo que limita la movilidad segura, la calidad de los espacios públicos y la capacidad de conducción del desarrollo urbano en el territorio municipal.**

La evidencia reciente confirma la magnitud del problema. La ENSU (2023–2024) señala que entre 80 % y 89 % de las y los habitantes identifican los baches en calles como el principal problema urbano; diagnósticos del IMPLAN (2024) muestran rezagos en infraestructura peatonal, falta de conectividad en corredores estratégicos y déficit de espacio público accesible en agencias; y reportes municipales documentan una demanda creciente de intervenciones de mantenimiento en vialidades, parques, alumbrado y espacios del Centro Histórico. Estas situaciones revelan un desgaste acumulado que supera la capacidad instalada para atender el mantenimiento, así como una brecha creciente entre el desarrollo urbano proyectado y el desarrollo urbano realmente ejecutado.

Justificación del Pp

La intervención del Gobierno Municipal es indispensable para atender el rezago estructural en la cobertura, calidad, mantenimiento y modernización de la infraestructura urbana, educativa, vial, hidráulica y sanitaria del Municipio de Oaxaca de Juárez. Tal como se describió en el apartado 1.1.1, estas deficiencias afectan directamente la movilidad urbana, el acceso a servicios básicos, la seguridad vial, la operación de los servicios públicos, la funcionalidad de escuelas y espacios comunitarios, así como el ordenamiento territorial del municipio. Al tratarse de un problema público que compromete el bienestar social y el desarrollo sostenible, su atención constituye una responsabilidad municipal impostergable.

La Secretaría de Obras Públicas y Desarrollo Urbano cuenta con competencia legal expresa para intervenir en esta materia, conforme a los artículos 43, 44 y 46 de la Ley Orgánica Municipal del Estado de Oaxaca, que facultan al Gobierno Municipal para planear, regular, ejecutar y conservar la infraestructura urbana, la obra pública y los servicios relacionados con agua potable, drenaje, vialidades, equipamiento urbano y desarrollo territorial. Asimismo, los Reglamentos de Obras Públicas y de Desarrollo Urbano del Municipio de Oaxaca de Juárez establecen atribuciones para la programación, proyección, supervisión y verificación de obras y estudios técnicos, así como para la gestión del ordenamiento urbano y la infraestructura sostenible. Estas facultades normativas fundamentan la intervención institucional y respaldan la necesidad de contar con un Programa Presupuestario específico.

La creación y continuidad del Programa Presupuestario Infraestructuras Sostenibles para el Desarrollo es necesaria porque organiza, estructura y prioriza las intervenciones públicas orientadas a reducir el rezago identificado. El programa otorga sustento técnico y financiero para ejecutar obras de construcción, rehabilitación, modernización y mantenimiento, así como para desarrollar estudios, proyectos, supervisiones y acciones de planeación urbana estratégica. Su existencia permite articular esfuerzos, garantizar continuidad institucional, asegurar criterios técnicos en la toma de decisiones y orientar el gasto público a resultados verificables.

El programa contribuirá directamente a resolver el problema público mediante:

- La mejora, ampliación y conservación de vialidades para fortalecer la movilidad y la seguridad urbana;
- La rehabilitación y dotación de infraestructura educativa para mejorar las condiciones de aprendizaje;
- La ampliación, modernización y mantenimiento de redes de agua potable y drenaje para garantizar servicios básicos adecuados;
- La ejecución de obras urbanas sostenibles que reduzcan riesgos, mejoren el entorno y fortalezcan el equipamiento público; y
- El impulso de estudios, proyectos y acciones de planeación estratégica para guiar el crecimiento urbano bajo criterios de sostenibilidad y ordenamiento territorial.

Estas acciones generan beneficios sociales, económicos y ambientales al mejorar la calidad de vida, reducir costos por deterioro vehicular, disminuir riesgos sanitarios, promover la movilidad segura y fortalecer la resiliencia urbana.

En términos de alineación estratégica, el Programa Presupuestario se vincula directamente con el Eje 5 del PMD 2025–2027: “Infraestructura y Servicios Públicos”, particularmente con el eje transversal “Infraestructuras Sostenibles y Servicios Públicos para el Desarrollo”, y los siguientes objetivos y estrategias:

- Objetivo 5.1: Fortalecer la infraestructura sostenible y el equipamiento público para el desarrollo municipal.
  - Estrategias 5.1.1.1 (mejora de infraestructura urbana), 5.1.1.2 (ordenamiento urbano), 5.1.1.4 (fortalecimiento de energía eléctrica), 5.1.2.1 y 5.1.2.2 (rehabilitación de mercados), 5.1.3.1 y 5.1.3.2 (construcción y rehabilitación de espacios naturales), y 5.1.4.1–5.1.4.3 (conservación del centro histórico).
- Objetivo 5.2: Fortalecer los espacios educativos del municipio.
  - Estrategia 5.2.1: Dotar de infraestructura a los espacios educativos.
- Objetivo 5.3: Fortalecer la infraestructura vial municipal.
  - Estrategia 5.3.1: Mejorar la conectividad de las vialidades y espacios de movilidad.
- Objetivo 5.4: Contribuir a mejorar el acceso al servicio de agua y drenaje.
  - Estrategias 5.4.1 y 5.4.2: Fortalecer el sistema de agua potable y mejorar las redes de drenaje.

Asimismo, el programa es congruente con el Plan Estatal de Desarrollo (PED) 2022–2028, particularmente con el Eje de Desarrollo Territorial y Urbano y el Eje de Infraestructura y Servicios Públicos. Su pertinencia se alinea también con el Plan Nacional de Desarrollo (PND) 2019–2024, especialmente en la política de bienestar social mediante inversión en infraestructura básica.

Finalmente, el programa contribuye al cumplimiento de los Objetivos de Desarrollo Sostenible, en particular:

- ODS 6: Agua limpia y saneamiento;
- ODS 9: Industria, innovación e infraestructura;
- ODS 11: Ciudades y comunidades sostenibles.

Con ello, se justifica plenamente la necesidad, pertinencia y continuidad del Programa Presupuestario Infraestructuras Sostenibles para el Desarrollo, asegurando coherencia entre el problema público, los objetivos institucionales y las políticas de desarrollo municipal.

Estado actual del problema

El estado actual del problema evidencia que las brechas en infraestructura urbana, vial, educativa y de agua y drenaje persisten en el municipio. De acuerdo con el IMPLAN (2024), el 32 % de las vialidades presenta deterioro alto o muy alto, especialmente en Santa Rosa Panzacola, Pueblo Nuevo, Donají y San Juan Chapultepec, donde se concentran los reportes ciudadanos por baches y daños a vehículos. En materia hídrica, SAPAO reporta (2023–2024) que al menos 18 colonias tienen suministro intermitente y 11 presentan rezago en infraestructura de drenaje, concentradas en zonas periféricas con mayor crecimiento urbano no planificado. En el ámbito educativo, el seguimiento municipal (2024) identifica 147 planteles de educación básica con requerimientos de mantenimiento o rehabilitación, principalmente en Trinidad de Viguera, San Martín Mexicapam y San Juan Chapultepec. La ENSU (2024) señala que el 62.3 % de la población percibe que el alumbrado público es insuficiente y 58.7 % considera inadecuado el mantenimiento de calles y avenidas, lo que refleja un déficit sostenido en la prestación de servicios públicos.

El rezago presenta una distribución territorial desigual: las agencias municipales concentran las mayores carencias en pavimentación, drenaje, infraestructura educativa y acceso continuo al agua potable, mientras que la zona urbana consolidada muestra mejores niveles de cobertura. Estos déficits afectan con mayor intensidad a hogares en situación de pobreza urbana, jefaturas femeninas, población indígena asentada en zonas de alta densidad y a personas adultas mayores que dependen de infraestructura accesible y servicios básicos continuos. La persistencia de estas condiciones confirma que el problema público es vigente, estructural y territorialmente localizado, y que continúa limitando el desarrollo sostenible y equitativo del municipio.

Evolución del problema

n los últimos tres a cinco años, el problema de Infraestructuras Sostenibles y Servicios Públicos para el Desarrollo en el municipio de Oaxaca de Juárez presenta una tendencia de alta persistencia, con avances limitados y retrocesos puntuales en la calidad, mantenimiento y cobertura efectiva de la infraestructura vial, hidráulica-sanitaria, educativa y de servicios urbanos. Aunque algunos indicadores estatales muestran mejoras estructurales entre 2016 y 2020, la evidencia municipal reciente refleja que dichas mejoras no se han consolidado territorialmente, y que los rezagos se mantienen e incluso se han acentuado en el periodo 2020–2025.

A nivel municipal, el diagnóstico ONU-Habitat–Infonavit reporta que, pese a una cobertura general elevada de servicios básicos, persisten condiciones de infraestructura urbana insuficiente. Entre 2020 y 2024, sólo 51% de la población infantil en zonas urbanas tenía un espacio público abierto a menos de 400 metros, y apenas 46.66% de la población residía a menos de 1 km de un área verde urbana mayor a una hectárea. Además, el municipio registra una pérdida histórica de –49.44% de cobertura arbórea, indicador consistente con el deterioro del espacio urbano y la insuficiente capacidad de mantenimiento municipal.

En materia de infraestructura vial, la tendencia es aún más evidente. Desde 2019, la Encuesta Nacional de Seguridad Pública Urbana (ENSU) ha registrado de forma sostenida que los baches en calles y avenidas son el principal problema urbano señalado por la ciudadanía. En 2019, alrededor de ocho de cada diez habitantes lo identificaban como su mayor preocupación; para 2022, la cifra aumentó a 89.6%, y en 2023 se mantuvo en 84.9%. Los datos más recientes (ENSU 2024–2025) indican que 81.1% de la población continúa considerando el deterioro vial como uno de los principales problemas, lo que demuestra que, pese a intervenciones puntuales, la modernización y el mantenimiento vial siguen siendo insuficientes para revertir la tendencia de deterioro.

Respecto a agua potable y drenaje, entre 2020 y 2024 se observan retrocesos en la continuidad y calidad del servicio. Diversos reportes ciudadanos y datos estatales muestran que la población sin acceso efectivo a agua entubada creció ligeramente entre 2020 y 2022, mientras que el sistema de drenaje presenta fallas recurrentes durante la temporada de lluvias. Para 2024–2025, ENSU señala que 60.2% de la población identifica problemas de fugas, fallas o desabasto de agua potable como una de las principales problemáticas urbanas, lo que confirma el desgaste de las redes y la insuficiente capacidad de mantenimiento.

En cuanto a infraestructura educativa, los datos del INEGI muestran que más del 40% de las escuelas de educación básica del municipio presentan necesidades de rehabilitación, y autoridades locales han identificado daños en sanitarios, bardas perimetrales y aulas. Entre 2020 y 2025 no se registra una reducción significativa de estas deficiencias, lo que evidencia una tendencia de estancamiento.

Experiencias de atención

Durante el periodo 2020–2024, el Municipio de Oaxaca de Juárez, a través de la Secretaría de Obras Públicas, SOAPA, Servicios Municipales, IMPLAN y otras instancias estatales y federales, implementó diversas acciones orientadas a atender el problema público de insuficiente cobertura, mantenimiento y modernización de la infraestructura urbana y los servicios públicos. En materia hidráulica y sanitaria se sustituyeron 9.4 km de tubería de agua potable y 6.1 km de drenaje, reduciendo en 18% los reportes de fugas y mejorando en 12% la continuidad del servicio en zonas sectorizadas. En alumbrado público se instalaron 12,843 luminarias LED, logrando una reducción del 27% en consumo energético y del 40% en reportes de luminarias apagadas. En infraestructura vial y movilidad se rehabilitaron 221,500 m^2 de pavimento, se renovaron 18.2 km de infraestructura peatonal y se mejoraron 7.6 km de ciclovías, además de recuperarse 14 espacios públicos. En gestión de residuos sólidos se ampliaron 19 rutas, se instalaron 11 centros de acopio y se redujeron 23 puntos de tiraderos clandestinos. Asimismo, se avanzó en planeación urbana con la actualización del Programa Municipal de Desarrollo Urbano en 2022 e incorporación de criterios de movilidad sostenible y resiliencia, además de fortalecer capacidades técnicas mediante la capacitación de 158 servidores públicos. Estas acciones evidenciaron avances significativos pero también limitaciones recurrentes, como insuficiencia presupuestaria para renovar integralmente redes hidráulicas, rotación de personal técnico, falta de coordinación interinstitucional y carencias tecnológicas para el monitoreo de infraestructura. De estas experiencias se derivaron aprendizajes clave que se integran en el diseño del Programa Presupuestario actual, tales como la territorialización de las intervenciones, la gestión del ciclo de vida de la infraestructura, la coordinación operativa obligatoria entre SOAPA–SOPDU–Servicios Municipales, la profesionalización técnica y el fortalecimiento de los sistemas de monitoreo y evaluación. Finalmente, se retoman buenas prácticas externas —como intervenciones integrales por territorio (Medellín), alumbrado telegestionado (Querétaro) y separación en origen (Mérida)— para orientar soluciones adaptables al contexto municipal y consolidar una infraestructura sostenible y eficiente.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los

Población PotencialA26:D31A15A26:D29A26:D33A26:D31	32,219 habitantes	**Cuantificación:**	La población potencial del programa se estima en 32,219 personas, equivalente a la población municipal que presenta la carencia en “servicios básicos en la vivienda”, identificada por CONEVAL (2023). Esta población enfrenta directamente rezagos en agua potable, drenaje, electricidad y condiciones de infraestructura básica, lo que refleja la insuficiente cobertura y mantenimiento de la infraestructura urbana que constituye el problema público del programa.
		Criterios de Focalización	Hogares con carencia en servicios básicos en la vivienda (agua, drenaje, electricidad). Colonias con rezago urbano, deterioro vial, alumbrado insuficiente y deficiente acceso a espacios públicos, según ONU–Hábitat e IMPLAN. Agencias y zonas periféricas con mayor vulnerabilidad territorial y menor cobertura de infraestructura (San Martín Mexicapam, Pueblo Nuevo, Santa Rosa Panzacola, Viguera, Montoya, La Joya, entre otras). Población expuesta a fallas en drenaje sanitario y riesgo por inundaciones. Focalización sociodemográfica: hogares en condición de pobreza, personas adultas mayores, niñas, niños y adolescentes.

Población Objetivo	81,287 personas	**Cuantificación:**	La población objetivo del programa se estimó en 81,287 personas, correspondiente a la población que habita en los polígonos de atención prioritaria definidos por FAIS, IMPLAN y reportes institucionales (SOAPA, Servicios Municipales), donde se concentran los rezagos en infraestructura urbana, educativa, vial, hidráulica y de alumbrado. Este grupo representa la parte de la población potencial donde el programa puede intervenir de manera directa y efectiva, conforme a los lineamientos PbR–SED y la metodología de la SHCP.
		Criterios de Focalización	• Zonas de atención prioritaria (ZAP) identificadas por FAIS y CONEVAL. • Colonias perimetrales: San Martín Mexicapam, Montoya, Santa Rosa Panzacola, Pueblo Nuevo, La Joya, Lomas Panorámicas, Viguera. • Agencias con mayor frecuencia de reportes ciudadanos (SOAPA, Servicios Municipales). FAIS/ZAP 2023. Diagnósticos IMPLAN 2023–2024. Reportes operativos SOAPA/Servicios Municipales 2022–2024.
Población atendida (beneficiarios)	16,258 personas	**Cuantificación:**	La población atendida se estimó en 16,258 personas, resultado de la suma de beneficiarios directos de las obras programadas para el ejercicio 2025 (rehabilitación de vialidades, modernización de alumbrado, mejoras en agua potable y drenaje, y atención a infraestructura educativa). La estimación se realizó con base en la densidad poblacional por manzana (INEGI 2020), el número de viviendas conectadas a redes rehabilitadas (SOAPA), la población escolar atendida y la programación física del ejercicio.
		Criterios de Focalización	• Colonias específicas donde se ejecutarán obras según programación anual de SOPDU/Obras Públicas. • Hogares directamente conectados a tramos de agua/drenaje rehabilitados. • Personas usuarias de vialidades y escuelas intervenidas. • Focalización con enfoque de equidad y atención prioritaria a niñas, niños y adultos mayores. Meta institucional 2025 (SOPDU). Programación física anual 2025.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

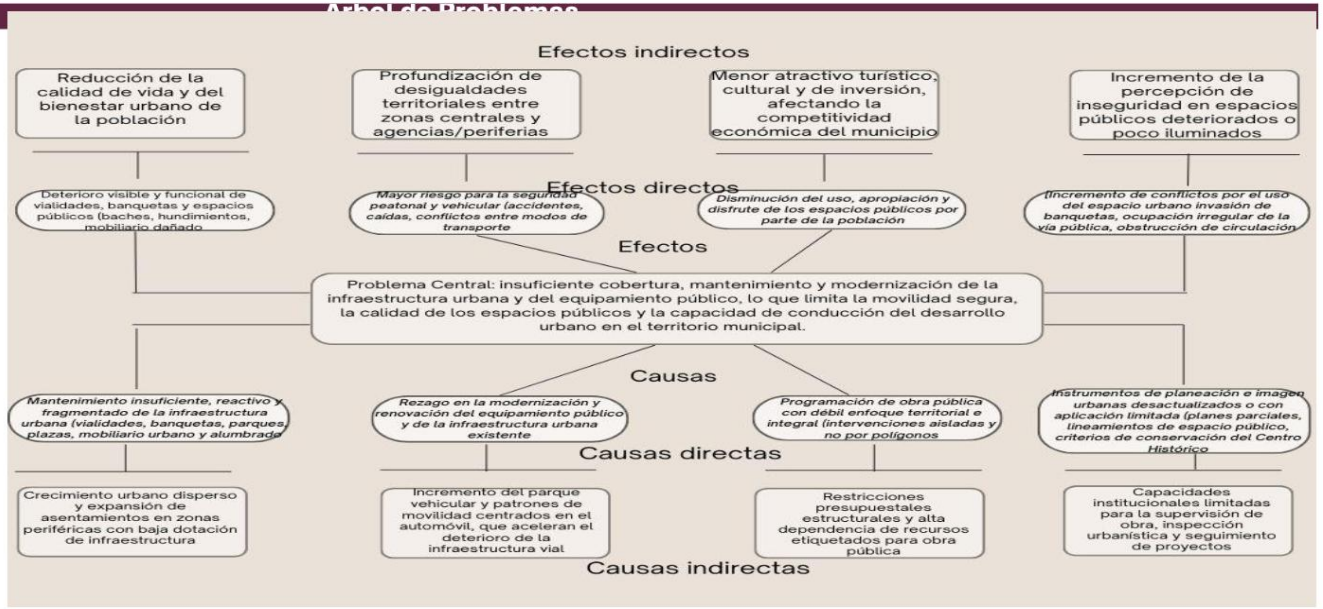
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Infraestructura Municipal Sostenible**
Clave del Programa Presupuestario	**´04**
Unidad Responsable del Pp	**Secretaría de Obras Públicas y Desarrollo Urbano**

Árbol de problemas

Efectos

Problemática Identificada

Causas

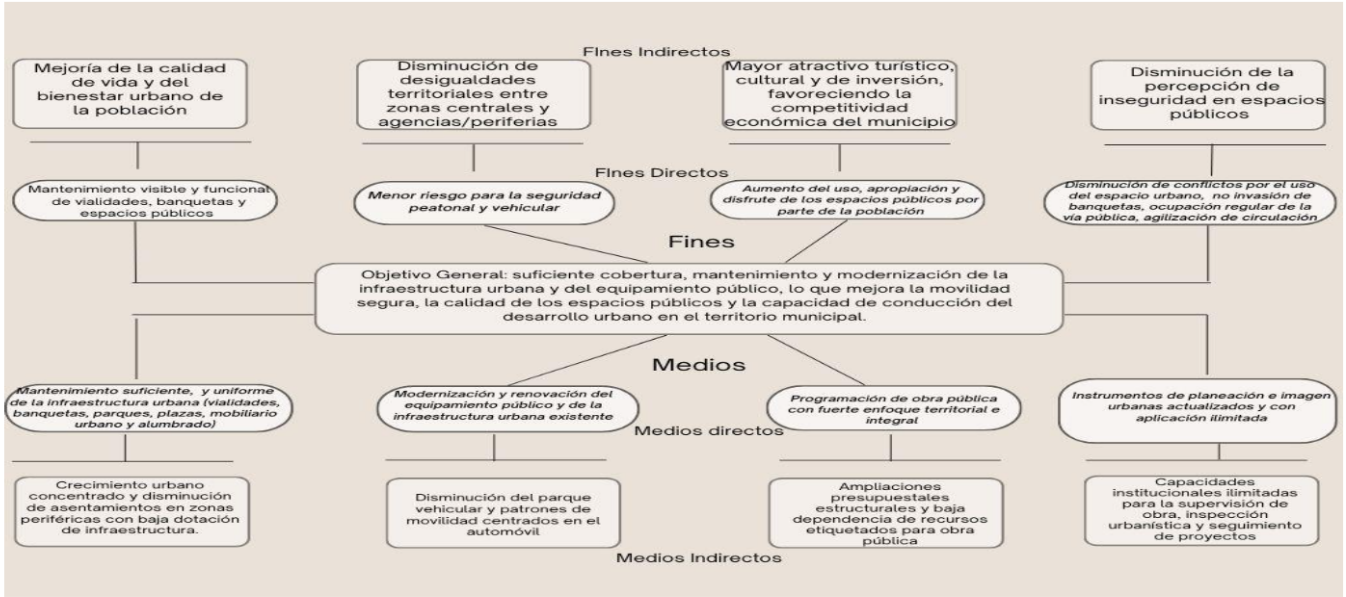


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas del Programa Presupuestario “Infraestructuras Sostenibles y Servicios Públicos para el Desarrollo” se realizó con base en el diagnóstico institucional y en los árboles de problemas y objetivos elaborados mediante la Metodología del Marco Lógico. Durante el análisis se identificaron diversas rutas de intervención orientadas a atender las causas estructurales del problema público, valorando su viabilidad técnica, operativa y presupuestaria, así como su capacidad para incidir de manera directa en la modernización, mantenimiento y cobertura equitativa de la infraestructura municipal. De la revisión de estas opciones, se determinó que la alternativa más adecuada consiste en impulsar una estrategia integrada que articule obras de infraestructura sostenible, fortalecimiento del ordenamiento territorial y mejoramiento de los servicios públicos, dado que atiende simultáneamente las causas directas identificadas —insuficiente planificación del territorio, deterioro de infraestructura vial, rezago educativo, fallas en los sistemas de agua y drenaje— y genera condiciones para alcanzar los objetivos establecidos en el árbol de objetivos. Esta estrategia se ejecutará mediante los componentes y actividades del Programa Presupuestario, con acciones coordinadas entre dependencias municipales responsables de infraestructura, movilidad, servicios públicos y desarrollo urbano. La alternativa seleccionada se encuentra plenamente alineada con el Eje 5 del PMD 2025–2027, particularmente con los objetivos 5.1, 5.2, 5.3 y 5.4, y sus estrategias asociadas (5.1.1, 5.1.2, 5.1.3, 5.1.4, 5.2.1, 5.3.1 y 5.4.1), así como con la estructura jerárquica del Programa Presupuestario (Fin, Propósito, Componentes y Actividades), asegurando coherencia estratégica y operativa para la atención del problema público identificado.

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OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Infraestructura Municipal Sostenible
Clave del Programa Presupuestario	´04
Unidad Responsable del Pp	Secretaría de Obras Públicas y Desarrollo Urbano

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje 5: Infraestructura y Servicio Público
Alineación al Plan Estatal de Desarrollo	**Eje**	Infraestructuras Sostenibles y Servicios Públicos para el Desarrollo
	Subeje o subprograma	Infraestuctura sostenible, infraestructura educativa, Agua y drenaje
	Objetivo	OBJETIVO 5.1 Fortalecer la infraestructura sostenible y el equipamiento público para el desarrollo municipal. OBJETIVO 5.2 Fortalecer los espacios educativos del municipio. OBJETIVO 5.3 Fortalecer la infraestructura vial municipal. OBJETIVO 5.4 Contribuir a la mejora del acceso al servicio de agua y drenaje en el
	Estrategia (s)	ESTRATEGIA 5.1.1 Impulsar un programa de mejoramiento de la infraestructura y ordenamiento en el municipio. ESTRATEGIA 5.1.2 Fortalecer la infraestructura de los mercados públicos del municipio. ESTRATEGIA 5.1.3 Dotar al municipio de espacios naturales para la armonía social. ESTRATEGIA 5.1.4 Conservar el patrimonio del centro histórico de manera integral, inclusiva y sostenible. ESTRATEGIA 5.2.1 Dotar de infraestructura a los espacios educativos. ESTRATEGIA 5.3.1 Mejorar la interconectividad de las vialidades y espacios de movilidad. municipio. ESTRATEGIA 5.4.1 Fortalecer el sistema de agua potable del municipio.

Alineación al Plan Municipal de Desarrollo	**Línea(s) de Acción**	5.1.1.1 Realizar obras para la mejora de la infraestructura urbana. 5.1.1.2 Proponer un programa de ordenamiento urbano. 5.1.1.3 Coadyuvar en las mejoras de las viviendas del municipio. 5.1.1.4 Fortalecer la red de energía eléctrica. 5.1.2.1 Rehabilitar los mercados públicos del municipio. 5.1.2.2 Mejorar los espacios de los mercados públicos. 5.1.3.1 Construir espacios naturales en el municipio. 5.1.3.2. Rehabilitar los parques del municipio. 5.1.4.1 Fortalecer el rescate del Centro y del Patrimonio Histórico para evaluar la pertinencia de adecuaciones y nuevas construcciones. 5.1.4.2 Desarrollar un programa para la conservación del patrimonio del municipio. 5.1.4.3 Gestionar proyectos para la conservación, rehabilitación y preservación del centro histórico. 5.4.2.1 Coadyuvar con las instancias pertinentes la rehabilitación de redes de drenaje. 5.4.2.2 Construir drenaje sanitario en el territorio municipal. 5.4.2.3 Ampliar y rehabilitar la red de drenaje sanitario municipal. 5.4.2.4 Realizar obras de alcantarillado en el municipio.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	6. Agua limpia y saneamiento 9. Industria, innovación e infraestructura
	Meta(s) ODS	6.2 De aquí a 2030, lograr el acceso a servicios de saneamiento e higiene adecuados y equitativos para todos y poner fin a la defecación al aire libre, prestando especial atención a las necesidades de las mujeres y las niñas y las personas en situaciones de vulnerabilidad 9.1 Desarrollar infraestructuras fiables, sostenibles, resilientes y de calidad, incluidas infraestructuras regionales y transfronterizas, para apoyar el desarrollo económico y el bienestar humano, haciendo especial hincapié en el acceso asequible y equitativo para todos

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobernabilidad y Gestión Integral de Riesgos
Clave del Programa Presupuestario	´05
Unidad Responsable del Pp	Secretaría de Gobierno y Territorio

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez, como capital del estado y cabecera de una zona urbana compleja, enfrenta retos persistentes en materia de gobernabilidad democrática, convivencia vecinal y gestión integral de riesgos. La vida cotidiana en colonias, fraccionamientos y agencias se caracteriza por una interacción intensa entre vecinas y vecinos, autoridades auxiliares y gobierno municipal, en la que los conflictos comunitarios, la percepción sobre el desempeño de la autoridad y la preparación frente a fenómenos de riesgo influyen directamente en la estabilidad social y en la protección de los derechos humanos. En este contexto, la forma en que el Ayuntamiento conduce el diálogo con la población, media los conflictos y organiza la prevención y atención de riesgos se convierte en un eje central del desempeño gubernamental.

La Encuesta Nacional de Seguridad Pública Urbana (ENSU), en el rubro de confianza en la administración pública municipal, en 2023 la ciudadanía de Oaxaca de Juárez otorgó al gobierno municipal una calificación promedio de 4.8 en una escala de 0 a 10, por debajo de la media nacional de 5.3 reportada para ese año. En 2024, los resultados muestran que solo 36.6 % de la población manifestó “mucha” o “algo” de confianza en el gobierno municipal, mientras que 61.6 % declaró tener “algo” o “mucha” desconfianza, lo que coloca al municipio en una situación menos favorable que el promedio nacional y evidencia una relación frágil entre ciudadanía y autoridad local. Esta desconfianza limita la disposición de las personas a participar en procesos colectivos, reduce la credibilidad de los canales institucionales de atención y debilita la gobernabilidad democrática.
Los datos de efectividad del gobierno para atender las problemáticas de la ciudad refuerzan esta lectura. En 2025, Oaxaca de Juárez registró 16.0 % de personas que consideran al gobierno de su ciudad “muy” o “algo” efectivo en el primer trimestre (frente a una media nacional de 31.4 %), 14.0 % en el segundo trimestre (media nacional 30.1 %) y 20.4 % en el tercer trimestre (media nacional 30.3 %). Es decir, en los tres cortes trimestrales de 2025, Oaxaca de Juárez se ubicó por debajo del promedio nacional en percepción de efectividad, lo que indica que una mayoría de la población no considera que el gobierno municipal resuelva adecuadamente los problemas que ella misma identifica como prioritarios. Esta brecha de percepción es un indicador directo de debilidad en la gobernabilidad local.

En el ámbito de la convivencia y la conflictividad vecinal, la ENSU muestra que en el municipio de Oaxaca de Juárez la proporción de personas de 18 años y más que reportaron al menos un conflicto o enfrentamiento en su vida cotidiana pasó de un promedio anual de 26.3 % en 2022 a 24.4 % en 2023 y luego se elevó a 33.1 % en 2024, es decir, un incremento de 6.8 puntos porcentuales entre 2022 y 2024 que evidencia un cierre de administración con mayor conflictividad declarada. A lo largo de estos años, la mayoría de los conflictos se concentra en el entorno barrial: el porcentaje de “conflictos directos con vecinos(as)” respecto del total de personas que tuvieron conflicto fue de 71.7 % en 2022, 64.5 % en 2023 y 64.1 % en 2024, lo que confirma que, pese a ligeras variaciones, los desacuerdos con vecinas y vecinos siguen siendo la principal categoría de conflicto.

A nivel nacional, los datos son congruentes: alrededor de 73–75 % de quienes tuvieron conflicto lo hicieron con vecinos, y entre 4.6 % y 5.1 % reportaron problemas específicamente con las hijas e hijos de los vecinos, asociados a ruido, uso del espacio común, juegos y cuidado de áreas compartidas. Estas cifras, sumadas a las consecuencias señaladas en la propia encuesta —evitar el trato, deterioro de la relación, ruptura del diálogo e incluso agresiones verbales o físicas en casos extremos— muestran una conflictividad cotidiana persistente en las colonias, fraccionamientos y agencias, que tiende a acumularse y erosionar el tejido social cuando no existen mecanismos efectivos de mediación y canales institucionales claros para procesar estos desacuerdos.

Paralelamente, la situación de gestión integral de riesgos y protección civil refleja una vulnerabilidad estructural. De acuerdo con el Plan Municipal de Desarrollo (PMD) 2025–2027 y los insumos técnicos del IMPLAN, Oaxaca de Juárez se ubica en una zona de alta sismicidad y presenta múltiples puntos vulnerables frente a fenómenos de origen natural como sismos, lluvias intensas, inundaciones y deslizamientos de ladera. El plan reconoce la necesidad de contribuir en la salvaguarda de la ciudadanía municipal y plantea, como estrategia fortalecer la prevención de riesgos mediante la actualización del Atlas de Riesgos, la elaboración del Plan Municipal de Protección Civil, el desarrollo de mapas de percepción de riesgos para identificar zonas vulnerables y la capacitación del personal de protección civil. Asimismo, establece como prioridad fomentar la cultura de la protección civil y la gestión de riesgos en la ciudadanía, a través de campañas de autoprotección, incentivos a la participación ciudadana en medidas de protección civil y la creación de un Consejo Municipal de Protección Civil. El hecho de que estas líneas de acción sigan siendo tareas pendientes o en proceso evidencia que, hasta ahora, la gestión de riesgos no ha alcanzado el nivel de prevención y articulación que el propio PMD considera necesario.

Justificación del Pp
La persistencia de una gobernabilidad municipal deficiente, la conflictividad vecinal recurrente y las capacidades limitadas para la gestión integral de riesgos en el municipio de Oaxaca de Juárez obligan a una intervención directa del Gobierno Municipal. Como orden de gobierno con autonomía y competencia plena sobre su territorio, el Ayuntamiento está constitucional y legalmente obligado a garantizar el orden, la paz social, la convivencia vecinal y la protección de la población frente a riesgos. La Ley Orgánica Municipal del Estado de Oaxaca, en su artículo 43, apartado A, fracción I, establece que el Ayuntamiento debe expedir y reformar los bandos de policía y gobierno, reglamentos y disposiciones administrativas necesarias para el gobierno y régimen interior del municipio, asegurando la participación ciudadana y vecinal en los asuntos públicos. A su vez, los artículos 76, 77, 78, 79, 80 y 81 reconocen a las autoridades auxiliares (agentes municipales, de policía y representantes de núcleos rurales) como responsables de mantener el orden, la tranquilidad y la seguridad de los habitantes en sus demarcaciones, vigilar el cumplimiento de los reglamentos municipales, promover la integración de comités de colaboración ciudadana y rendir cuentas sobre la gestión de recursos y acciones en sus comunidades. En la Ley Orgánica, los artículos 139 y 140 precisan que los bandos tienen como propósito asegurar, preservar, mantener y restablecer el orden, la seguridad y la paz pública del municipio, así como promover la cultura cívica y el cumplimiento de derechos y deberes de la población. Asimismo, el Título Quinto, a partir del artículo 87, faculta al Ayuntamiento para crear las dependencias y entidades de la administración pública municipal necesarias para el ejercicio de sus atribuciones; en este marco se inscribe la Secretaría de Gobierno y Territorio como dependencia responsable de conducir la gobernabilidad local, articular la relación con autoridades auxiliares y coordinar las acciones de protección civil. El Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez 2025 desarrolla este marco general. Su artículo 144 organiza la Administración Pública Centralizada y precisa las dependencias encargadas de conducir la gobernabilidad territorial y la gestión de riesgos. En particular, el artículo 151 define la Dirección de Agencias, Barrios y Colonias como la instancia responsable de la atención, acompañamiento y coordinación con las autoridades auxiliares, así como de la promoción de la organización comunitaria y de los comités vecinales. El artículo 152 establece las atribuciones de la Dirección de Gobierno y Gestión, encargada de la conducción política interna, el diálogo con la ciudadanía, la mediación y canalización de conflictos vecinales y comunitarios, y la articulación con otras dependencias para la construcción de paz. Por su parte, el artículo 153 reconoce la Dirección de Protección Civil como la unidad responsable de la planeación, coordinación y ejecución de acciones de protección civil y gestión integral de riesgos en el municipio. La existencia explícita de estas direcciones en el Bando 2025 confirma que la Secretaría de Gobierno y Territorio y sus unidades adscritas cuentan con competencia jurídica directa para intervenir en los ámbitos de gobernabilidad, convivencia vecinal y gestión de riesgos que atiende el Programa Presupuestario. A su vez en materia de protección civil, la Ley Orgánica Municipal del Estado de Oaxaca dedica el Capítulo VII “De la Seguridad Pública y Protección Civil Municipales”, donde el artículo 159 establece que la seguridad pública municipal se presta conforme a la Ley del Sistema Estatal de Seguridad Pública de Oaxaca, y los artículos 160 a 163 ordenan la creación de un Sistema Municipal de Protección Civil, de un Consejo Municipal de Protección Civil y de una Unidad de Protección Civil, concebidos como un conjunto orgánico y articulado de estructuras y procedimientos para prevenir riesgos, proteger a la población ante emergencias y restablecer la normalidad tras desastres. Este marco normativo hace evidente que la gestión integral de riesgos no es una función discrecional, sino una responsabilidad obligatoria del municipio, que debe organizarse programáticamente y con capacidades técnicas suficientes. Sobre esta base jurídica, el Programa Presupuestario “Gobernabilidad y Gestión Integral de Riesgos” se justifica como el principal instrumento para dar respuesta al problema público identificado en el diagnóstico: la insuficiente capacidad institucional del municipio para conducir la gobernabilidad local, mediar y reducir los conflictos vecinales y gestionar integralmente los riesgos que afectan a la población y al territorio. Los resultados de la Encuesta Nacional de Seguridad Pública Urbana (ENSU) muestran una relación frágil entre ciudadanía y autoridad local. La pertinencia del programa se refuerza al considerar que el propio CONCENTRADO OELA reconoce que “la gobernabilidad que se ha presentado en el municipio es deficiente, debilitando así la protección de los derechos humanos”, lo que implica un riesgo directo para el cumplimiento del ODS 16 “Paz, justicia e instituciones sólidas”.

Estado actual del problema

Entre 2023 y 2025, el municipio de Oaxaca de Juárez presenta un contexto de gobernabilidad caracterizado por una combinación de baja confianza en el gobierno municipal, percepción limitada de efectividad institucional, alta incidencia de conflictos vecinales y una exposición relevante a riesgos de origen natural en colonias y agencias. De acuerdo con la Encuesta Nacional de Seguridad Pública Urbana (ENSU) del INEGI, en 2023 la ciudadanía otorgó al gobierno municipal una calificación promedio de 4.8 en una escala de 0 a 10 en confianza en la administración pública, por debajo de la media nacional de 5.3; en 2024, solo 36.6 % de la población declaró tener “mucha” o “algo” de confianza en el gobierno municipal, frente a 61.6 % que manifestó “algo” o “mucha” desconfianza, lo que refleja una relación frágil entre ciudadanía y autoridad local. En 2025, la proporción de personas que consideran al gobierno de su ciudad “muy” o “algo” efectivo para resolver las problemáticas más importantes se ubicó en 16.0 % en el primer trimestre, 14.0 % en el segundo y 20.4 % en el tercero, cifras consistentemente por debajo de las medias nacionales trimestrales, que se situaron entre 30.1 % y 31.4 %, lo que indica que una mayoría de habitantes de Oaxaca de Juárez no percibe al gobierno municipal como efectivo para atender los problemas priorizados por la propia población.

En el ámbito de la convivencia y la conflictividad vecinal, la ENSU muestra que la proporción de personas de 18 años y más en Oaxaca de Juárez que reportaron al menos un conflicto o enfrentamiento en su vida cotidiana fue de un promedio anual de 26.3 % en 2022, 24.4 % en 2023 y 33.1 % en 2024, lo que implica un incremento acumulado de 6.8 puntos porcentuales entre 2022 y 2024 y un cierre de administración anterior con mayor conflictividad declarada. A lo largo de estos años, la mayoría de dichos conflictos se concentra en el entorno barrial: el porcentaje de conflictos directos con vecinos(as), respecto del total de personas que reportaron conflictos, fue de 71.7 % en 2022, 64.5 % en 2023 y 64.1 % en 2024, de modo que, pese a variaciones interanuales, los desacuerdos entre vecinas y vecinos se mantienen como la principal categoría de conflicto cotidiano. A nivel nacional, los datos son congruentes: alrededor de 73–75 % de quienes tuvieron conflicto lo hicieron con vecinos, y entre 4.6 % y 5.1 % reportaron problemas específicamente con las hijas e hijos de las y los vecinos, generalmente asociados a ruido, uso del espacio común, juegos y cuidado de áreas compartidas; la ENSU también identifica consecuencias frecuentes como evitar el trato, deterioro de la relación, ruptura del diálogo y, en casos extremos, episodios de agresión verbal o física. Este patrón confirma que una parte importante de la conflictividad cotidiana se produce en colonias, fraccionamientos y agencias y se expresa en el entorno inmediato de convivencia vecinal.

En materia de gestión integral de riesgos y protección civil, los informes de gobierno de la administración 2022–2024 registran un volumen significativo y sostenido de acciones y reportes de emergencia. El Segundo Informe de Gobierno Municipal 2023 señala la realización de 221 asesorías y capacitaciones en primeros auxilios, reanimación cardiopulmonar básica, sismos, evacuación de inmuebles y prevención de incendios, con un alcance de 4,218 personas capacitadas; en el mismo periodo se atendieron 628 reportes ciudadanos a través del 911 y del número operativo de protección civil, principalmente por incendios y quema de pastizales (140 reportes), daños a infraestructura urbana (138), ramas y árboles caídos o en mal estado (115), eventos y espectáculos (86) y fugas u olor a gas (58), entre otros. El Tercer Informe de Gobierno 2024 reporta 2,755 asesorías y capacitaciones en primeros auxilios básicos, sismos, evacuación, prevención de incendios y uso de extintores, con 5,659 personas capacitadas (3,328 mujeres y 2,331 hombres), así como 679 reportes de emergencia, de los cuales 183 estuvieron relacionados con incendios y quema de pastizales, 171 con infraestructura dañada, 164 con ramas y árboles caídos, 59 con eventos y espectáculos, 52 con fugas u olor a gas, 16 con residuos tóxicos en la vía pública y 7 con encharcamientos e inundaciones. Estas cifras muestran que, en la práctica, la Dirección de Protección Civil enfrenta de manera continua situaciones de riesgo de diversa naturaleza —incendios, afectaciones a infraestructura, caída de árboles, gas, inundaciones— que requieren atención operativa y presencia territorial casi permanente.

La información más recientes en Informes de Resultados presentados al 30 de octubre de 2025 indica que, de enero a esa fecha, la Dirección de Protección Civil ha atendido 490 reportes de emergencia, principalmente por combate de incendios, fugas de gas, cables caídos, ramas fracturadas y árboles caídos, limpieza de residuos tóxicos en la cinta asfáltica, reparación de infraestructura dañada, atención a encharcamientos, inundaciones, hundimientos y personas lesionadas, señalando que la mayoría de estos incidentes se registra en la cabecera municipal. El mismo documento compara la atención de emergencias de 2024 y 2025, señalando que en 2024 se registraron 748 casos y en 2025, hasta octubre, 490, lo que constituye una reducción importante en el número de reportes, pero confirma al mismo tiempo la presencia constante de riesgos que afectan a personas, inmuebles y vialidades. Asimismo, se reportan 759 actividades preventivas (operativos preventivos, acciones de difusión sobre cultura de prevención, detección de riesgos en inmuebles, revisiones en eventos masivos, instalación de comités vecinales de protección civil, recorridos de verificación en mercados y jardines, inspecciones en eventos con pirotecnia y

Evolución del problema

En los últimos cuatro años, el problema de la gobernabilidad local, la conflictividad vecinal y la gestión integral de riesgos en Oaxaca de Juárez muestra una trayectoria de persistencia y complejización, en la que conviven avances institucionales parciales con tendencias que mantienen elevada la presión sobre la administración municipal.

Desde la perspectiva de la convivencia cotidiana, la ENSU indica que la proporción de personas de 18 años y más en Oaxaca de Juárez que reportaron al menos un conflicto o enfrentamiento en su vida diaria fue de 26.3 % en 2022, 24.4 % en 2023 y 33.1 % en 2024, lo que significa un incremento acumulado de 6.8 puntos porcentuales entre 2022 y 2024. Dentro de este universo, los "conflictos directos con vecinos(as)" se han mantenido como la principal categoría: representaron 71.7 % de quienes tuvieron conflicto en 2022, 64.5 % en 2023 y 64.1 % en 2024. La serie muestra, por tanto, una conflictividad vecinal estructuralmente alta, con un repunte reciente en la proporción de personas que declaran haber tenido al menos un conflicto.

En materia de gobernabilidad y confianza institucional, la evolución también refleja rezagos. En 2023, la ciudadanía de Oaxaca de Juárez otorgó al gobierno municipal una calificación promedio de 4.8 en confianza en una escala de 0 a 10, por debajo de la media nacional (5.3). En 2024, solo 36.6 % de la población manifestó "mucha" o "algo" de confianza en el gobierno municipal, mientras que 61.6 % declaró tener "algo" o "mucha" desconfianza. Para 2025, el porcentaje de personas que consideran al gobierno de su ciudad "muy" o "algo" efectivo para resolver los problemas se ubicó en 16.0 % en el primer trimestre, 14.0 % en el segundo y 20.4 % en el tercero, consistentemente por debajo de las medias nacionales (alrededor de 30 %). En conjunto, estos datos muestran que, en el periodo reciente, no se observa una mejora sostenida en la percepción de efectividad ni en la confianza hacia el gobierno municipal, elementos que forman parte central del problema público de "gobernabilidad deficiente" establecido en el PMD 2025–2027.

En la dimensión de gestión integral de riesgos y protección civil, los informes de gobierno de la administración 2022–2024 y el informe parcial al 30 de octubre de 2025 permiten apreciar cambios cuantificables. En 2023, la Dirección de Protección Civil registró alrededor de 628 reportes de emergencia (incendios y quema de pastizales, infraestructura dañada, árboles y ramas caídas, fugas de gas, eventos masivos, entre otros). En 2024, el número de emergencias atendidas ascendió a 748 casos, mientras que en 2025, hasta octubre, se contabilizan aproximadamente 490 reportes, lo que sugiere un pico en la demanda de atención durante 2024 y una reducción parcial en 2025, sin que ello signifique la desaparición de los riesgos ni de la presión operativa. En paralelo, el número de asesorías, capacitaciones, cursos y simulacros en materia de protección civil ha mostrado una tendencia al alza: de algunas centenas de actividades y algunos miles de personas capacitadas en 2022–2023, a varios miles de participantes en 2024–2025, según los registros administrativos de la propia Dirección. Esta combinación muestra una evolución en la que la carga de emergencias se mantiene elevada, mientras se incrementan los esfuerzos de formación y prevención, aunque sobre una base histórica de cultura preventiva limitada.

El marco técnico de riesgos se ha modificado menos: el Atlas Municipal de Riesgos disponible sigue correspondiendo a la versión 2011, que ha sido digitalizada pero no actualizada integralmente; el PMD 2025–2027 reconoce la necesidad de actualizar este instrumento, elaborar el Plan Municipal de Protección Civil, desarrollar mapas de percepción de riesgos y consolidar el Consejo Municipal de Protección Civil. La permanencia de un atlas desactualizado y la ausencia, hasta años recientes, de un plan municipal vigente sugieren una evolución lenta de la capacidad institucional para incorporar de manera sistemática el enfoque de riesgo en la planeación y la toma de decisiones.

Desde el punto de vista territorial y social, el problema ha evolucionado en un contexto de urbanización continua, presión sobre el espacio público y crecimiento de asentamientos en zonas de riesgo (laderas inestables, cercanía a cauces y áreas inundables), especialmente en colonias y agencias periféricas como Santa Rosa, Pueblo Nuevo, San Martín Mexicapam y secciones de la cabecera municipal. Se trata de factores estructurales que incrementan la exposición física de la población. Estos se entrelazan con factores sociales, como la intensificación del uso del espacio público, la convivencia cotidiana en condiciones de hacinamiento o servicios urbanos limitados y la persistencia de normas de convivencia poco internalizadas; y con factores institucionales, como la capacidad limitada para acompañar de forma permanente a autoridades auxiliares y comités vecinales, la operación parcial de consejos consultivos y la cobertura aún insuficiente de procesos de mediación, diálogo y cultura de paz.

Experiencias de atención

En cuanto a experiencias de atención relevantes para el municipio o para el estado de Oaxaca, muestra que entre 2020 y 2024, el Ayuntamiento de Oaxaca de Juárez desarrolló acciones tanto en gobernanza y

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp

Población Potencial	270,955 personas	**Cuantificación:**	270,955 personas que habitan en el municipio de Oaxaca de Juárez (población total según Censo de Población y Vivienda 2020 de INEGI). Corresponde al universo de personas que, por el solo hecho de residir en colonias, fraccionamientos y agencias del municipio, están potencialmente expuestas a conflictividad vecinal (uso del espacio público, ruido, incivilidades, desacuerdos cotidianos) y/o a riesgos de origen natural (sismos, lluvias intensas, inundaciones, deslizamientos) documentados en el Atlas de Riesgos y el diagnóstico territorial del IMPLAN.
		Criterios de Focalización	- Residencia en el municipio de Oaxaca de Juárez (población total Censo 2020). - Hogares y personas que conviven en aproximadamente 291 colonias, fraccionamientos y agencias con relaciones de vecindad y uso de espacio público. - Territorio municipal con alta sismicidad y zonas identificadas con riesgo de inundación, deslizamientos y encharcamientos (Atlas de Riesgos / IMPLAN). - Este universo representa el máximo marco de referencia sobre el que puede influir el Pp, del cual se deriva la población objetivo.

Población Objetivo	160,000 personas	**Cuantificación:**	160,000 personas (≈ 60 % de la población total). Se trata de un subconjunto de la población potencial que reside en colonias, fraccionamientos y agencias con mayor conflictividad vecinal y/o mayor exposición a riesgos. El porcentaje se estima a partir de: (a) los promedios anuales de la ENSU 2022–2024 sobre población que reporta conflictos o enfrentamientos (26.3 %, 24.4 % y 33.1 %) y conflictos directos con vecinos(as) (entre 64 % y 72 % de quienes tuvieron conflicto); y (b) la proporción de población que habita en zonas clasificadas por el Atlas de Riesgos e IMPLAN como de vulnerabilidad alta o media-alta (áreas inundables, laderas inestables, cercanía a cauces y zona de alta influencia sísmica). El cruce de estos elementos sustenta la estimación de alrededor de 160 mil personas como población que enfrenta mayores niveles de conflictividad y riesgo.
		Criterios de Focalización	Colonias y agencias identificadas en el diagnóstico municipal, el Atlas de Riesgos y el IMPLAN que presentan: (a) antecedentes de conflictividad vecinal recurrente, (b) mayor percepción de inseguridad y baja confianza/efectividad del gobierno municipal (ENSU), y/o (c) localización en zonas de riesgo (inundaciones, deslizamientos, cauces, laderas). - Territorios donde operan autoridades auxiliares y Comités Vecinales con alta demanda de atención gubernamental (reportes, mesas de diálogo, solicitudes de protección civil). - Subconjunto explícito de la población potencial: personas que, de acuerdo con la evidencia diagnóstica, enfrentan más intensamente el problema público de gobernabilidad
Población atendida (beneficiarios)	30,000 a 35,000 personas	**Cuantificación:**	30,000 a 35,000 personas por ejercicio fiscal, equivalentes a aproximadamente 20–22 % de la población objetivo. Corresponde exclusivamente a personas que recibirán beneficios directos del programa, es decir, que participarán en: procesos de diálogo y mediación de conflictos vecinales, acompañamiento y fortalecimiento de autoridades auxiliares y
		Criterios de Focalización	Subconjunto específico de la población objetivo (no se contabiliza a toda la población expuesta, sino a quienes participan directamente en las acciones del programa). - Priorización de colonias y agencias con conflictos vecinales recurrentes y alta exposición a riesgos (Centro, Pueblo Nuevo, San Martín Mexicapam, Santa Rosa y zonas identificadas en el Atlas de Riesgos y diagnósticos del IMPLAN). - Enfoque en grupos de atención prioritaria: mujeres, personas jóvenes usuarias intensivas del espacio público, personas adultas mayores y población que habita en colonias de bajos ingresos o en zonas inundables / de ladera. - Participación mediante Comités Vecinales, autoridades auxiliares, organizaciones comunitarias y escuelas en actividades de mediación, organización comunitaria y capacitación en protección civil. - Se excluye de esta cifra a la población sensibilizada de manera indirecta (por ejemplo, destinataria de campañas masivas), que será registrada solo como beneficiaria indirecta en los informes de avance.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

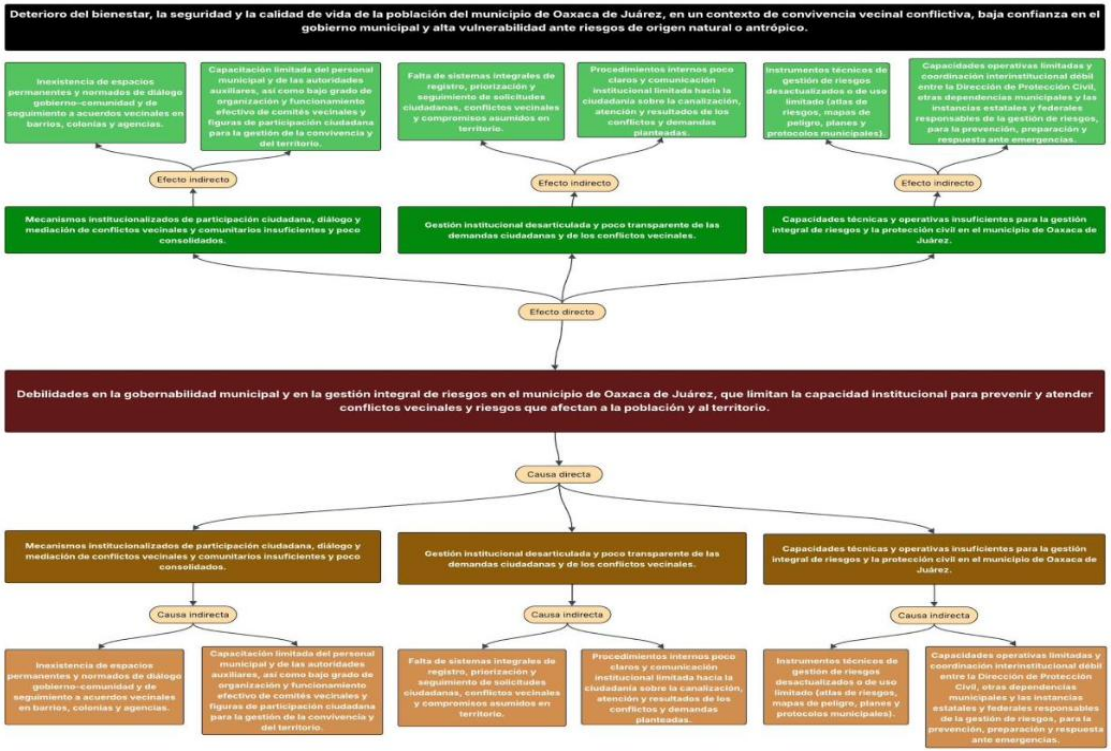
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobernabilidad y Gestión Integral de Riesgos
Clave del Programa Presupuestario	´05
Unidad Responsable del Pp	Secretaría de Gobierno y Territorio

Árbol de Problemas

Efectos

Problemática Identificada

Causas

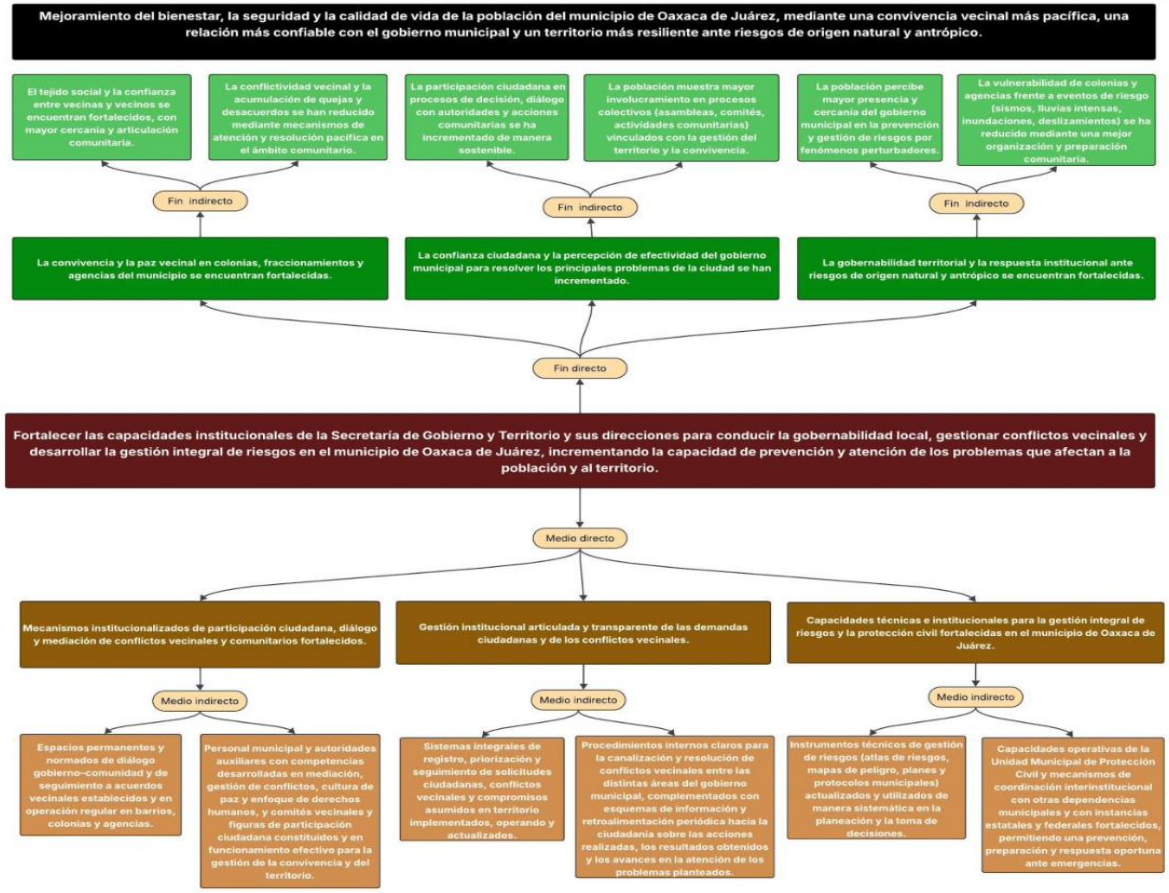


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas del Programa Presupuestario “Gobernabilidad y Gestión Integral de Riesgos” se realizó con base en el diagnóstico institucional y en los árboles de problemas y de objetivos construidos mediante la Metodología del Marco Lógico, garantizando coherencia entre el problema público identificado, el objetivo central y los fines a los que contribuye el programa. Durante este proceso se analizaron distintas rutas de intervención derivadas de las causas críticas detectadas, incluyendo alternativas más acotadas como esquemas principalmente reactivos de atención de conflictos vecinales, intervenciones centradas solo en protección civil o estrategias focalizadas únicamente en organización comunitaria, valorando su viabilidad técnica, institucional y presupuestal. De este análisis se determinó que la alternativa más adecuada es una estrategia integral que articula tres núcleos: a) fortalecimiento de los mecanismos de participación, diálogo y mediación vecinal; b) mejora de los sistemas de registro, atención y seguimiento de solicitudes ciudadanas, conflictos y acuerdos territoriales; y c) reforzamiento de las capacidades técnicas e institucionales para la gestión integral de riesgos y la protección civil, con participación activa de autoridades auxiliares y comités vecinales. La estrategia se materializa a través de la ejecución directa de los componentes y actividades del Programa Presupuestario y de su MIR, y se encuentra alineada con el Eje 3 “Gobierno de paz, seguridad y justicia” y con los niveles jerárquicos de planeación (Fin, Propósito, Componentes y Actividades) establecidos en el PMD 2025–2027.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobernabilidad y Gestión Integral de Riesgos
Clave del Programa Presupuestario	´05
Unidad Responsable del Pp	Secretaría de Gobierno y Territorio

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	Eje	Gobernanza con justicia y participación ciudadana
Alineación al Plan Estatal de Desarrollo	Eje	Seguridad y Justicia
Alineación al Plan Municipal de Desarrollo	Eje	3, Gobierno de Paz, Seguridad y Justicia
	Subeje o subprograma	3.2 Gobernabilidad y Derechos Humanos
	Objetivo	3.2 Fortalecer la gobernabilidadmunicipal3.3 Contribuir en la salvaguarda de la ciudadanía municipal
	Estrategia (s)	3.2.1 Establecer procesos de participación ciudadana para la co-creación de soluciones públicas 3.3.1 Fortalecer la prevención de riesgos 3.3.2 Fomentar la cultura de la protección civil y gestión de riesgos de la ciudadanía
	Línea(s) de Acción	3.2.1.1 Impulsar elecciones integras en los procesos de participación ciudadana 3.2.1.2 Fortalecer la promoción de valores y actividades vecinales 3.2.1.3 Fomentar la participación ciudadana activa en los procesos de planeación municipal 3.2.1.4 Establecer los diálogos vecinales como un canal de comunicación entre la ciudadanía y gobierno municipal 3.2.1.5 Fortalecer la participación de las organiciones de la sociedad civil y las personas en los consejos de participación ciudadana 3.3.1.1 Gestionar la actualización del atlas de riesgo municipal 3.3.1.2 Realizar el Plan Municipal de Protección Civil 3.3.1.3 Desarrollar mapas de percepcion de riesgos actualizados para identificar las zonas vulnerables o afectadas 3.3.1.4 Brindar capacitación al personal de protección civil 3.3.2.1 Impulsar campañas informativas sobre autoprotección y cultura de prevención de desastres 3.3.2.2 Incentivar la participación ciudadana en las medidas de protección civil municipales 3.3.2.3 Establecer un consejo municipal de protección civil.
	Objetivo(s) ODS	16. Paz, justicia e instituciones solidas 11. Lograr que las ciudades y los asentamientos humanos sean inclusivos, seguros, resilientes y sostenibles

Alineación a los Objetivos de Desarrollo Sostenible	**Meta(s) ODS**	16,7 Garantizar la adopción en todos los niveles de decisiones inclusivas, participativas y representativas que respondan a las necesidades. 11,5 De aquí a 2030, reducir significativamente el número de muertes causadas por los desastres, incluidos los relacionados con el agua, y de personas afectadas por ellos, y reducir considerablemente las pérdidas económicas directas provocadas por los desastres en comparación con el producto interno bruto mundial, haciendo hincapié en la protección de los pobres y las personas en situaciones de

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	´06
Unidad Responsable del Pp	Secretaría de Gobierno y Territorio

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez, capital del estado y nodo metropolitano y turístico, concentra una parte importante de la actividad económica estatal, particularmente en el sector terciario y en el comercio minorista. A nivel estatal, poco más de la mitad de la población ocupada se ubica en actividades terciarias y alrededor de una sexta parte labora específicamente en el comercio (16.5 % de las personas ocupadas, equivalentes a aproximadamente 290 mil personas en 2024, según INEGI), lo que refleja el peso que tiene el comercio —formal e informal— en el ingreso de los hogares y en la dinámica urbana del municipio.

Este contexto se desenvuelve en un entorno laboral caracterizado por altos niveles de informalidad. En el estado de Oaxaca, para el cuarto trimestre de 2024, 78.0 % de la población ocupada se encontraba en condiciones de empleo informal (alrededor de 1.4 millones de personas) y 39.2 % trabajaba en el sector informal propiamente dicho, de acuerdo con la ENOE. Una proporción relevante de esta población se inserta en micronegocios sin establecimiento y en actividades de comercio al menudeo, lo que se traduce en un fuerte peso del comercio en vía pública y de unidades económicas con baja o nula regulación por parte de la autoridad municipal.

Desde la perspectiva de la percepción ciudadana, la Encuesta Nacional de Seguridad Pública Urbana (ENSU) muestra que, a nivel nacional, el porcentaje de personas de 18 años y más que considera a los “mercados y centrales de abasto en mal estado” como uno de los problemas más importantes de su ciudad se ha mantenido en un nivel relevante y estable: 15.0 % en el promedio anual 2022, 14.7 % en 2023 y 16.3 % en 2024. Este comportamiento confirma que el deterioro físico, operativo y funcional de los mercados y centrales de abasto es reconocido por la población como una problemática urbana persistente, lo cual resulta especialmente pertinente para Oaxaca de Juárez, donde el Mercado de Abasto y los mercados públicos son nodos clave del abasto y de la actividad comercial cotidiana.

El Plan Municipal de Desarrollo 2025–2027 y el Sistema de Información para la Planeación del Desarrollo (SISPLADE) reconocen que en Oaxaca de Juárez se registra un porcentaje elevado de población dedicada al comercio informal, lo que limita el crecimiento económico local y se relaciona con problemas de desorden en el uso del espacio público, competencia desleal y afectaciones a la movilidad urbana. En los Diálogos Vecinales para la elaboración del Plan, las vecinas y los vecinos identificaron de manera reiterada las “condiciones de los mercados” y la presencia de “ambulantes” como una de las principales problemáticas del municipio, señalando la saturación de áreas aledañas al Mercado de Abasto y otros mercados públicos, así como la ocupación irregular de banquetas y áreas comunes por puestos y vendedores sin regulación clara.

En congruencia con la OELA Líneas de acción por dependencia y problemática identificada, el problema público que da origen al Programa Presupuestario se formula como: La actividad comercial en los mercados públicos, el Mercado de Abasto y la vía pública del municipio de Oaxaca de Juárez se desarrolla de manera desordenada y con regulación y control administrativo insuficientes, lo que genera conflictividad territorial, competencia desleal, saturación del espacio público y limita el desarrollo del comercio local y la efectividad de la acción regulatoria municipal, para lo cual es importante atender el objetivo 4.3 en relación al fortalecimiento de la actividad comercial en el municipio con antención especial a los mercados públicos con lo que atiende el ODS 8. Trabajo decente y crecimiento económico.

Justificación del Pp

La intervención del Gobierno Municipal en los mercados públicos, el Mercado de Abasto y el comercio en vía pública es necesaria porque el problema público identificado en el apartado 1.1.1 —actividad comercial desordenada y con regulación y control administrativo insuficientes— rebasa la capacidad de autorregulación de los propios actores económicos y afecta directamente el interés público: genera competencia desleal, saturación del espacio público, conflictos vecinales y pérdida de competitividad de los mercados. De acuerdo con el DENUE 2024, en Oaxaca de Juárez el comercio al por menor representa 13,131 unidades económicas (41.8 % del total municipal) y el municipio concentra aproximadamente 11 % de las unidades económicas del estado, mientras que el PMD 2025–2027 y la ENOE señalan que 78.0 % de la población ocupada estatal se encuentra en condiciones de empleo informal y 39.2 % labora en el sector informal, con una proporción importante vinculada al comercio al menudeo y micronegocios. A ello se suma la existencia de 16 mercados municipalizados y alrededor de 900 personas en informalidad laboral en el primer cuadro dedicadas al comercio en vía pública, lo que evidencia que el problema no es marginal, sino estructural para la economía y la gobernanza urbana del municipio.

El Ayuntamiento de Oaxaca de Juárez tiene la obligación formal de intervenir en la regulación comercial en mercados y centrales de abasto de conformidad con el Artículo 115, fracción III, apartado d, de la Constitución Política de los Estados Unidos Mexicanos, así mismo la Constitución Política del Estado Libre y Soberano de Oaxaca en su artículo 94 apartado d, establece que los municipios son libres para expedir bases normativas y tienen a su cargo mercados y centrales de abasto, mientras que la Ley Orgánica Municipal del Estado de Oaxaca, manifiesta en su artículo 43 las atribuciones y competencias para la regulación de mercados y comercios.
Es por ello que el Bando de Policía y Gobierno 2025–2027 en sus artículos 147, 148, 149 y 150 establece que la Secretaría de Gobierno y Territorio tiene bajo su adscripción, entre otras, a la Dirección General de Regulación y Atención a Mercados con sus direcciones de Mercado de Abasto y Mercados Públicos y a la Dirección de Comercio en Vía Pública, con atribuciones específicas para supervisar el cumplimiento de los reglamentos en la materia, promover la eficiencia en la administración de los mercados, integrar expedientes de locatarios y concesionarios y coadyuvar en la seguridad de los mercados.

Por su parte, el Reglamento para el Control de Actividades Comerciales y de Servicios en Vía Pública del Municipio de Oaxaca de Juárez, publicado el 11 de diciembre de 1999, establece en sus primeros artículos la obligación de empadronar a todas las personas que realizan comercio en vía pública y asigna a la Dirección de Control de Comercio en Vía Pública funciones de control, autorización y supervisión de la actividad comercial en la calle. Cabe resaltar que en materia de mercados, el municipio ha operado durante más de cuarenta años con un Reglamento de Mercados Públicos y del Mercado de Abasto de 1984, lo que evidencia un rezago normativo significativo frente a la evolución del comercio local.

En este marco jurídico, el Programa Presupuestario “Ordenamiento y Regulación del Comercio” se justifica como el instrumento mediante el cual el Ayuntamiento y, en particular, la Secretaría de Gobierno y Territorio —a través de la Dirección General de Regulación y Atención a Mercados (Mercados Públicos y Mercado de Abasto), la Dirección de Comercio en Vía Pública y la Unidad de Defensores (inspectores)— ejercen de manera programada y sistemática sus atribuciones de regulación, supervisión, registro y control de la actividad comercial por lo cual es necesario crear y mantener este programa porque el problema público definido en el 1.1.1 no puede resolverse con acciones aisladas o sólo reactivas: requiere diagnóstico permanente, actualización y aplicación de la normatividad, integración y uso de padrones, regulación de usos del espacio público y fortalecimiento de la inspección y defensoría comercial. El Pp contribuye a reducir el desorden comercial y la competencia desleal al articular en una sola intervención el ordenamiento de mercados públicos, el control del comercio en vía pública y el fortalecimiento de la función inspectiva, corrigiendo fallas de gobierno (normatividad desactualizada, control operativo fragmentado) y fallas de mercado (asimetrías entre comercio formal e informal, uso desigual del espacio público).

Estado actual del problema

En la actualidad, el comercio continúa siendo uno de los pilares de la economía local de Oaxaca de Juárez. De acuerdo con el Directorio Estadístico de Unidades Económicas (DENUE) 2024 del INEGI, el municipio concentra aproximadamente 11 % de las unidades económicas del estado y, solo en comercio al por menor, se registran 13,131 unidades económicas, lo que equivale al 41.8 % del total municipal. Paralelamente, la Encuesta Nacional de Ocupación y Empleo (ENOE) reporta para el cuarto trimestre de 2024 una tasa de ocupación en el sector terciario en el municipio cercana al 81.4 % y una tasa de informalidad laboral de 60.4 %, lo que evidencia que una proporción considerable de las personas ocupadas participa en actividades económicas sin condiciones plenas de formalidad, muchas de ellas vinculadas al comercio al menudeo y a micronegocios.

En el ámbito estatal, la ENOE indica que 78.0 % de la población ocupada de Oaxaca se encuentra en condiciones de empleo informal y que 39.2 % labora en el sector informal propiamente dicho , la segunda más alta del país en ese periodo y significativamente superior al promedio nacional de 27.5 %, ubicando a la entidad entre las de mayor informalidad del país. Esta situación se asocia con una carencia generalizada de protección social: en el municipio, 162,739 personas presentan carencia por acceso a la seguridad social, según la medición de pobreza 2020 de CONEVAL. En la práctica, esto se refleja en una base amplia de personas que dependen del comercio —en mercados públicos, el Mercado de Abasto y la vía pública— como principal fuente de ingreso, pero en condiciones de baja formalización y alta vulnerabilidad laboral.

La percepción ciudadana reflejada en la Encuesta Nacional de Seguridad Pública Urbana (ENSU) muestra que, a nivel nacional, el porcentaje de población de 18 años y más que identifica a los “mercados y centrales de abasto en mal estado” como uno de los principales problemas de su ciudad se ha mantenido en niveles relevantes y estables: 15.0 % en el promedio anual 2022, 14.7 % en 2023 y 16.3 % en 2024. Estos datos confirman que el deterioro físico, operativo y funcional de los mercados y centrales de abasto es reconocido como una problemática urbana persistente en las ciudades del país, contexto en el cual Oaxaca de Juárez no es la excepción, dado el papel central del Mercado de Abasto “Margarita Maza de Juárez” y del resto de mercados públicos en la vida cotidiana del municipio.

En el territorio municipal, la problemática se manifiesta de manera diferenciada. De acuerdo con el Plan Municipal de Desarrollo 2025–2027 y con el censo municipal levantado durante la administración 2022–2024, en el primer cuadro de la ciudad se registra un padrón cercano a 900 personas en situación de informalidad laboral dedicadas al comercio en la vía pública, que ocupan banquetas, calles y áreas comunes sin permisos de carácter transitorio o fuera de los lineamientos establecidos. Esta situación se concentra en el Centro Histórico, el andador turístico y las calles aledañas a mercados como Benito Juárez, 20 de Noviembre y, de manera destacada, el Mercado de Abasto “Margarita Maza de Juárez”, donde la presencia de puestos fijos, semifijos y ambulantes presiona de forma constante el uso del espacio público y la movilidad peatonal y vehicular. No obstante, el comercio informal también está presente en mercados y zonas comerciales de agencias y colonias periféricas —como Santa Rosa, Candiani, La Noria y otras— donde la combinación de alta informalidad laboral y menores oportunidades económicas incrementa la presión sobre el espacio público y sobre los mecanismos de regulación municipal.

En cuanto a los mercados públicos, la Secretaría de Gobierno y Territorio reporta la existencia de 16 mercados municipalizados: Mercado de Abasto “Margarita Maza de Juárez”, IV Centenario, Candiani, Sánchez Pascuas, Hidalgo, 20 de Noviembre, Benito Juárez, Santa Rosa, La Cascada, Venustiano Carranza, La Noria, Paz Migueles, La Merced, Las Flores y Lulaá. Estos espacios concentran una parte importante de la actividad comercial minorista, pero el propio PMD 2025–2027 así como los informes de gobierno 2022–2024 y el informe preliminar 2025 documentan de manera reiterada la presencia de desorden en la ocupación de locales y áreas comunes, padrones de locatarios desactualizados, giros fuera de norma y deficiencias en la operación cotidiana, lo

Evolución del problema

Entre 2019 y 2024, la información de la Encuesta Nacional de Ocupación y Empleo (ENOE) para la ciudad de Oaxaca —área urbana donde se localiza el municipio de Oaxaca de Juárez— muestra una trayectoria consistente de alta informalidad y precariedad laboral, estrechamente vinculada con la evolución del comercio local. De acuerdo con la ENOE de 2019 al 2024, la tasa de informalidad laboral pasó de 47.5 % en 2019 a 59.1 % en 2024, es decir, un incremento de alrededor de 11.6 puntos porcentuales en cinco años. El salto más pronunciado se registra entre 2019 y 2021, asociado al impacto económico de la pandemia de COVID-19, y aunque a partir de 2022 se observa cierta estabilización, los niveles de informalidad se mantienen persistentemente altos, sin regresar a los valores previos a 2019. Cabe destacar que Oaxaca de Juárez se encuentra por encima de la media nacional que en promedio es del 25.6%
En el mismo periodo, la tasa de ocupación en el sector informal aumentó de 31.6 % en 2019 a 37.4 % en 2024, lo que representa un incremento de aproximadamente 5.8 puntos porcentuales. Este comportamiento refleja que una proporción creciente de la población ocupada trabaja en unidades económicas informales —micronegocios, actividades por cuenta propia sin registro y comercio al menudeo—, muchas de ellas vinculadas a mercados públicos, al entorno del Mercado de Abasto y al comercio en vía pública. Paralelamente, la tasa de condiciones críticas de ocupación avanzó de 43.6 % en 2019 a 45.8 % en 2024, con picos de 47.5–47.6 % en 2021–2022, lo que indica que casi la mitad de las personas ocupadas lo hace en condiciones de bajos ingresos, jornadas extremas o subocupación, situación que empuja a muchas familias a recurrir al comercio informal como estrategia de supervivencia económica.
Esta evolución en los indicadores laborales se traduce, en el ámbito municipal, en una presión sostenida sobre los mercados públicos y el espacio público. Entre 2019 y 2024, los censos y registros municipales han identificado un incremento y posterior estabilización de la presencia de comercio informal en el primer cuadro de la ciudad, con un padrón cercano a 900 personas en situación de informalidad laboral dedicadas al comercio en vía pública, concentradas en el Centro Histórico, el andador turístico y las calles aledañas a los mercados Benito Juárez, 20 de Noviembre y el Mercado de Abasto “Margarita Maza de Juárez”. En estos puntos, la combinación de mayores niveles de informalidad, necesidad de ingresos complementarios y control administrativo limitado ha derivado en una ocupación cada vez más intensa de banquetas, calles y áreas comunes, consolidando patrones de desorden comercial que se han mantenido a lo largo del tiempo.

En los 16 mercados municipalizados (Mercado de Abasto “Margarita Maza de Juárez”, IV Centenario, Candiani, Sánchez Pascuas, Hidalgo, 20 de Noviembre, Benito Juárez, Santa Rosa, La Cascada, Venustiano Carranza, La Noria, Paz Migueles, La Merced, Las Flores y Lulaá), los informes de gobierno 2022–2024 y la información de la Secretaría de Gobierno y Territorio señalan que, si bien se han realizado acciones puntuales de mantenimiento, regularización o intervención de infraestructura en algunos casos, persisten patrones recurrentes de ocupación irregular de locales y áreas comunes, padrones de locatarios desactualizados, giros fuera de norma y presencia de comercio informal en los perímetros de los mercados. La situación no se modifica de forma estructural: año con año se reportan operativos, censos y procesos de reorganización, pero también la continuidad de conflictos por el uso del espacio y la saturación de accesos y vialidades en torno a los mercados.

La evolución del problema también se observa en las percepciones recabadas en los Diálogos Vecinales y en espacios como el foro “Prosperidad compartida”, donde comerciantes y vecinas/os han reportado, de manera reiterada entre 2020 y 2024, bajas ventas, competencia desleal con comercio informal cercano, falta de difusión y desconocimiento de la ubicación de algunos mercados, así como inconformidades por la ocupación del espacio público por puestos sin permiso. Estas percepciones se mantienen en el tiempo y se combinan con los niveles elevados de informalidad y condiciones críticas de ocupación, reforzando la idea de que el desorden comercial en mercados y vía pública no es un fenómeno coyuntural, sino una característica persistente del entorno urbano y económico de municipio.

Experiencias de atención
En cuanto a experiencias de atención relevantes para el municipio o para el estado de Oaxaca, pueden destacarse la coordinación interinstitucional establecida mediante la Ley Estatal en la que los municipios forman parte del Sistema Estatal de Prevención, Atención, Sanción y Erradicación de la Violencia contra las Mujeres. A nivel municipal, la formulación del Plan Municipal de Desarrollo 2025-2027, construida con participación vecinal ("diálogos vecinales") y con integración de ejes transversales, sugiere una experiencia de gobernanza participativa que puede facilitar la intervención del Instituto Municipal de la Mujer. En el caso de Instituto se han implementado programas de capacitación, atención a víctimas, proyectos de autonomía económica de mujeres, etc. que son experiencias que nos han permitido identificar buenas prácticas, aprendizajes y áreas de mejora para el programa presupuestario.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp

Población Potencial	Total de unidades económicas y personas que realizan actividades de comercio al por menor y comercio en vía pública en el municipio de Oaxaca de Juárez, que enfrentan problemas de desorden, informalidad y falta de regulación municipal.	**Cuantificación:**	≈ 14,031 unidades económicas/comercios en el municipio de Oaxaca de Juárez: 13,131 unidades económicas de comercio al por menor registradas en el DEUE 2024 + ≈ 900 personas/comerciantes en la informalidad laboral en el primer cuadro de la ciudad (ocupando la vía pública sin permiso).
		Criterios de Focalización	Sectorial: todas las unidades económicas dedicadas al comercio al por menor en mercados públicos y al comercio en vía pública en el municipio. Territorial: ámbito municipal completo (cabecera y agencias). Situación laboral: incluye tanto comercio formal (establecido en mercados) como comercio informal (vía pública y micronegocios sin permiso).
Población Objetivo	Subconjunto de la población potencial conformado por los mercados municipalizados y las personas comerciantes en vía pública de las zonas críticas donde se concentrarán las acciones de	**Cuantificación:**	16 mercados municipalizados (Abasto, Benito Juárez, 20 de Noviembre, IV Centenario, Santa Rosa, Candiani, entre otros) y ≈ 900 personas comerciantes en vía pública del primer cuadro de la ciudad.
		Criterios de Focalización	Territorial: primer cuadro de la ciudad y entorno inmediato de los mercados municipalizados, así como mercados ubicados en colonias y agencias con mayor concentración de actividad comercial. Sectorial: personas concesionarias y locatarias de mercados municipales y personas vendedoras en vía pública registradas en el censo municipal. Situación laboral: énfasis en personas en comercio informal y en mercados con mayores problemas de desorden y rezago en regularización.
Población atendida (beneficiarios)	Unidades económicas y personas comerciantes de la población objetivo que, durante el ejercicio fiscal 2025, recibirán directamente acciones de ordenamiento, regularización, control administrativo o mejora de la gestión de mercados y comercio en vía pública	**Cuantificación:**	Meta referencial 2025: al menos 10 de los 16 mercados municipalizados intervenidos con acciones de ordenamiento/regularización y ≈ 600 personas comerciantes en vía pública del primer cuadro incorporadas a procesos de regulación, ordenamiento o regularización administrativa.
		Criterios de Focalización	Territorial: mercados priorizados en el programa anual (por volumen de actividad, conflictos por uso de espacio público y rezago en regularización) y zonas críticas de comercio en vía pública del primer cuadro. Sectorial: comerciantes con registro en padrones o censo municipal, con prioridad para quienes se encuentran en informalidad laboral. Enfoque social: priorización de personas comerciantes con mayores condiciones de vulnerabilidad (falta de seguridad social, dependencia económica del puesto, mujeres jefas de hogar, jóvenes), sujeto a validación institucional.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

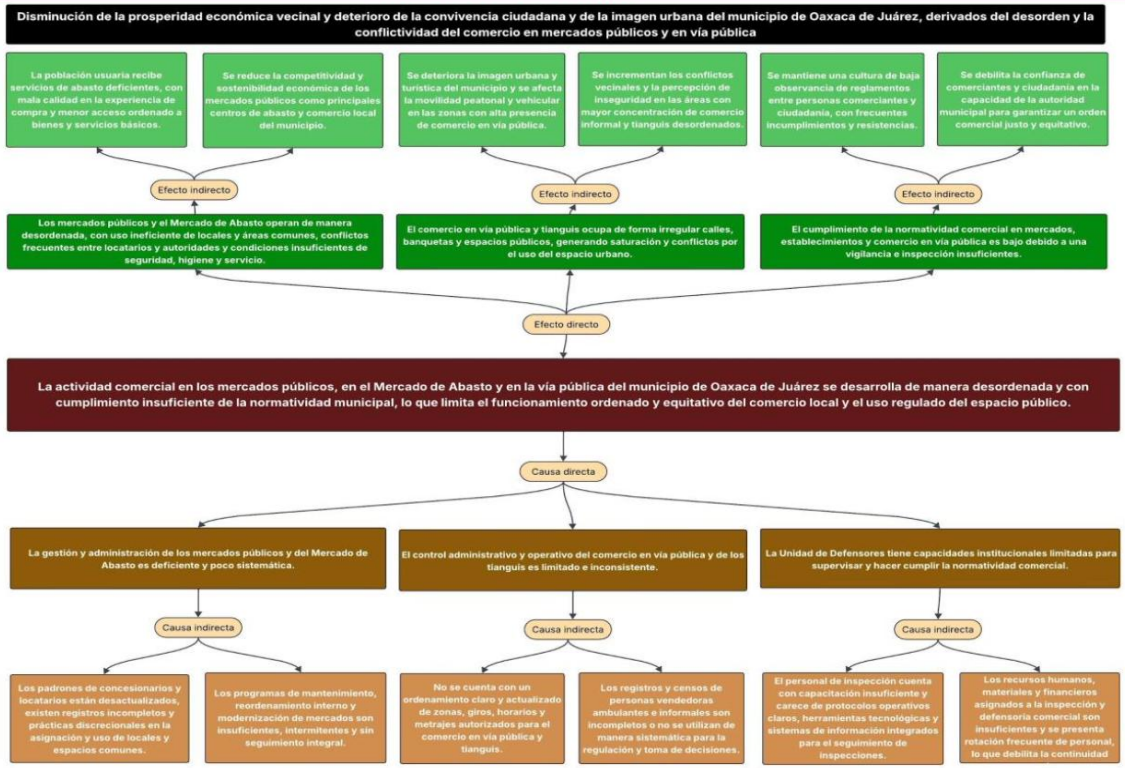
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	´06
Unidad Responsable del Pp	Secretaría de Gobierno y Territorio

Árbol de Problemas

Efectos

Problemática Identificada

Causas

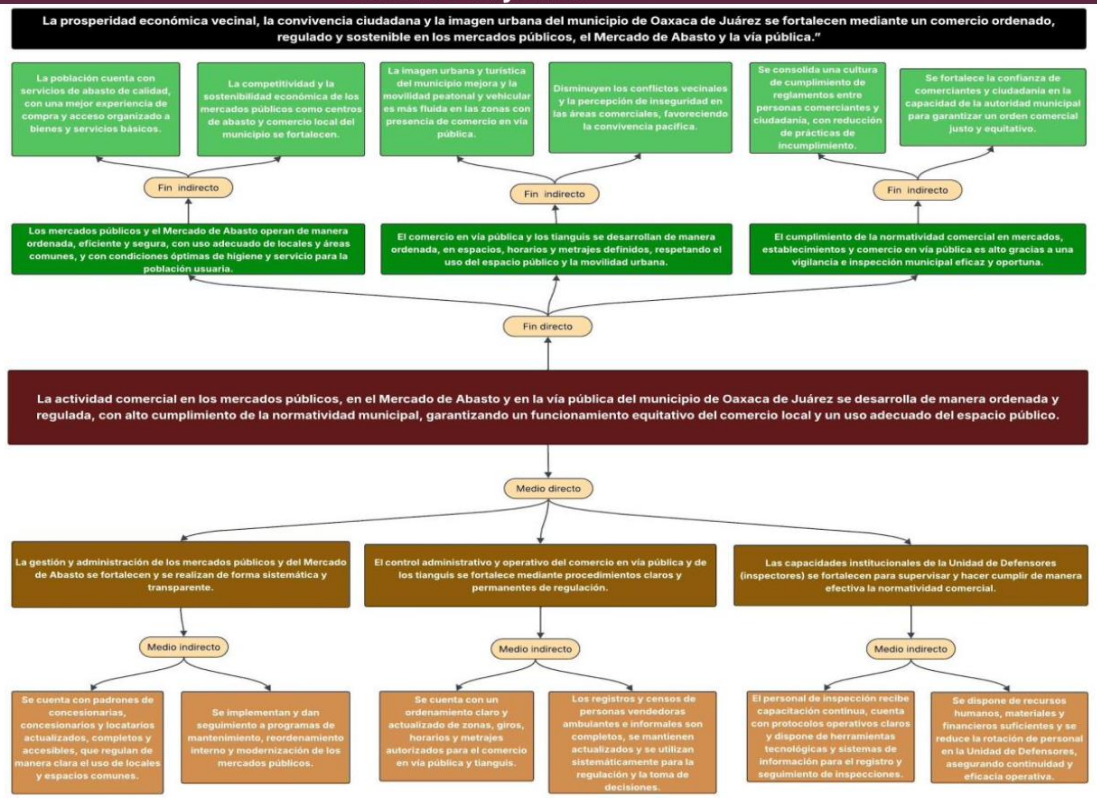


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas del Programa Presupuestario “Ordenamiento y Regulación del Comercio en Mercados Públicos, Mercado de Abasto y Vía Pública” se efectuó con base en el diagnóstico institucional y en los Árboles de Problemas y de Objetivos elaborados mediante la Metodología del Marco Lógico, asegurando coherencia entre las causas identificadas, la solución al problema y los fines perseguidos. Durante el proceso se analizaron distintas rutas de intervención derivadas de las causas detectadas: esquemas centrados únicamente en operativos y sanciones, acciones enfocadas sólo al fomento económico del comercio y una alternativa integral que combina fortalecimiento de la gestión de mercados públicos (incluido el Mercado de Abasto), ordenamiento del comercio en vía pública y consolidación de la Unidad de Defensores (inspectores). De este análisis se determinó que la opción más viable y efectiva es la estrategia integral, al fortalecer simultáneamente la administración y modernización de mercados, el control y regulación del comercio en vía pública mediante padrones y ordenamientos claros, y la capacidad inspectiva para asegurar el cumplimiento de la normatividad. Esta estrategia se materializa a través de los componentes y actividades del Programa Presupuestario, articulando acciones de actualización normativa, planeación territorial del comercio, supervisión e inspección, así como acompañamiento a personas comerciantes. La alternativa seleccionada se encuentra alineada con el Eje 4.3 Comercio del PMD 2025–2027, con el Eje Gobierno Honesto del Plan Estatal de Desarrollo, con el eje de Gobernanza con Justicia y Participación Ciudadana del Plan Nacional de Desarrollo y con el ODS 8, contribuyendo al Fin, Propósito, Componentes y Actividades definidos en la MIR del programa.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Ordenamiento y Regulación del Comercio
Clave del Programa Presupuestario	´06
Unidad Responsable del Pp	Secretaría de Gobierno y Territorio

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Economía Moral y Trabajo
Alineación al Plan Estatal de Desarrollo	**Eje**	Crecimiento y desarrollo económico
Alineación al Plan Municipal de Desarrollo	**Eje**	4. Prosperidad Económica Vecinal y Fomento Productivo
	Subeje o subprograma	4.3 Comercio
	Objetivo	4.3 Fortalecer la actividad comercial en el municipio con especial atención a los mercados públicos
	Estrategia (s)	4.3.1 Impulsar el comercio de los mercados públicos del municipio 4.3.2 Generar mecanismos de regulación del comercio informal en el municipio de Oaxaca de Juárez
	Línea(s) de Acción	4.3.1.1 Gestionar capacitación para comerciantes de los mercados públicos 4.3.1.2 Generar alianzas para dinamizar el comercio local 4.3.1.3 Impulsar campañas para dar a conocer los productos y servicios de los mercados públicos 4.3.2.1 Integrar el registro de personas vendedoras ambulantes 4.3.2.2 Actualizar normatividad en materia de comercio formal e informal 4.3.2.3 Realizar un proyecto de regulación de la actividad comercial en vía pública 4.3.2.4 Implementar operativos para garantizar el adecuado funcionamiento de la actividad comercial legal en el municipio
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	8. Trabajo decente y crecimiento económico
	Meta(s) ODS	8.3 Promover políticas orientadas al desarrollo que apoyen las actividades productivas, la creación de puestos de trabajo decentes, el emprendimiento, la creatividad y la innovación, y fomentar la formalización y el crecimiento de las microempresas y las pequeñas y medianas empresas, incluso mediante el acceso a servicios financieros.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Prevención y Seguridad Ciudadana
Clave del Programa Presupuestario	´07
Unidad Responsable del Pp	306- Secretaría de Seguridad Vecinal

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

Oaxaca de Juárez es un municipio con una estructura territorial heterogénea, conformada por un centro histórico con alta actividad comercial y turística, zonas residenciales consolidadas y un conjunto de agencias municipales con características muy diversas —como San Martín Mexicapam, Montoya, Pueblo Nuevo, Candiani o Cinco Señores— que presentan diferencias marcadas en densidad poblacional, acceso a servicios, infraestructura urbana y niveles de cohesión comunitaria.

Estas disparidades generan dinámicas de riesgo diferenciadas: mientras el centro y las zonas comerciales concentran delitos como robo a transeúnte, negocios y vehículos, las áreas periféricas enfrentan problemáticas relacionadas con la convivencia vecinal, violencia interpersonal, narcomenudeo y limitada presencia de servicios de seguridad, el municipio atraviesa además procesos de expansión urbana desordenada, especialmente en su periferia norte y sur, donde el crecimiento ha superado la capacidad de planeación y dotación de servicios, en estas zonas, caracterizadas por trazos irregulares y baja presencia institucional, la iluminación pública es insuficiente, existen pocos espacios comunitarios y se observa una débil cohesión social, condiciones que incrementan la vulnerabilidad ante distintos tipos de delito y elevan la percepción de inseguridad entre la población, esto conlleva a un **incremento de la incidencia delictiva en Oaxaca de Juárez.** En este sentido, la mezcla de zonas de alta movilidad, áreas habitacionales, corredores turísticos y espacios con presencia de población flotante crea entornos donde la convivencia cotidiana se vuelve compleja, la constante fluctuación de visitantes, comerciantes, estudiantes y trabajadores modifica los patrones de vigilancia natural y dificulta la identificación comunitaria, lo cual impacta directamente en la capacidad de organizar redes vecinales sólidas, la ausencia de esta contextualización municipal en el apartado evaluado impide comprender adecuadamente los retos específicos que enfrenta Oaxaca de Juárez en materia de seguridad vecinal, incorporar estas características es fundamental para explicar por qué la prevención comunitaria y la proximidad social requieren estrategias diferenciadas por colonia y agencia, y para asegurar que el diagnóstico responda a la realidad concreta del territorio municipal.

En cuanto a percepción ciudadana, la inseguridad en Oaxaca de Juárez aumentó significativamente entre 2024 y 2025, pasando de 57.8% en marzo de 2024 a 68.9% en marzo de 2025, según la Encuesta Nacional de Seguridad Pública Urbana (ENSU) publicada por el INEGI a finales de abril de 2025, (***https://www.inegi.org.mx/programas/ensu/#documentacion),*** este dato revela que siete de cada diez habitantes se sienten inseguros por temor a ser víctimas de un delito, aunque la percepción alcanzó un máximo de 70.2% en diciembre de 2024, descendió ligeramente a 68.9% para marzo de 2025. A nivel nacional, esta cifra se mantiene por encima del promedio, que fue de 61.9% en el mismo periodo. La Secretaría de Gobierno de Oaxaca también reconoce esta disminución marginal al comparar el cuarto trimestre de 2024 con el primero de 2025, pasando de 70.2% a 68.9%. ***(https://www.oaxaca.gob.mx/comunicacion/rinde-frutos-estrategia-de-s ciudadana-de-la-primavera-oaxaquena-sego).***

En materia delictiva, los informes de la Fiscalía General del Estado de Oaxaca señalan que los delitos más frecuentes en el municipio son el robo de vehículos, el robo a negocios y la violencia familiar., en marzo de 2025 la categoría de robo de vehículo registró 194 carpetas de investigación en el estado, de las cuales 55 correspondieron a Oaxaca de Juárez, en cuanto al robo a negocios, en agosto de 2025 el municipio registró 28 víctimas y 25 carpetas, confirmando que este delito es una problemática persistente en la capital, por su parte, la violencia familiar mantiene una presencia constante mes a mes; en octubre de 2025 se reportaron 36 víctimas con 33 carpetas de investigación, lo que refleja la magnitud del fenómeno y su impacto en la vida cotidiana de las familias ***(https://fge.oaxaca.gob.mx/wp-content/uploads/sistemas/estadisticas/inci-deli-esta/infografias-datos/2025/octubre/FORMATO_EXTENSO__OCTUBRE_2025.pdf),*** finalmente, la percepción de efectividad del gobierno local sigue siendo baja, de acuerdo con la ENSU del primer trimestre de 2025, únicamente 16% de la población del Municipio de Oaxaca de Juárez consideró que el gobierno municipal es "muy o algo efectivo" para resolver los problemas más importantes de la ciudad, este nivel de desconfianza institucional se vincula tanto con la persistencia de delitos de alto impacto como con la compleja estructura territorial del municipio, lo que refuerza la necesidad de políticas de seguridad

Justificación del Pp

Ficha Técnica del Programa presupuestario

La intervención del Gobierno Municipal de Oaxaca de Juárez es indispensable debido al incremento en la incidencia delictiva en la ciudad, tal como lo confirma la evidencia estadística más reciente disponible, incluida la ENSU 2025 y los informes de la Fiscalía del Estado, este aumento afecta directamente la seguridad vecinal, genera un deterioro del tejido comunitario y limita el ejercicio de derechos fundamentales, particularmente en un municipio caracterizado por alta densidad poblacional, elevada movilidad diaria y una marcada heterogeneidad territorial entre sus agencias y colonias.

Dicho contexto se relaciona directamente con los principios establecidos por la Agenda 2030 para el Desarrollo Sostenible de la ONU, la cual reconoce que no es posible alcanzar progreso ni bienestar social sin entornos seguros, con cohesión comunitaria y con instituciones capaces de garantizar paz, legalidad y protección de derechos, de manera específica, el Objetivo de Desarrollo Sostenible 16 (Paz, Justicia e Instituciones Sólidas) establece que los gobiernos deben reducir la violencia, fortalecer la seguridad pública, promover el acceso a la justicia y consolidar instituciones transparentes, responsables y cercanas a la ciudadanía; metas plenamente vinculadas con la obligación municipal de garantizar seguridad comunitaria y prevenir el delito. ***https://mexico.un.org/es.***

En este marco, el Gobierno Municipal de Oaxaca de Juárez tiene la obligación jurídica y administrativa de intervenir en materia de seguridad pública y prevención del delito, conforme al artículo 43, fracción XLII de la Ley Orgánica Municipal del Estado de Oaxaca y al artículo 154 del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez, esta responsabilidad institucional se alinea con el enfoque del ODS 16 al establecer que los gobiernos deben constituir cuerpos de policía preventiva y diseñar programas de prevención del delito, proximidad social y fortalecimiento comunitario, lo que corresponde directamente con el mandato internacional de promover paz sostenible y estructuras gubernamentales eficaces.

La evidencia oficial muestra que los delitos recurrentes en el municipio —robo a transeúnte, robo de vehículo, robo a negocio, lesiones dolosas, violencia familiar y extorsión— se concentran especialmente en zonas urbanas mixtas donde convergen usos residencial, turístico y comercial, afectando la convivencia vecinal y deteriorando la cohesión social. Dado que estos delitos presentan un fuerte componente de oportunidad delictiva, desorganización comunitaria y falta de proximidad policial, su atención no puede limitarse a operaciones reactivas, el enfoque preventivo y comunitario que exige la Agenda 2030 se hace aquí evidente, pues promover seguridad no consiste únicamente en responder al delito, sino en construir entornos seguros, resilientes y con participación ciudadana.

Por ello, resulta indispensable un Programa Presupuestario Municipal de Seguridad Vecinal, orientado a prevención situacional, organización comunitaria, proximidad social, patrullaje territorial estratégico y profesionalización policial con enfoque local, la Agenda 2030 plantea que la paz sostenible se construye desde la base social, mediante cooperación entre gobierno y ciudadanía; en ese sentido, un programa bajo el modelo de coproducción de seguridad contribuye de manera directa al cumplimiento del ODS 16 y fortalece las condiciones para el desarrollo sostenible en Oaxaca de Juárez.

La implementación del programa generará valor público en diversas dimensiones: permitirá disminuir delitos de alto impacto vecinal, reducir la percepción de inseguridad —que alcanza 68.9 % según ENSU 2025— y promover convivencia comunitaria. Fortalecerá participación ciudadana, atención a víctimas, prevención de violencia familiar, profesionalización policial y uso estratégico del presupuesto basado en resultados. Desde la perspectiva de la ONU, estas acciones no solo construyen seguridad, sino que consolidan paz social, derechos humanos, confianza institucional y cohesión comunitaria: elementos centrales del Desarrollo Sostenible.

En conclusión, la intervención municipal no solo es pertinente —es una obligación jurídica sustentada en normativa local— sino además un mandato de alineación con el marco internacional del Desarrollo Sostenible, dado que garantizar seguridad pública es condición estructural para el bienestar, la equidad, la inclusión social y la protección plena de derechos humanos enel Municpio de Oaxaca de Juárez.

Estado actual del problema

El municipio de Oaxaca de Juárez presenta un incremento sostenido en distintos indicadores de incidencia delictiva y percepción de inseguridad, lo que confirma la persistencia del problema público identificado, esta situación se manifiesta mediante evidencia cuantitativa y cualitativa proveniente de fuentes oficiales entre 2023 y 2025, la información estadística reciente muestra que, entre 2023 y 2024, el municipio se mantuvo entre los de mayor número de carpetas de investigación en delitos como robo a transeúnte, robo de vehículo, robo a negocio, lesiones dolosas y violencia familiar, para 2025, los informes estatales indican que estos delitos continúan siendo los más frecuentes, con reportes mensuales que registran entre 40 y 55 carpetas por robo de vehículo, entre 30 y 40 por robo a transeúnte y un volumen constante de agresiones y violencia familiar, reflejando la persistencia y continuidad del problema.

De acuerdo con la ENSU del primer trimestre de 2025, el 68.9 % de la población de 18 años o más en Oaxaca de Juárez se sentía insegura, cifra que evidencia una percepción elevada y constante, mantenida por encima del 60 % desde 2023, esto demuestra que la ciudadanía sigue experimentando riesgos asociados al delito, sin que existan variaciones significativas que indiquen una mejora sostenida en la percepción de seguridad., asimismo, los registros municipales de 2024 y 2025 muestran que los reportes más recurrentes atendidos por la corporación municipal corresponden a violencia familiar, robo a transeúnte, conflictos vecinales, alteraciones al orden y reportes de personas sospechosas, con una alta concentración en zonas de mayor densidad poblacional, actividad comercial y movilidad. entre las áreas con mayores reportes destacan el Centro Histórico, Colonia Reforma, Avenida Símbolos Patrios y la zona Surponiente, Candiani, San Martín Mexicapam, Colonia Volcanes, Jalatlaco, Xochimilco y la Agencia Santa Rosa Panzacola. Estas zonas concentran la mayoría de los incidentes relacionados con robo a transeúnte, robo de vehículo, riñas, violencia familiar y alteraciones al orden público, particularmente durante horarios nocturnos y fines de semana, a partir de los registros institucionales del C2, C4, dependencias municipales y la Fiscalía, se identifica que estos delitos afectan de manera diferenciada a diversos grupos poblacionales: las mujeres presentan mayor incidencia en casos de violencia familiar y agresiones; los jóvenes registran mayor exposición a delitos en vía pública, especialmente robo a transeúnte; los comerciantes formales e informales son afectados por robo a negocio y extorsión; turistas y trabajadores del centro presentan mayor victimización por robo y asaltos; mientras que habitantes de colonias con débil organización comunitaria muestran mayor vulnerabilidad ante delitos de oportunidad.

El estado actual del problema también se expresa en brechas operativas e institucionales que amplifican su magnitud. Entre ellas destacan la alta concentración de delitos en zonas específicas frente a una capacidad operativa limitada para el patrullaje permanente, el déficit de proximidad social que dificulta la atención temprana de conflictos y reduce la confianza ciudadana, la baja tasa de denuncia —especialmente en delitos de robo y violencia familiar— que genera subregistro y complica la contención preventiva, la insuficiente cobertura de comités de seguridad vecinal en colonias periféricas y la presencia recurrente de reportes falsos, lo que satura los recursos operativos, toda la evidencia presentada confirma el problema público establecido oficialmente: el aumento y persistencia de delitos patrimoniales, violencia familiar y agresiones, junto con la elevada percepción de inseguridad y la clara concentración territorial del fenómeno, demuestran que se trata de un problema actual, verificable, que afecta a la mayoría de la población urbana, se distribuye de forma desigual en el territorio y supera la capacidad tradicional de control preventivo, en consecuencia, se justifica técnica y metodológicamente la necesidad de un Programa Presupuestario de Seguridad Vecinal que permita intervenir de manera focalizada, preventiva y estratégica ante la complejidad del contexto municipal.

Evolución del problema

Ficha Técnica del Programa presupuestario

La percepción de inseguridad constituye un indicador fundamental para comprender la evolución del problema público, ya que refleja la experiencia subjetiva de la ciudadanía respecto a las condiciones de seguridad en su entorno cotidiano, de acuerdo con la ENSU del INEGI, Oaxaca de Juárez ha presentado niveles históricamente elevados de percepción de inseguridad, con variaciones significativas durante el periodo analizado, los datos muestran una tendencia fluctuante: en el primer trimestre de 2023 se reportó un incremento del 72.9 %, ***(https://www.inegi.org.mx/contenidos/programas/ensu/doc/ensu2023_marzo_presentacion_ejecutiva.pdf)*** ; para el primer trimestre de 2024 la percepción se situó en 57.8 % ***(www.inegi.org.mx/contenidos/programas/ensu/doc/ensu2024_marzo_presentacion_ejecutiva.pdf)*** y para el primer trimestre de 2025 se registró un incremento significativo hasta 68.9 % ***(www.inegi.org.mx/contenidos/saladeprensa/boletines/2025/ensu/ENSU20205_RR_04.pdf)*** . Esta trayectoria evidencia que, si bien existieron periodos de reducción moderada, el repunte registrado en 2025 indica que la percepción de inseguridad no ha disminuido de manera sostenida y continúa siendo un elemento crítico para la ciudadanía.

Por otra parte, la incidencia delictiva reportada por el SESNSP presenta una dinámica distinta a la percepción ciudadana, Los registros oficiales señalan que, entre 2022 y 2024, el Gobierno del Estado informó una disminución del 12.7 % en la incidencia delictiva total, con base en datos del SESNSP, ***(https://www.oaxaca.gob.mx/comunicacion/logra-gobierno-de-oaxaca-disminucion-del-12-7-en-la-incidencia-delictiva-de-2022-a-2024),*** *de* manera complementaria, el Gabinete de Seguridad estatal reportó que en marzo de 2025 se registraron 1,548 delitos menos en comparación con marzo de 2023, ***(https://www.oaxaca.gob.mx/comunicacion/disminuye-incidencia-delictiva-en-oaxaca-producto-de-estrategia-coordinada-gabinete-de-seguridad)*** , si bien estos datos reflejan una reducción relativa en el universo de delitos registrados, ello no necesariamente implica una disminución real del fenómeno delictivo, ya que influyen factores como la baja denuncia, el subregistro institucional y la concentración de eventos delictivos en zonas de alta movilidad del municipio, particularmente áreas comerciales y turísticas.

La evolución del fenómeno delictivo en Oaxaca de Juárez no puede entenderse únicamente mediante el análisis estadístico, pues intervienen factores estructurales que condicionan tanto la incidencia delictiva como la percepción ciudadana, entre los factores territoriales destacan la expansión urbana irregular hacia las agencias de Montoya, San Juan Chapultepec, Pueblo Nuevo y Donají, así como la alta concentración de actividades comerciales y turísticas en el Centro Histórico, lo cual incrementa la oportunidad delictiva, en el ámbito social, persisten brechas de desigualdad económica en zonas periféricas que influyen en la vulnerabilidad de la población, en cuanto a factores institucionales, el municipio enfrenta limitaciones operativas en la cobertura policial, sumadas a una persistente baja confianza y percepción de efectividad de la policía municipal, según la ENSU 2025, ***(https://inegi.org.mx/contenidos/saladeprensa/boletines/2025/ensu/ENSU20205_04.pdf).*** La coexistencia de estas tendencias contrapuestas sugiere que, aunque algunos delitos registrados han mostrado disminuciones puntuales, no se ha logrado transformar la percepción social de inseguridad, esto puede explicarse por la persistencia de delitos de alto impacto, la baja confianza institucional, los altos índices de no denuncia y la visibilidad mediática de eventos violentos, el análisis histórico permite afirmar que el problema público definido en torno al incremento en la incidencia delictiva en el municipio de Oaxaca de Juárez mantiene plena vigencia, a pesar de reducciones específicas en ciertos indicadores, el aumento en la percepción de inseguridad y la permanencia de factores estructurales demuestran que el problema no ha sido resuelto y continúa afectando la vida cotidiana de la población, en consecuencia, la evolución del problema respalda la pertinencia y necesidad de intervenciones específicas en materia de prevención del delito, proximidad social y fortalecimiento comunitario, orientadas a reducir tanto la incidencia delictiva como la percepción de inseguridad mediante estrategias sostenidas,

Experiencias de atención.

Las experiencias recientes en materia de atención al problema de seguridad en Oaxaca de Juárez muestran un conjunto de intervenciones operativas, comunitarias e institucionales que han buscado fortalecer la capacidad de respuesta y la prevención del delito en el municipio y su zona metropolitana, en primer lugar, destaca el Despliegue Metropolitano 2025, iniciado el 13 de enero de ese año, mediante el cual se puso en marcha un "despliegue coordinado de seguridad" que abarca a Oaxaca de Juárez, Santa Lucía del Camino y Santa Cruz Xoxocotlán,esta estrategia estableció un esquema de mando coordinado e implicó una aportación significativa del Gobierno del Estado en términos de equipamiento y tecnología, con la incorporación de 807 cámaras de videovigilancia, cinco drones, más de mil patrullas y motopatrullas, entre otros recursos. Además, el despliegue incluyó un componente social orientado al mejoramiento de entornos comunitarios mediante el programa "Senderos de Paz", enfocado en la rehabilitación de espacios escolares, la iluminación pública y la recuperación de áreas destinadas a la convivencia. ***https://www.oaxaca.gob.mx/comunicacion/arranca-gobierno-de-oaxaca-despliegue-coordinado-de-seguridad-en-zona-metropolitana***

A estas acciones se suma la implementación del programa "Oaxaca Segura", al cual el Municipio de Oaxaca de Juárez se integró en 2024, dentro de dicho programa se reportó la ejecución de 83 acciones orientadas al fortalecimiento del tejido social comunitario, entre las cuales destacan "Vecinas y vecinos por la paz", "Redes MUCPAZ", "Jóvenes por la paz", "Minutos para imaginar" y "Deporte en tu comunidad". Asimismo, entre enero y noviembre de 2024 se instalaron 387 comités vecinales y se impartieron 243 capacitaciones en prevención del delito en 25 municipios considerados prioritarios, lo que refleja un enfoque de intervención territorial con participación ciudadana y promoción de la cultura de paz. ***https://www.oaxaca.gob.mx/comunicacion/con-oaxaca-segura-se-consolida-la-paz-en-municipios-de-alta-prioridad***

De manera paralela, se avanzó en el ámbito de la capacitación y profesionalización policial., el Sistema Estatal de Seguridad Pública (SESESP) informó en febrero de 2024 la aplicación de evaluaciones de control de confianza para policías municipales, así como la capacitación en el "Protocolo de Actuación Policial con Perspectiva de Género" ***(https://www.oaxaca.gob.mx/sesesp/con-equipo-capacitacion-y-prevencion-se-mantiene-un-oaxaca-seguro).*** De igual forma, la Defensoría de los Derechos Humanos del Pueblo de Oaxaca brindó formación en temas como el Protocolo Nacional de Actuación Policial, la atención a violencia familiar y el manejo de órdenes de protección, estas acciones se complementaron con actividades de sensibilización desarrolladas por la Unidad de Prevención del Delito, que recurrió a sociodramas y dinámicas comunitarias para fortalecer la cultura de prevención y el acercamiento con la ciudadanía.

En materia de prevención comunitaria, durante agosto de 2025 la Secretaría de Seguridad Vecinal, a través de la Unidad de Prevención del Delito, llevó a cabo diversas ferias de prevención, talleres lúdicos y reuniones de proximidad social en agencias y colonias como Montoya, Pueblo Nuevo y Santa Rosa Panzacola, En la agencia de Montoya se realizó una Feria de la Prevención con actividades deportivas, clases de baile, talleres sobre abuso infantil y servicios de atención médica —incluyendo corte de cabello y odontología—, mientras que en Pueblo Nuevo se desarrollaron pláticas sobre bullying y dinámicas recreativas dirigidas tanto a niñas y niños como a personas adultas, estas acciones buscan consolidar un modelo de seguridad vecinal basado en la participación social, la integración comunitaria y la atención preventiva. ***https://entidadoaxaca.mx/2025/08/unidad-de-prevencion-del-delito-fortalece-la-seguridad-vecinal-en-agencias-y-colonias-de-oaxaca-de-juarez***

Finalmente, la coordinación interinstitucional entre el Gobierno del Estado y el Ayuntamiento de Oaxaca de Juárez se ha fortalecido mediante reuniones estratégicas, como la realizada en mayo de 2025, donde fueron analizadas acciones de inteligencia, despliegues operativos conjuntos y esquemas de patrullaje apoyados en tecnología, incluyendo el uso de drones y el incremento de la presencia policial en puntos clave del municipio, este trabajo articulado pretende mejorar la capacidad de respuesta frente a los delitos y consolidar mecanismos de colaboración entre instancias estatales, municipales y de procuración de justicia. ***https://www.oaxaca.gob.mx/comunicacion/fortalecen-gobierno-del-estado-fgeo-y-***

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020)., Encuesta Nacional de Seguridad Pública Urbana.

Definición y cuantificación de los conceptos poblacionales del Pp

Ficha Técnica del Programa presupuestario

Población Potencial	270, 955	**Cuantificación:**	Aproximadamente 270,955 Personas, INEGI 2020. (100 % de la Población del Municipio de Oaxaca de Juárez), 270,955 personas (INEGI 2020)
		Criterios de Focalización	Incluye a todas las vecinas y vecinos del Municipio de Oaxaca de Juárez, sin distinción alguna, debido al carácter universal del servicio de seguridad pública.
Población Objetivo	270, 955	**Cuantificación:**	Aproximadamente 270,955 Personas, INEGI 2020. (100 % de la Población del Municipio de Oaxaca de Juárez), 270,955 personas (INEGI 2020)
		Criterios de Focalización	Incluye a todas las vecinas y vecinos del Municipio de Oaxaca de Juárez, sin distinción alguna, debido al carácter universal del servicio de seguridad pública.
Población atendida (beneficiarios)	270, 955	**Cuantificación:**	Aproximadamente 270,955 Personas, INEGI 2020. (100 % de la Población del Municipio de Oaxaca de Juárez), 270,955 personas (INEGI 2020)
		Criterios de Focalización	Incluye a todas las vecinas y vecinos del Municipio de Oaxaca de Juárez, sin distinción alguna, debido al carácter universal del servicio de seguridad pública.

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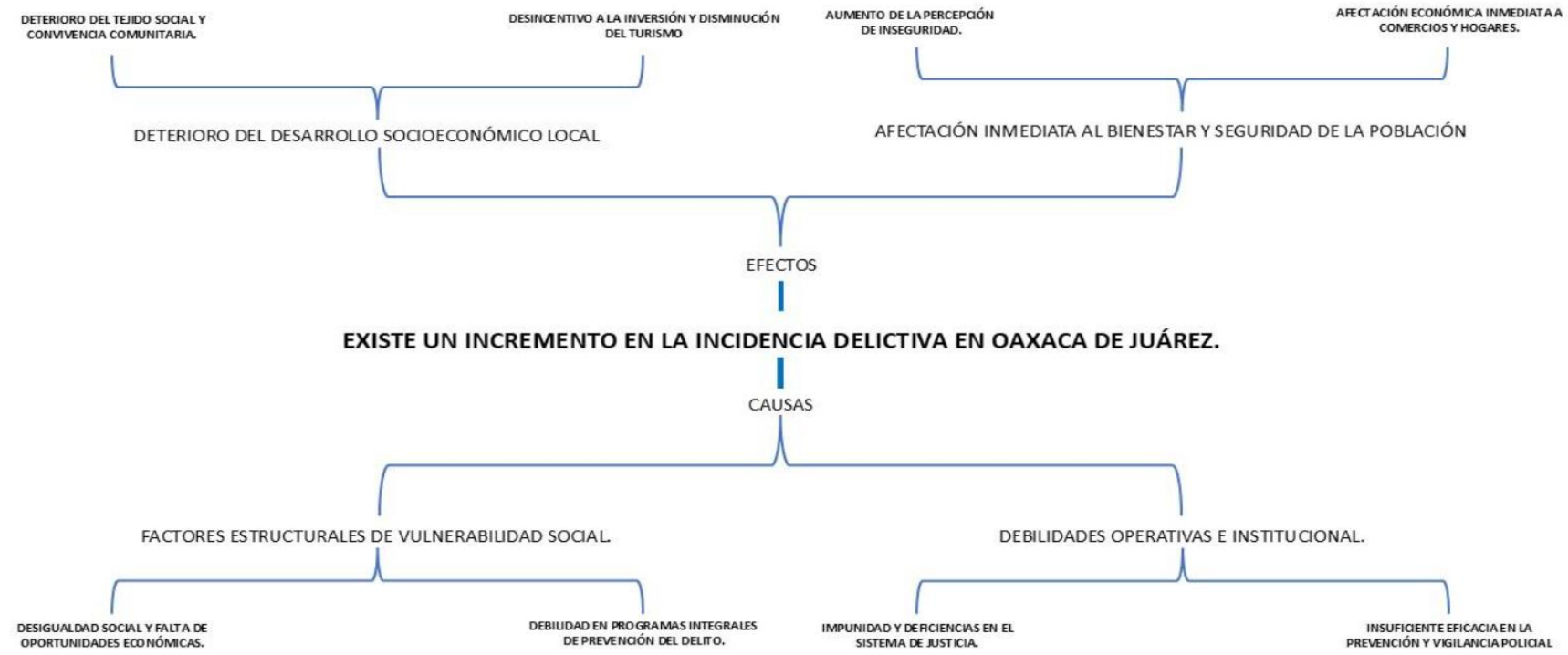
Árbol de Problemas

- ***ÁRBOL DE PROBLEMAS.***



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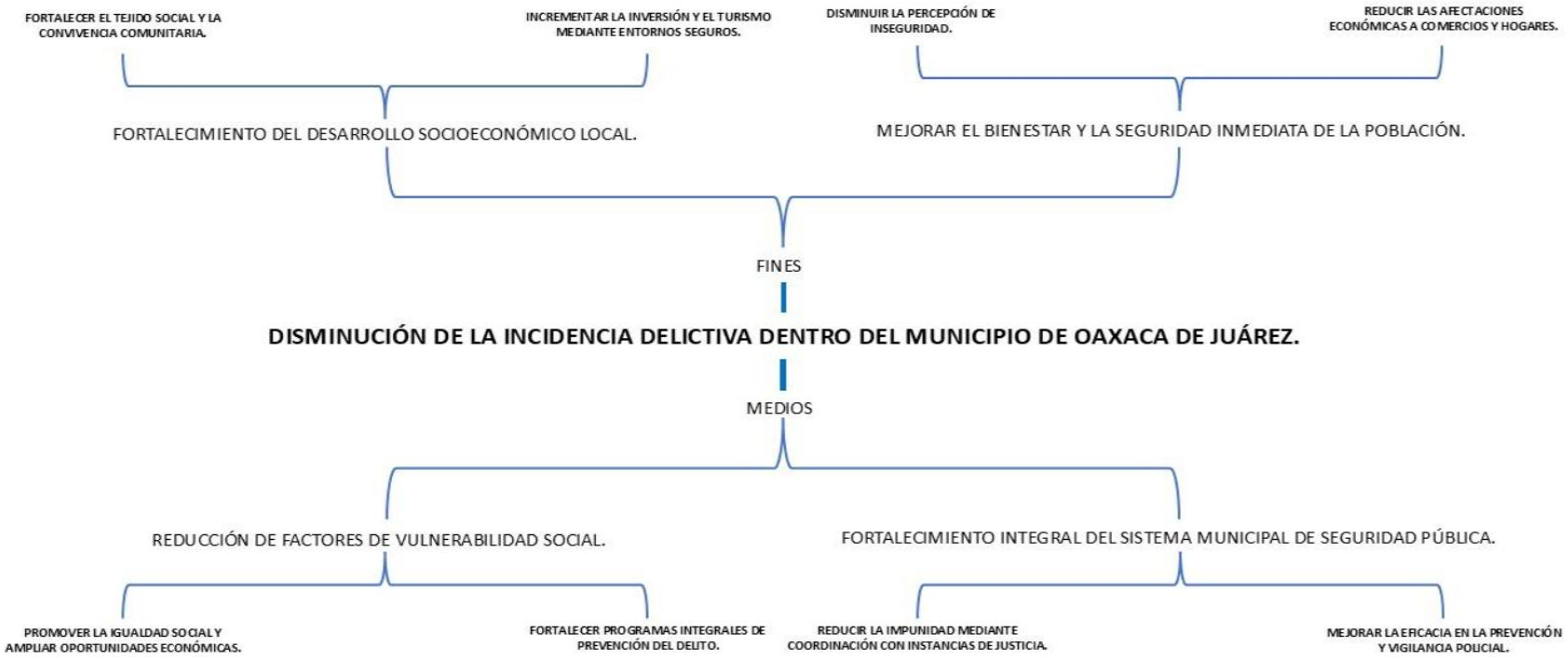
Árbol de Objetivos

- ***ÁRBOL DE OBJETIVOS.***



Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Prevención y Seguridad Ciudadana**
Clave del Programa Presupuestario	**´07**
Unidad Responsable del Pp	**306 Secretaría de Seguridad Vecinal**

2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de las alternativas que integran la intervención del Programa Presupuestario de la Sectrearía de Seguridad Vecinal, se fundamenta en un análisis de pertinencia, factibilidad y capacidad real de incidencia del Gobierno Municipal sobre las causas directas identificadas en el árbol del problema. Con base en esa metodología, se eligieron acciones que permiten intervenir específicamente en los medios directos del árbol de objetivos, es decir, en aquellos factores sobre los que el municipio sí tiene competencia legal, operativa y presupuestal, y que han demostrado una relación causal directa con la reducción de la incidencia delictiva en el Municipio de Oaxaca de Juárez. Las medidas seleccionadas para el Programa Presupuestario son las más efectivas porque abordan directamente las causas identificadas en el árbol de problemas y planteadas como medios en el árbol de objetivos. Al fortalecer la prevención social, ampliar oportunidades económicas, activar la participación vecinal y mejorar la capacidad institucional de vigilancia y justicia, se reducen tanto los factores estructurales de vulnerabilidad como las fallas inmediatas en la seguridad pública. Estas acciones, además, disminuyen la percepción de inseguridad, protegen a comercios y hogares y favorecen entornos seguros que impulsan la convivencia, la inversión y el desarrollo local. En conjunto, representan la ruta más eficiente y sostenible para lograr la reducción de la incidencia delictiva en Oaxaca de Juárez.

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Nombre del Municipio	Oaxaca de Juárez
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	306 Secretaría de Seguridad Vecinal

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica

Alineación al Plan Nacional de Desarrollo	**Eje**	Politica y Gobierno
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 3: Seguridad y Justicia
	Subeje o subprograma	Prevencion, proteccion y seguridad ciudadana
	Objetivo	Contribuir a la seguridad y paz vecinal en el municipio.
	Estrategia (s)	ESTRATEGIA 3.1.1 Brindar seguimiento a las vecinas y vecinos víctimas de delito. ESTRATEGIA 3.1.2 Fomentar la prevención del delito en el municipio. ESTRATEGIA 3.1.4 Incrementar a través del cuerpo policial la seguridad municipal. ESTRATEGIA 3.1.4 Fortalecer el equipamiento y parque vehicular. ESTRATEGIA 3.1.5 Promover una cultura vial para las vecinas y los vecinos del municipio.
	Línea(s) de Acción	LINEAS 3.1.1.1 Fomentar la cultura de la denuncia ciudadana en las vecinas y vecinos del municipio. LINEAS 3.1.1.2 Promover la atención psicológica a víctimas directas e indirectas del delito. LINEAS 3.1.1.3 Informar sobre perspectiva de generó a los policías y cuerpos de seguridad LINEAS 3.1.1.1 Fomentar la cultura de la denuncia ciudadana en las vecinas y vecinos del municipio. LINEAS 3.1.1.2 Promover la atención psicológica a víctimas directas e indirectas del delito. LINEAS 3.1.1.3 Informar sobre perspectiva de generó a los policías y cuerpos de seguridad LINEAS 3.1.2.1 Informar sobre los tipos de violencia que se pueden generar dentro del entorno familiar. LINEAS 3.1.2.2 Impulsar campañas de prevención del delito en el municipio. LINEAS 3.1.2.3 Fortalecer la difusión de la línea telefónica del 911. LINEAS 3.1.2.4 Aumentar los patrullajes en zonas estratégicas y horarios de mayor incidencia delictiva. LINEAS 3.1.3.1 Promover las certificaciones al cuerpo policial. LINEAS 3.1.3.2 Fortalecer la Academia de Policía municipal. LINEAS 3.1.3.3 Impulsar campañas de concientización sobre la labor policial municipal. LINEAS 3.1.4.1 Brindar mantenimiento a las unidades móviles de seguridad y los módulos de policía para dar respuesta a incidentes. LINEAS 3.1.4.2 Ampliar el equipamiento material y vehicular. LINEAS 3.1.5.1 Impulsar campañas de prevención de accidentes automovilísticos en el municipio. LINEAS 3.1.5.2 Difundir la normatividad en materia de movilidad en el municipio. LINEAS 3.1.5.3 Impulsar la mejora de señalética y balizaje en áreas requeridas en el municipio. LINEAS 3.1.5.4 Fortalecer el ordenamiento vial en zonas focalizadas del municipio.
	Objetivo(s) ODS	ODS 16. Paz, justicia e instituciones sólidas

Alineación a los Objetivos de Desarrollo Sostenible	**Meta(s) ODS**	16.1 Reducir significativamente todas las formas de violencia y las correspondientes tasas de mortalidad en todo el mundo; 16.2 Poner fin al maltrato, la explotación, la trata y todas las formas de violencia y tortura contra los niños; 16.3 Promover el estado de derecho en los planos nacional e internacional y garantizar la igualdad de acceso a la justicia para todos; 16.4 De aquí a 2030, reducir significativamente las corrientes financieras y de armas ilícitas, fortalecer la recuperación y devolución de los activos robados y luchar contra todas las formas de delincuencia organizada; 16.5 Reducir considerablemente la corrupción y el soborno en todas sus formas; 16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas; 16.7 Garantizar la adopción en todos los niveles de decisiones inclusivas, participativas y representativas que respondan a las necesidades; 16.8 Ampliar y fortalecer la participación de los países en desarrollo en las instituciones de gobernanza mundial; 16.9 De aquí a 2030, proporcionar acceso a una identidad jurídica para todos, en particular mediante el registro de nacimientos; 16.10 Garantizar el acceso público a la información y proteger las libertades fundamentales, de conformidad con las leyes nacionales y los acuerdos internacionales; 16.a Fortalecer las instituciones nacionales pertinentes, incluso mediante la cooperación internacional, para crear a todos los niveles, particularmente en los países en desarrollo, la capacidad de prevenir la violencia y combatir el terrorismo y la delincuencia; 16.b Promover y aplicar leyes y políticas no discriminatorias en favor del desarrollo sostenible.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Servicios Públicos Vecinales
Clave del Programa Presupuestario	´08
Unidad Responsable del Pp	Secretaría de Servicios Vecinales

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez enfrenta un entorno urbano complejo caracterizado por un crecimiento poblacional constante, una actividad económica y turística en expansión y una elevada demanda de servicios públicos esenciales. Estas condiciones requieren una infraestructura sostenible, moderna y con capacidad operativa suficiente para responder a las necesidades ciudadanas en materia de residuos sólidos urbanos, alumbrado público, mantenimiento urbano y administración de panteones municipales.

Diversos factores estructurales inciden en la situación actual: el aumento sostenido en la generación de residuos sólidos urbanos; la expansión territorial y el uso intensivo del espacio público; el deterioro acumulado de la infraestructura de alumbrado; la necesidad de modernizar sistemas de mantenimiento y logística urbana; así como rezagos en la infraestructura funeraria y en la regulación de los panteones municipales. Estos elementos se desarrollan en un contexto institucional que opera bajo presión por la elevada demanda ciudadana, la necesidad de optimizar recursos y la obligación de fortalecer la sostenibilidad ambiental y la eficiencia en los servicios públicos.

En este marco, se identifica como problemática central que:
el municipio de Oaxaca de Juárez enfrenta una gestión insuficiente de los servicios públicos esenciales, derivada de la alta generación de residuos sólidos urbanos, la saturación de los panteones municipales y el rezago en el desarrollo de infraestructura sostenible y en el ordenamiento territorial, lo que limita la eficiencia operativa, afecta la salud pública y genera presión ambiental y urbana.

La evidencia reciente confirma la magnitud y multidimensionalidad de este problema. Durante el primer año de gobierno, la Secretaría de Servicios Vecinales enfrentó un rezago histórico en el manejo de residuos, alumbrado y mantenimiento urbano. Una de las principales acciones fue la liberación total del playón de residuos sólidos, para lo cual se trasladaron 36 mil toneladas de basura entre enero y abril, con una inversión de 12 millones de pesos, logrando reducir el 100% de los riesgos ambientales asociados a su saturación. En la actualidad, la generación de residuos en el municipio continúa siendo elevada: el Centro de Transferencia recibe diariamente 450–500 toneladas de RSU, operadas mediante 86 unidades, con incrementos de hasta 30% durante temporadas altas. Entre 2024 y 2025 se trasladaron 48,193 toneladas y 93,415 toneladas, respectivamente, con gastos operativos que superaron los $174.4 millones en 2024 y $74.5 millones en 2025.

A nivel operativo, la recolección municipal registró 125,850 toneladas atendidas en agencias, colonias y mercados; 8,588 toneladas recolectadas en vía pública; 5,895 servicios en papeleras del Centro Histórico; y 5,300 toneladas derivadas de convenios con sectores productivos, que generaron una recaudación aproximada de $3.1 millones mediante 124 convenios con escuelas, hospitales y empresas. Durante festividades, se acumularon 5,400 toneladas adicionales, con incrementos de hasta 30% de RSU y 20% de residuos orgánicos.

En materia de alumbrado público, persisten necesidades significativas de mantenimiento y modernización. La Secretaría instaló 200 nuevos puntos de luz, colocó 10,065 metros lineales de cableado, y atendió 697 visitas técnicas, superando los registros del año previo. Sin embargo, la demanda ciudadana continúa siendo elevada, debido al deterioro acumulado de luminarias, circuitos y cableado en diversas agencias y colonias del municipio.

Respecto al mantenimiento urbano y áreas verdes, se ejecutaron 1,243 metros lineales de limpieza y deshierbe, se suministraron 4.9 millones de litros de agua tratada, y se generaron 18,500 toneladas de material orgánico. Asimismo, se realizaron 120 tequios, 696 dictámenes de poda, 584 podas, 123 derribos y se gestionaron 10,760 toneladas de material orgánico derivado de estas actividades.

En cuanto a los panteones municipales, se mantienen rezagos administrativos, de infraestructura y normativos. Durante el primer año se realizaron 469 inhumaciones, 118 permisos de construcción, 313

Justificación del Pp

La intervención del Gobierno Municipal es indispensable para atender la problemática estructural relacionada con la gestión insuficiente de los servicios públicos esenciales del municipio, particularmente en lo referente a la alta generación de residuos sólidos urbanos, el mantenimiento y modernización del alumbrado público, la conservación de áreas verdes y el rezago en la administración de panteones municipales. Estas condiciones generan presión ambiental, limitan la eficiencia operativa, afectan la salud pública y deterioran la calidad del entorno urbano, por lo que requieren una respuesta institucional articulada, continua y con suficiencia presupuestaria.

El marco jurídico municipal establece con claridad la competencia de la Secretaría de Servicios Vecinales para enfrentar este problema público. El Artículo 161 del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez (2025) señala que esta dependencia es responsable de la prestación, administración, conservación y optimización de los servicios públicos de alumbrado, aseo y recolección, traslado y disposición final de residuos sólidos, así como del mantenimiento de parques, jardines y panteones municipales. Asimismo, le otorga atribuciones para formular programas de mejora, promover convenios para la recolección de residuos, impulsar herramientas tecnológicas, organizar acciones de embellecimiento urbano, fortalecer la participación ciudadana, dictaminar permisos relacionados con sus funciones y supervisar los daños ocasionados al equipamiento urbano. Dicho marco normativo también faculta a la Secretaría para coordinar acciones de cuidado ambiental, establecer criterios de conservación de infraestructura, realizar programas de mantenimiento y administrar sus unidades operativas.

Estas atribuciones, sumadas a las responsabilidades de la Dirección de Aseo Público y la Dirección de Mantenimiento Urbano —adscritas a la Secretaría—, confirman la competencia legal para diseñar, operar y evaluar un Programa Presupuestario orientado a la mejora de los servicios públicos municipales. La actuación del Gobierno Municipal no solo es jurídicamente procedente, sino necesaria para garantizar la continuidad del servicio, prevenir daños ambientales y atender una demanda social creciente.

El Programa Presupuestario se justifica plenamente al mantener un vínculo directo con el problema público identificado. La gestión de residuos, el mantenimiento del alumbrado, la conservación de áreas verdes y la administración de panteones no pueden detenerse, reducirse ni delegarse sin comprometer el bienestar de la población y el funcionamiento del municipio. Por el contrario, requieren fortalecer la capacidad operativa mediante planeación técnica, equipamiento adecuado, infraestructura sostenible y procesos de mejora continua que permitan responder a los desafíos actuales como la generación superior a 450–500 toneladas de residuos diarios, el incremento estacional de hasta 30% de RSU, la necesidad creciente de mantenimiento de luminarias y cableado, así como la saturación de los panteones municipales.

El Programa Presupuestario contribuirá a reducir esta problemática mediante acciones orientadas a mejorar la eficiencia en la recolección, traslado y disposición de residuos; modernizar y ampliar la infraestructura de alumbrado público; fortalecer el mantenimiento urbano y la conservación de áreas verdes; y consolidar la administración eficiente y sostenible de los panteones municipales. Su relevancia social radica en la protección de la salud pública y el fortalecimiento de la calidad de vida de la población; su importancia económica se evidencia en el manejo eficiente de recursos, la reducción de costos ambientales y la continuidad operativa del municipio; y su pertinencia institucional se fundamenta en el cumplimiento de las obligaciones normativas, la mejora del desempeño administrativo y el seguimiento de metas conforme a los instrumentos de planeación vigentes.

La intervención se vincula directamente con el Eje 5 del Plan Municipal de Desarrollo 2025–2027: “Infraestructuras Sostenibles y Servicios Públicos para el Desarrollo”, particularmente con:

Subeje 1. Infraestructura sostenible – Objetivo 5.1, orientado al fortalecimiento de la infraestructura y equipamiento público;

Subeje 2. Manejo de Residuos Sólidos Urbanos – Objetivo 5.5, relacionado con la gestión integral y eficiente de los RSU;

Estado actual del problema

El estado actual del problema evidencia que la prestación de los servicios públicos municipales continúa operando bajo condiciones de alta demanda, presión operativa y rezagos acumulados en materia de residuos sólidos urbanos, alumbrado público, mantenimiento urbano y administración de panteones. La información disponible para el periodo 2023–2025 muestra que la magnitud del problema persiste y presenta variaciones estacionales y territoriales que incrementan su complejidad.

En materia de residuos sólidos urbanos, el municipio mantiene un volumen de generación elevado y sostenido. El Centro de Transferencia en Xoxocotlán recibe diariamente entre 450 y 500 toneladas de residuos, con incrementos de hasta 30% durante temporadas de alta actividad comercial o festividades. Entre 2024 y 2025, el traslado de residuos pasó de 48,193 toneladas a 93,415 toneladas, con un gasto operativo acumulado de $174.4 millones en 2024 y $74.5 millones entre abril y octubre de 2025, lo que confirma la presión persistente sobre el sistema municipal de recolección y traslado. La recolección regular atendió 125,850 toneladas en colonias, agencias y mercados; 8,588 toneladas en vía pública; 5,895 servicios en papeleras del Centro Histórico; y 5,300 toneladas derivadas de convenios con sectores productivos. Durante festividades se generaron 5,400 toneladas adicionales, lo que evidencia un patrón cíclico de incrementos que afecta la operación cotidiana.

En alumbrado público, la demanda de mantenimiento y rehabilitación continúa siendo alta. Aunque se instalaron 200 nuevos puntos de luz, se colocaron 10,065 metros lineales de cableado y se realizaron 697 visitas técnicas, la cantidad de reportes ciudadanos permanece elevada. En 2025, las acciones de rehabilitación alcanzaron 3,211 intervenciones, superando las 2,382 registradas en 2024, lo que revela la persistencia de fallas derivadas del desgaste de la infraestructura, variaciones de voltaje, vandalismo y condiciones climáticas.

En mantenimiento urbano y áreas verdes, la operación municipal ha registrado altos volúmenes de trabajo: 1,243 metros lineales de deshierbe, 4.9 millones de litros de agua suministrados y 18,500 toneladas de material orgánico procesado. Se llevaron a cabo 120 tequios, 696 dictámenes de poda, 584 podas, 123 derribos y el manejo de 10,760 toneladas de material orgánico. Estas cifras muestran la elevada presión sobre las cuadrillas de mantenimiento urbano, derivada del crecimiento poblacional, el deterioro natural de las áreas arboladas y la demanda constante de atención ciudadana.

En los panteones municipales, persisten rezagos administrativos y de infraestructura. Durante el periodo analizado se realizaron 469 inhumaciones, 118 permisos de construcción, 313 certificaciones, 224 pólizas y 174 cambios de titularidad, con una recaudación de $2.7 millones. El inicio del Programa de Recuperación de Fosas, que busca regularizar 600 fosas en abandono con una proyección de recuperación de $19.2 millones, refleja la necesidad de poner al día procesos normativos y de control patrimonial, así como de atender la saturación del espacio disponible.

Desde el punto de vista cualitativo, los reportes ciudadanos ante módulos de atención, redes sociales institucionales y recorridos territoriales señalan una percepción persistente de insuficiencia en los servicios, particularmente en la recolección de residuos y en el mantenimiento de luminarias en colonias de alta densidad. Las zonas con mayor concentración de reportes incluyen agencias como San Martín Mexicapam, Pueblo Nuevo, Montoya, Candiani, Cinco Señores, así como colonias consolidadas de la zona norte y el Centro Histórico, donde la demanda aumenta debido a actividades comerciales, movilidad peatonal y presencia turística. En contraste, áreas periféricas presentan brechas de atención vinculadas a distancias mayores, dispersión habitacional y condiciones topográficas.

Los grupos más impactados son aquellos que dependen de manera directa del correcto funcionamiento de los servicios públicos básicos: mujeres responsables del cuidado del hogar, personas adultas mayores, población de colonias populares con limitada infraestructura privada, así como sectores comerciales y de servicios ubicados en zonas de alta concentración turística. Las áreas institucionales más afectadas son las unidades operativas de limpia, alumbrado, áreas verdes y panteones, debido al incremento sostenido de solicitudes, cargas operativas y requerimientos de mantenimiento.

En conjunto, el estado actual del problema refleja un sistema de servicios públicos que continúa operando bajo condiciones de alta presión estructural, con rezagos históricos, demandas crecientes y un entorno territorial desigual que intensifica los desafíos para garantizar la cobertura y eficiencia de los servicios municipales.

Evolución del problema
En los últimos cinco años, el problema asociado a la gestión de los servicios públicos municipales ha mostrado una tendencia sostenida de incremento en su complejidad, magnitud y presión operativa. La evolución del fenómeno refleja transformaciones demográficas, económicas y ambientales en el municipio de Oaxaca de Juárez, así como variaciones institucionales en la capacidad de respuesta. En materia de residuos sólidos urbanos, los registros disponibles muestran un incremento significativo en la generación, traslado y manejo de residuos desde 2018. Mientras en años previos la recolección diaria se mantenía en promedios cercanos a 300–350 toneladas, para el periodo 2023–2025 el municipio experimenta cargas de 450 a 500 toneladas diarias, lo que representa un crecimiento estimado de entre 30% y 45% en menos de un lustro. Las variaciones estacionales también se intensificaron: los incrementos de hasta 30% en festividades y temporadas de alta afluencia turística son más frecuentes y con mayor volumen que en ejercicios anteriores. A ello se suma el aumento progresivo en los costos operativos; por ejemplo, el gasto ejercido en traslado de residuos ascendió a $174.4 millones en 2024, cifra superior a los montos históricos reportados antes de 2020, lo que confirma la presión financiera del problema. El alumbrado público también ha mostrado una evolución marcada por el deterioro acumulado de la infraestructura y la creciente demanda ciudadana. Entre 2019 y 2024, los reportes ciudadanos se incrementaron de forma constante, asociados al envejecimiento de luminarias, fallas recurrentes en cableado y afectaciones por condiciones climáticas. La tendencia reciente indica un aumento en intervenciones: las 3,211 rehabilitaciones realizadas en 2025 superan los registros de 2024 y duplican las cifras estimadas en años previos, lo que refleja un deterioro progresivo de los componentes eléctricos y una mayor presión sobre las cuadrillas operativas. En mantenimiento urbano y áreas verdes, la demanda de servicios también ha crecido. Informes de 2018–2022 ya señalaban rezagos en podas, derribos y deshierbes derivados de la expansión territorial; sin embargo, para 2024–2025 las actividades alcanzan volúmenes superiores, con 696 dictámenes de poda, 584 podas, 123 derribos y 18,500 toneladas de material orgánico procesado. Esta tendencia está vinculada al incremento del arbolado urbano, a la necesidad de liberar áreas para infraestructura, y al crecimiento de la mancha urbana. En los panteones municipales, la saturación se ha intensificado progresivamente en los últimos cinco años. Informes previos ya señalaban una reducción sostenida en la disponibilidad de fosas y deficiencias administrativas para su recuperación. En 2024–2025 se evidencia un aumento en los trámites derivados de esta problemática, con 469 inhumaciones, 313 certificaciones y el inicio de un proceso de regularización de 600 fosas, lo que confirma la persistencia del rezago y su impacto patrimonial. Las causas que explican la evolución del problema son multifactoriales. En el ámbito social, el incremento poblacional y los patrones de consumo han elevado de manera constante la generación de residuos. En el ámbito económico, la reactivación turística posterior a la pandemia incrementó la actividad en el Centro Histórico, mercados y corredores comerciales, elevando los residuos y la carga sobre el alumbrado. En lo institucional, el municipio enfrenta retos por el desgaste natural de la infraestructura, la necesidad de modernizar parques vehiculares y redes eléctricas, así como limitaciones presupuestarias para atender de manera simultánea todos los servicios. En el ámbito ambiental, los eventos climáticos extremos —lluvias intensas, olas de calor— han afectado el funcionamiento de luminarias y acelerado el deterioro de áreas verdes. La evolución descrita demuestra que el problema no solo persiste, sino que se ha agravado con el tiempo, lo que confirma la pertinencia de mantener y fortalecer el Programa Presupuestario “Servicios Públicos Vecinales”. La mayor magnitud del problema exige un enfoque renovado que considere el incremento sostenido de la demanda, la presión operativa sobre las unidades administrativas y la necesidad de infraestructura sostenible, en congruencia con el Eje 5 del PMD 2025–2027 y los indicadores asociados a residuos, alumbrado, mantenimiento urbano y panteones. En síntesis, la evolución del problema evidencia una tendencia creciente en su impacto social, ambiental e institucional, lo que refuerza la necesidad de una intervención programática continua, estable y técnicamente orientada a enfrentar los retos actuales y emergentes del municipio.
Experiencias de atención

En los últimos años, el Gobierno Municipal, a través de la Secretaría de Servicios Vecinales y sus direcciones adscritas, ha implementado diversas acciones, programas y proyectos orientados a atender la problemática relacionada con la gestión de residuos sólidos urbanos, el alumbrado público, el mantenimiento urbano y la administración de panteones. Estas intervenciones han permitido generar aprendizajes relevantes y avances parciales, aunque también han enfrentado limitaciones operativas y presupuestarias que condicionan su alcance.

Entre 2020 y 2024, la Dirección de Aseo Público desarrolló estrategias para mejorar la recolección, traslado y manejo de residuos, fortaleciendo rutas de servicio y ampliando los convenios con sectores comerciales y educativos. Se dirigieron acciones a agencias como San Martín Mexicapam, Pueblo Nuevo, Candiani, Cinco Señores y el Centro Histórico, zonas con mayor generación de residuos. Durante este periodo se consolidó un padrón creciente de convenios para recolección, alcanzando en 2024 más de 120 convenios, que contribuyeron tanto a la gestión de residuos como a la recaudación municipal. Asimismo, el municipio mantuvo operativo el Centro de Transferencia, aunque bajo condiciones de saturación que derivaron en retos operativos y ambientales.

Durante el primer año de la administración 2024–2027 se ejecutó una de las acciones más relevantes en materia de residuos: la liberación del playón municipal, que acumulaba rezagos históricos y riesgos ambientales. Entre enero y abril de 2024 se trasladaron 36 mil toneladas de basura, con una inversión aproximada de 12 millones de pesos, logrando reducir el 100% del riesgo sanitario y operativo asociado. De manera complementaria, en 2024–2025 se atendieron 125,850 toneladas de residuos en agencias y colonias, 8,588 toneladas en vía pública y 5,300 toneladas derivadas de convenios, además de manejar 5,400 toneladas adicionales durante festividades.

En materia de alumbrado público, la Dirección de Mantenimiento Urbano implementó programas de rehabilitación y modernización de luminarias, priorizando zonas con alta densidad poblacional y corredores de movilidad. En 2024 se realizaron 2,382 rehabilitaciones, cifra que se incrementó a 3,211 en 2025. También se instalaron 200 nuevos puntos de luz y se colocaron 10,065 metros lineales de cableado, con el objetivo de reducir fallas recurrentes y ampliar la cobertura. Estas acciones contribuyeron a mejorar temporalmente la iluminación en colonias como Montoya, Volcanes, Centro y San Juan Chapultepec.

En áreas verdes, las cuadrillas municipales intensificaron actividades de poda, derribo, deshierbe y riego, generando 18,500 toneladas de material orgánico y realizando 120 tequios comunitarios entre 2024 y 2025. La gestión de 696 dictámenes de poda, 584 podas y 123 derribos evidenció la necesidad de atender una demanda acumulada y creciente.

En los panteones municipales, la Unidad de Panteones reforzó la atención administrativa y operativa mediante la emisión de 469 inhumaciones, 118 permisos de construcción, 313 certificaciones, 224 pólizas y 174 cambios de titularidad. Destaca el inicio del Programa de Recuperación de Fosas, que pretende regularizar 600 fosas en abandono, con una proyección de recuperación de $19.2 millones y beneficios directos en la capacidad operativa de los panteones.
A pesar de estos logros, las experiencias previas enfrentaron dificultades que limitaron su alcance. Entre las principales destacan la insuficiencia presupuestaria para atender la totalidad de necesidades operativas; la obsolescencia de equipamiento y unidades de recolección; la saturación del Centro de Transferencia; la rotación de personal operativo; la falta de infraestructura eléctrica adecuada en zonas periféricas; y rezagos normativos relacionados con la administración de panteones. La magnitud del problema supera la capacidad de respuesta diaria, generando acumulación de reportes ciudadanos, principalmente en colonias de alta densidad.
Estas experiencias han generado aprendizajes valiosos para el diseño del Programa Presupuestario. Se identificó la necesidad de fortalecer la planeación operativa basada en datos, priorizar intervenciones en función del volumen de residuos y la densidad poblacional, mejorar la coordinación con instancias estatales y federales, modernizar la infraestructura de alumbrado, incrementar el control administrativo en panteones y consolidar sistemas de registro y seguimiento para reducir rezagos. Las buenas prácticas incluyen la participación comunitaria mediante tequios, los convenios con sectores productivos para la gestión de residuos, y la atención focalizada en temporadas de alta generación de basura.

Como referencia técnica, municipios turísticos como Mérida, Querétaro y Puebla han implementado modelos de gestión diferenciada de residuos, programas de modernización de alumbrado con tecnologías de bajo consumo y sistemas de mantenimiento urbano basados en reportes georreferenciados. Estas experiencias demuestran la pertinencia de adoptar enfoques de modernización tecnológica y vinculación comunitaria, adaptándolos al contexto operativo y presupuestario de Oaxaca de Juárez.
En conjunto, las experiencias de atención previas respaldan la necesidad de mantener y fortalecer el Programa Presupuestario “Servicios Públicicos Vecinales”, incorporando mejoras metodológicas, operativas y administrativas para responder a la evolución del problema y a las demandas actuales de la población.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp

		Cuantificación:	270,955 habitantes del Municipio de Oaxaca de Juárez

Población Potencial	270,955 habitantes	**Criterios de Focalización**	Territorial
Población Objetivo	270,955 habitantes	**Cuantificación:**	270,955 habitantes del Municipio de Oaxaca de Juárez
		Criterios de Focalización	Territorial
Población atendida (beneficiarios)	270,955 habitantes	**Cuantificación:**	270,955 habitantes del Municipio de Oaxaca de Juárez
		Criterios de Focalización	Territorial

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

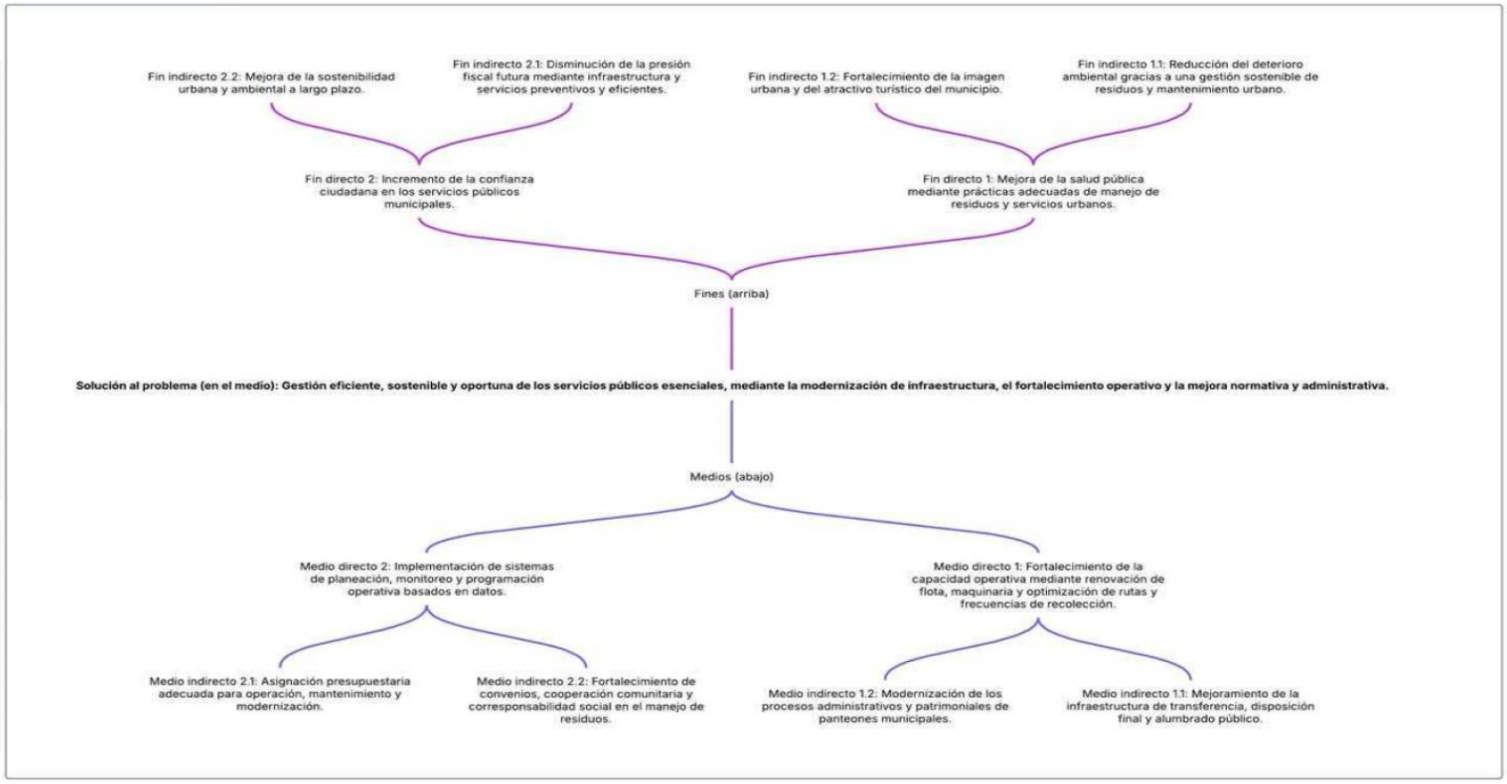
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Servicios Públicos Vecinales**
Clave del Programa Presupuestario	**´08**
Unidad Responsable del Pp	**Secretaría de Servicios Vecinales**

Árbol de Problemas

Efectos

Problemática Identificada

Causas

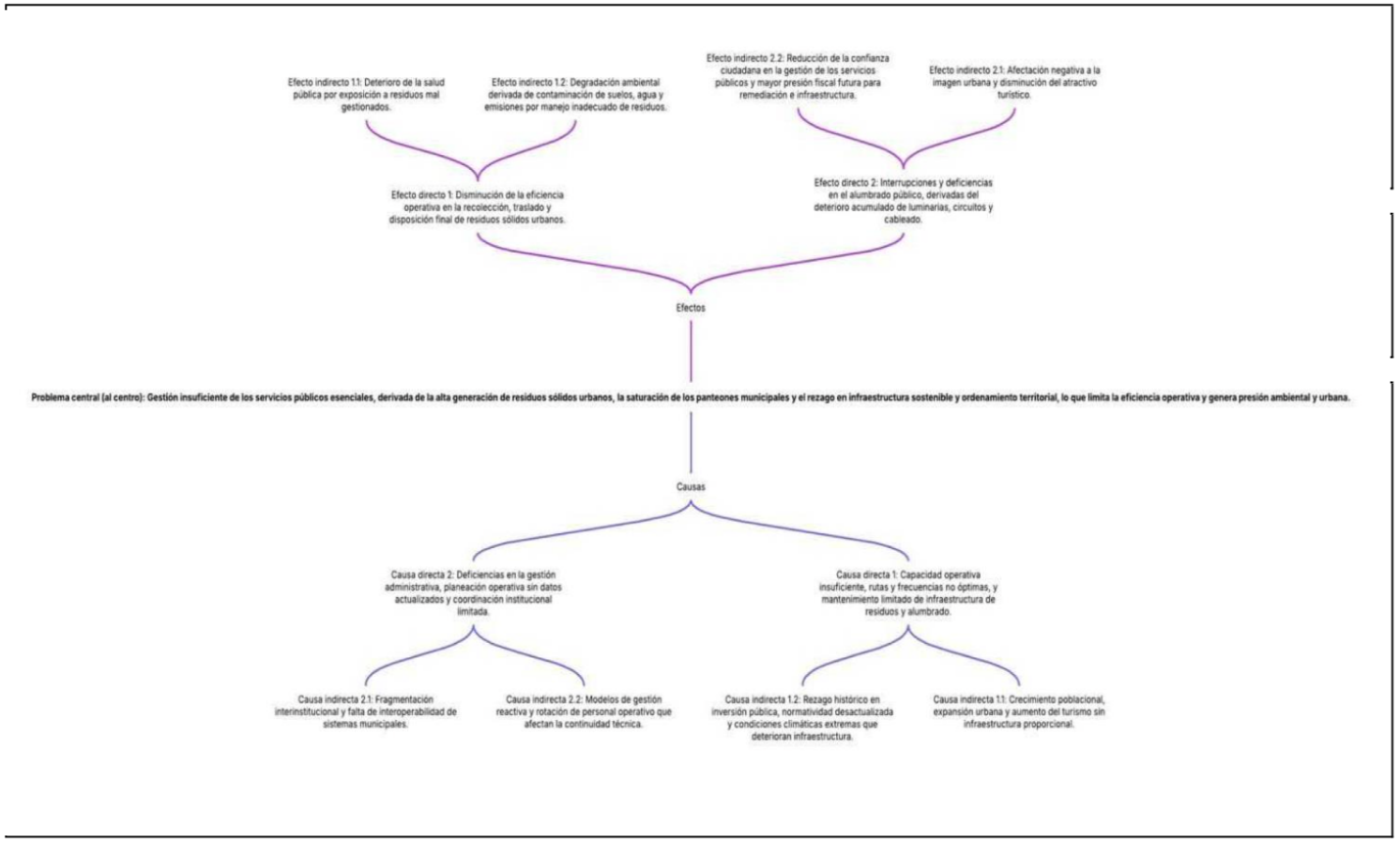


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se efectuó con base en el diagnóstico integral elaborado en los apartados 1.1.1 a 1.1.5 y en los Árboles de Problemas y de Objetivos construidos mediante la Metodología del Marco Lógico, los cuales permitieron identificar de manera precisa las causas atendibles del problema público y sus efectos. Durante este proceso se analizaron distintas rutas de intervención relacionadas con la gestión de residuos sólidos urbanos, el fortalecimiento del alumbrado público, la conservación de áreas verdes y la administración de panteones, considerando su viabilidad técnica, institucional, operativa y presupuestal. Derivado de este análisis, se determinó que la alternativa más viable consiste en el fortalecimiento de la capacidad operativa, administrativa y de infraestructura de la Secretaría de Servicios Vecinales, mediante acciones de modernización de equipamiento, optimización de rutas, mantenimiento preventivo, mejora de sistemas administrativos y consolidación de mecanismos de corresponsabilidad social y comunitaria. Esta alternativa permite atender directamente las causas identificadas, incide en los medios estratégicos del Árbol de Objetivos y mantiene coherencia con la naturaleza operativa del Programa Presupuestario. La estrategia seleccionada se materializa a través de los componentes y actividades programadas para la ejecución del Programa “Servicios Públicicos Vecinales”, integrando esquemas de coordinación interinstitucional, uso de herramientas de planeación basadas en datos y seguimiento permanente de indicadores institucionales. Asimismo, incorpora criterios de sostenibilidad ambiental y resiliencia urbana establecidos en el Plan Estatal de Desarrollo, el Plan Nacional de Desarrollo y los Objetivos de Desarrollo Sostenible, particularmente el ODS 9. Finalmente, la alternativa elegida se encuentra plenamente alineada con el Eje 5 del PMD 2025–2027, con su Propósito, Componentes y Actividades, asegurando congruencia entre el diagnóstico, la planeación estratégica y la ejecución operativa del Programa Presupuestario, así como su contribución al mejoramiento integral de los servicios públicos municipales.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Servicios Públicos Vecinales
Clave del Programa Presupuestario	´08
Unidad Responsable del Pp	Secretaría de Servicios Vecinales

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	EJe 4. Desarrollo Sustentable
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 5. Infraestructuras y Servicios Públicos para e Desarrollo de Oaxaca
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje 5. Infraestructuras y Servicios Públicos para e Desarrollo de Oaxaca
	Subeje o subprograma	Subeje1 . Infraestructura sostenible Subeje 2. Manejo de Residuos Sólidos Urbanos
	Objetivo	Objetivo. 5.1 Fortalecer la infraestructura sostenible y el equipamiento público para el desarrollo municipal.
	Estrategia (s)	Estrategia 5.1.1 Impulsar un programa de mejoramiento de la infraestructura y ordenamiento en el municipio. Estrategia 5.6.1 Impulsar programas para la recuperación de fosas
	Línea(s) de Acción	5.1.1.1 Realizar obras para la mejora de la infraestructura urbana. 5.1.1.4 Fortalecer la red de energía eléctrica. 5.5.1.1 Establecer un programa permanente para el manejo y procesamiento de Residuos Sólidos Urbanos. 5.1.1.2 Coadyuvar con las instancias correspondientes en el desarrollo del proyecto para la creación de un Centro Integral de Revalorización de Residuos Sólidos Urbanos de Oaxaca. 5.5.1.3 Fortalecer las unidades recolectoras y las rutas en el municipio Oaxaca de Juárez. 5.6.1.1 Realizar una campaña para la recuperación de fosas en mal estado y abandonadas en los panteones municipalizados. 5.6.1.2 Promover la cremación como una alternativa.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	9 Construir infraestructuras resilientes, promover la industrialización inclusiva y sostenible y fomentar la innovación
	Meta(s) ODS	9.4 De aquí a 2030, modernizar la infraestructura y reconvertir las industrias para que sean sostenibles, utilizando los recursos con mayor efcacia y promoviendo la adopción de tecnologías y procesos industriales limpios y ambientalmente racionales, y logrando que todos los países tomen medidas de acuerdo con sus capacidades respectivas

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar Social y Participación Comunitaria
Clave del Programa Presupuestario	´09
Unidad Responsable del Pp	Secretaría de Bienestar y Tequios Vecinales

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez presenta desigualdades persistentes en el acceso a servicios municipales de salud, bienestar social y participación comunitaria, particularmente en colonias periféricas y agencias municipales donde la cobertura institucional resulta insuficiente para atender las necesidades de la población. Estas brechas se reflejan en los niveles de pobreza y carencias sociales estimados por el CONEVAL y el INEGI: 34.0 % de la población se encuentra en situación de pobreza, 7.9 % en pobreza extrema, 17.8 % presenta carencia por acceso a una alimentación nutritiva y de calidad y 12.9 % por servicios básicos en la vivienda. Estos indicadores, aunque inferiores al promedio estatal, evidencian desigualdades estructurales que afectan el bienestar cotidiano en zonas vulnerables del municipio.

En materia de salud pública, el Censo de Población y Vivienda 2020 reporta que 36.3 % de la población municipal (98,262 personas) carece de afiliación a servicios de salud, lo cual limita el acceso a atención preventiva y de primer nivel. Adicionalmente, la infraestructura y la capacidad operativa municipal en salud comunitaria y bienestar animal son insuficientes para cubrir la demanda existente en áreas urbanas y periurbanas. Estas condiciones afectan con mayor intensidad a mujeres jefas de hogar, personas adultas mayores, jóvenes fuera del sistema educativo y personas con discapacidad, quienes enfrentan mayores barreras para acceder a servicios básicos de bienestar.

El archivo institucional “CONCENTRADO OELA 21-08-2025 – Líneas de acción por dependencia y problemática identificada” identifica cuatro problemáticas vigentes: persistencia de la pobreza en el municipio, inseguridad alimentaria en grupos prioritarios, deficiencias en servicios municipales de salud pública y salud pública veterinaria y debilitamiento del tejido social y de la participación comunitaria.

Estas problemáticas se sostienen por diversos factores: Estructurales: expansión urbana y distribución desigual de servicios comunitarios, que profundizan brechas territoriales;
Sociales: niveles relevantes de inseguridad alimentaria y carencias que limitan el bienestar integral; Económicos: vulnerabilidad por ingreso e insuficientes oportunidades de empleo y autoempleo; Institucionales: infraestructura municipal limitada, cobertura insuficiente de servicios de salud y bienestar, y baja participación organizada de agencias y colonias.

A partir de la convergencia de estas condiciones se identifica una situación común que afecta a la población: “Insuficiencia de los servicios municipales de salud, bienestar social y participación comunitaria para atender las carencias sociales, la inseguridad alimentaria y la débil cohesión comunitaria de la población del municipio de Oaxaca de Juárez.”

Esta definición sintetiza las problemáticas detectadas en el OELA, se sustenta en evidencia estadística y refleja un problema institucional que compete directamente al municipio. Asimismo, mantiene coherencia con la estructura del programa, cuyo Fin contribuye a la reducción de la pobreza; cuyo Propósito busca que la población acceda efectivamente a servicios municipales que disminuyan sus carencias; y cuyos Componentes y Actividades consideran la prestación de servicios médicos, intervenciones comunitarias, acciones de bienestar social y procesos operativos necesarios para su ejecución.

Justificación del Pp

La intervención del Gobierno Municipal de Oaxaca de Juárez es necesaria debido a la persistencia del problema público identificado en el apartado 1.1.1, caracterizado por la insuficiencia de los servicios municipales de salud, bienestar social y participación comunitaria para atender las carencias sociales, la inseguridad alimentaria y la débil cohesión comunitaria de la población. Dichas condiciones afectan de manera particular a las agencias, colonias y barrios con mayores niveles de marginación, donde se concentran rezagos en salud preventiva, acceso a alimentos de calidad, bienestar social y mecanismos de organización vecinal.

El carácter municipal del problema exige una intervención local por dos razones fundamentales. Primero, porque las carencias identificadas —salud de primer nivel, bienestar comunitario, salud pública veterinaria, procesos comunitarios, organización social y alimentación adecuada— corresponden a servicios de provisión directa y de proximidad, cuya atención inmediata y territorializada recae en el ámbito municipal. Segundo, porque la combinación de pobreza, inseguridad alimentaria, deficiencias en servicios municipales de salud y debilitamiento del tejido social constituye un conjunto de problemáticas que no están siendo atendidas de manera suficiente por programas estatales o federales, por lo que se requiere un instrumento operativo específico para disminuir dichas brechas con enfoque territorial.

La Secretaría de Bienestar y Tequios Vecinales cuenta con atribuciones legales para intervenir en el problema público, de conformidad con lo establecido en los artículos 69, 87, 88, 89 y 90 de la Ley Orgánica Municipal del Estado de Oaxaca, los cuales mandatan al Gobierno Municipal promover el bienestar social, fortalecer la organización comunitaria, impulsar acciones de salud pública y fomentar la participación ciudadana. Adicionalmente, el Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez, en sus artículos 55, 117, fracción VI, y 165, establece la competencia municipal para coordinar programas sociales, promover la salud pública, impulsar la cultura del tequio y facilitar la participación comunitaria para el mejoramiento de las condiciones de vida. Estas disposiciones facultan de manera directa a la dependencia responsable para diseñar, operar y evaluar servicios municipales de salud, programas de bienestar y estrategias de participación social orientadas a atender las dimensiones del problema.

Dado que el programa es nuevo para el ejercicio 2026, su creación se fundamenta en la necesidad de contar con un instrumento programático que integre de forma operativa las acciones dispersas de salud municipal, bienestar social, prevención, participación comunitaria y fortalecimiento del tejido social. Las problemáticas identificadas en el archivo OELA —pobreza, inseguridad alimentaria, deficiencias de salud pública y debilitamiento del tejido social— requieren de un mecanismo institucional que articule servicios médicos de primer nivel, intervenciones comunitarias, procesos formativos, campañas sanitarias y acciones de bienestar integral. Sin este programa, el municipio carecería de una herramienta para atender de manera territorial, sistemática y verificable las brechas descritas.
La contribución del Programa Presupuestario a la solución del problema se articula directamente con sus componentes. El Componente 1, relativo a la prestación de servicios de atención médica de primer nivel, salud preventiva y salud pública veterinaria, incide en las deficiencias de cobertura de salud municipal y en la prevención de enfermedades transmisibles y zoonóticas. El Componente 2, que comprende intervenciones comunitarias, procesos formativos para el autoempleo, acciones de bienestar territorial y servicios de atención social, fortalece la cohesión vecinal, la organización comunitaria, la participación ciudadana y la seguridad alimentaria mediante capacidades territoriales y comunitarias. El Componente 3 asegura la operación administrativa y presupuestal del programa, garantizando la continuidad y calidad de los servicios. En conjunto, estos componentes permiten atender de manera integral las dimensiones institucionales, sociales y comunitarias del problema público.
El programa se encuentra plenamente alineado con el Plan Municipal de Desarrollo 2025–2027, específicamente con el Eje 1. Bienestar Vecinal y los subejes 1.1 Combate a la pobreza, 1.2 Seguridad alimentaria, 1.3 Salud y 1.8 Tequio, cuyas estrategias incluyen la gestión de programas de bienestar, el fortalecimiento de servicios de salud pública, la prevención de enfermedades zoonóticas y la promoción de la participación vecinal mediante tequios. Asimismo, el programa se vincula con la política estatal establecida en el Eje 1. Estado de Bienestar del Plan Estatal de Desarrollo, y contribuye al cumplimiento del Eje General 2. Desarrollo con Bienestar y Humanismo del Plan Nacional de Desarrollo. Finalmente, su implementación aporta al logro de los Objetivos de Desarrollo Sostenible: ODS 1 (Fin de la pobreza), ODS 3 (Salud y bienestar), ODS 10 (Reducción de las desigualdades) y ODS 11 (Ciudades y comunidades sostenibles), particularmente en metas relacionadas con la atención a la pobreza, la cobertura sanitaria universal, la prevención de enfermedades y el fortalecimiento de la participación comunitaria.

Estado actual del problema

El municipio de Oaxaca de Juárez mantiene brechas significativas en el acceso efectivo a servicios municipales de salud, bienestar social y acompañamiento comunitario, especialmente en colonias periféricas y agencias municipales donde la cobertura institucional resulta limitada frente a la demanda. Según el Informe Anual sobre la Situación de Pobreza y Rezago Social 2025, 34.0 % de la población se encuentra en situación de pobreza y 7.9 % en pobreza extrema, mientras que 17.8 % presenta carencia por acceso a alimentación nutritiva y de calidad y 12.9 % por servicios básicos en la vivienda. Estas carencias se combinan con el acceso insuficiente a la seguridad social (59.3 %) y a los servicios de salud (49.6 %), lo que refleja desigualdades estructurales persistentes en las condiciones de bienestar.

En materia de salud pública, el Censo de Población y Vivienda 2020 del INEGI reporta que 36.3 % de la población municipal (98,262 personas) no cuenta con afiliación a servicios de salud. Esta situación se agrava en zonas de alta concentración poblacional y menor presencia institucional, como San Martín Mexicapan, Montoya, San Juan Chapultepec y Santa Rosa Panzacola, donde el Plan Municipal de Desarrollo 2025–2027 identifica rezagos en salud, servicios públicos básicos y espacios comunitarios. En estas agencias se observan diferencias en la intensidad del problema:

San Martín Mexicapan: mayor demanda de servicios médicos y presencia recurrente de viviendas con carencias en servicios básicos.
Montoya: rezagos en vivienda y demanda acumulada de atención veterinaria.
San Juan Chapultepec: alta concentración de inseguridad alimentaria y solicitudes de apoyos sociales.
Santa Rosa Panzacola: menor acceso a servicios de salud preventiva y mayor incidencia de reportes relacionados con bienestar animal.

La evidencia cualitativa reciente confirma esta situación. Los reportes de brigadas comunitarias 2023–2025 registran alta demanda insatisfecha de atención médica preventiva, vacunación y orientación nutricional en las agencias mencionadas. Los módulos de atención ciudadana reportan solicitudes frecuentes relacionadas con apoyo alimentario, consultas médicas básicas y actividades comunitarias. Asimismo, diagnósticos comunitarios realizados por personal operativo señalan disminución en la participación organizada de barrios y colonias, así como dificultades para convocar tequios y comités vecinales en zonas con mayores carencias sociales. Las verificaciones en territorio muestran que las familias sin afiliación a servicios de salud, hogares monoparentales, personas desempleadas y familias sin seguridad social encuentran más dificultades para acceder a servicios municipales.

Los grupos más afectados por estas condiciones son mujeres jefas de familia, personas adultas mayores, jóvenes fuera del sistema educativo, personas con discapacidad y población indígena residente en zonas urbanas y periurbanas. Estos grupos enfrentan mayores obstáculos para acceder regularmente a servicios médicos, apoyos alimentarios y espacios comunitarios, lo que refuerza las desigualdades sociales y territoriales.

En conjunto, la información cuantitativa y cualitativa evidencia que las brechas en servicios de salud, bienestar social y participación comunitaria se encuentran concentradas territorialmente, afectan de manera diferenciada a distintos grupos poblacionales y han persistido en los últimos años, a pesar de los esfuerzos institucionales de atención.

Evolución del problema

Durante los últimos cinco años (2020–2025), el problema público relacionado con la insuficiencia de servicios municipales de salud, bienestar y participación comunitaria ha mostrado una evolución caracterizada por la persistencia de las carencias sociales, así como por tendencias estables en indicadores clave de vulnerabilidad. De acuerdo con información del Informe Anual sobre la Situación de Pobreza y Rezago Social 2025, la proporción de población en situación de pobreza pasó de 35.2 % en 2020 a 34.0 % en 2025, mientras que la pobreza extrema se redujo ligeramente de 8.3 % a 7.9 %, lo cual refleja una variación mínima que no se traduce en mejoras sustantivas en la calidad de vida. De igual forma, las carencias sociales registran niveles que se han mantenido prácticamente constantes desde 2020: acceso a seguridad social (59.3 %), servicios de salud (49.6 %), servicios básicos en la vivienda (12.9 %) y alimentación nutritiva y de calidad (17.8 %). Estas tendencias confirman que, pese a los esfuerzos institucionales, no se ha producido una reducción significativa del rezago social en el ámbito municipal.

En ausencia de series continuas municipales, la evidencia cualitativa y administrativa de 2021–2025 permite observar patrones consistentes. Los registros de la Dirección de Sanidad muestran una demanda sostenida de servicios de primer nivel, campañas preventivas y verificaciones sanitarias, mientras que la Secretaría de Bienestar reporta incremento anual en solicitudes de apoyos alimentarios, orientación en salud y actividades comunitarias. Asimismo, las consultas ciudadanas del Proceso de Planeación Municipal 2025–2027 señalan que la percepción de insuficiencia de servicios municipales, la falta de espacios comunitarios y la disminución de mecanismos tradicionales de organización vecinal se ha mantenido sin cambios significativos en los últimos años.

La evolución del problema también muestra patrones territoriales constantes. Las agencias de San Martín Mexicapan, Montoya, San Juan Chapultepec y Santa Rosa Panzacola continúan concentrando los mayores niveles de vulnerabilidad, con diferencias mínimas respecto a ciclos anteriores. Registros 2023–2025 confirman un incremento moderado de solicitudes de atención y reportes ciudadanos en estas zonas, lo cual evidencia que las brechas intraurbanas no solo persisten, sino que tienden a profundizarse en áreas de menor cobertura institucional.

Los cambios observados afectan de forma diferenciada a diversos grupos poblacionales. Entre 2020 y 2025, las mujeres jefas de hogar, personas adultas mayores, jóvenes fuera del sistema educativo y personas con discapacidad mantienen barreras constantes para acceder a servicios de salud preventiva, actividades comunitarias y apoyos sociales. La demanda institucional creciente durante este periodo confirma que los grupos de atención prioritaria siguen experimentando condiciones de vulnerabilidad similares a las de años anteriores.

La evolución descrita reafirma la pertinencia del Programa Presupuestario, ya que la estabilidad de los indicadores de pobreza y carencias sociales, combinada con la persistencia de brechas territoriales y la demanda sostenida de servicios municipales, demuestra que la insuficiencia de servicios de salud, bienestar y participación comunitaria sigue siendo un problema vigente que requiere intervención continua. Los comportamientos observados se relacionan directamente con los indicadores del programa —particularmente los vinculados con la cobertura de servicios de salud preventiva, apoyos alimentarios y fortalecimiento comunitario— y con el problema público establecido en el PMD 2025–2027, lo que justifica mantener y fortalecer las acciones municipales orientadas a reducir estas brechas.

Experiencias de atención

Entre 2020 y 2024, el Gobierno Municipal de Oaxaca de Juárez desarrolló acciones en materia de bienestar social, salud preventiva, bienestar animal y fortalecimiento comunitario que aportan aprendizajes clave para el diseño del programa presupuestario 2026. Estas intervenciones, aunque de alcance limitado por restricciones presupuestarias y de personal operativo, permiten identificar resultados, brechas y lecciones para la atención del problema público.

Durante el periodo 2022–2024, la Dirección de Bienestar Comunitario y Tequio realizó 12 tequios comunitarios en agencias y colonias del municipio, con el objetivo de mejorar espacios públicos y fortalecer la organización vecinal. La participación osciló entre 5 y 20 personas por jornada, concentrándose principalmente en San Juan Chapultepec, Montoya, San Martín Mexicapan y Santa Rosa Panzacola, zonas con alto rezago social y demanda recurrente de intervenciones comunitarias. Si bien la cobertura territorial fue acotada, estas experiencias muestran que, cuando se generan condiciones mínimas de acompañamiento institucional, la población responde positivamente a esquemas de corresponsabilidad.

En el mismo periodo, la Escuela de Artes y Oficios atendió un promedio anual de 260 participantes en cursos de capacitación orientados al desarrollo de habilidades para el autoempleo y la mejora de ingresos. Una proporción importante de las personas asistentes fueron mujeres jóvenes y jefas de familia, lo cual confirma la pertinencia de la oferta formativa para grupos de atención prioritaria, aunque la cobertura total siga siendo reducida frente al universo de población vulnerable.

En materia de salud, los informes de la Dirección de Sanidad reportan un promedio cercano a 260 verificaciones sanitarias anuales en unidades económicas y alrededor de 620 atenciones por año en brigadas de salud preventiva, cuyo objetivo ha sido acercar servicios básicos, detección de factores de riesgo y orientación en autocuidado a zonas urbanas y periurbanas con menor acceso a servicios médicos de primer nivel. De manera complementaria, los registros de salud pública veterinaria indican la realización de aproximadamente 300 acciones anuales de bienestar animal (vacunación antirrábica, esterilización y atención a reportes ciudadanos), orientadas a la prevención de riesgos zoonóticos y al control de poblaciones de animales de compañía sin supervisión sanitaria.

Estas experiencias también evidencian limitaciones que han restringido la capacidad municipal para ampliar la cobertura: la contingencia por COVID-19 entre 2020 y 2021 redujo temporalmente la viabilidad de brigadas, capacitaciones y tequios presenciales; la disponibilidad de recursos presupuestarios y de personal operativo ha sido insuficiente para mantener intervenciones continuas en todo el territorio; y la ausencia de instrumentos metodológicos estandarizados y sistemas integrados de registro dificultó la medición de resultados y la identificación de beneficiarios únicos.

A partir de lo anterior se identifican varias lecciones para el nuevo programa presupuestario: la necesidad de integrar en un solo mecanismo programático los servicios de salud, bienestar social, bienestar animal y participación comunitaria que antes operaban de forma dispersa; la importancia de territorializar las acciones priorizando agencias con mayor rezago; y la conveniencia de definir productos mínimos verificables e instrumentos de seguimiento alineados con la Matriz de Indicadores para Resultados, para mejorar la trazabilidad y evaluación.

La revisión de experiencias externas refuerza estas conclusiones. Modelos como las jornadas integrales de atención comunitaria implementadas en municipios como Puebla y San Cristóbal de las Casas muestran que la integración de servicios de salud, orientación social, bienestar animal y actividades comunitarias en esquemas de proximidad territorial mejora la respuesta ciudadana y la eficiencia operativa. Para Oaxaca de Juárez, resultan especialmente replicables los elementos vinculados con la proximidad institucional, la coordinación intergubernamental y la atención integral en territorio, adaptados a la escala y capacidades reales del ámbito municipal.

En conjunto, las experiencias de atención desarrolladas entre 2020 y 2024 muestran avances puntuales pero también limitaciones estructurales, territoriales, operativas y presupuestarias. Estos aprendizajes justifican la pertinencia de contar con un programa presupuestario que consolide, organice y amplíe dichas acciones de manera sistemática, territorializada y coherente con el problema público identificado en el Plan Municipal de Desarrollo 2025–2027.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los			
Población Potencial	101,037	**Cuantificación:**	101,037 personas (CONEVAL, 2020)
		Criterios de Focalización	Sociodemográficos y socioeconómicos: personas con carencias sociales (alimentación, salud, vivienda, seguridad social). Territoriales: habitantes de agencias y colonias con rezago social documentado (San Martín Mexicapan, Montoya, San Juan Chapultepec, Santa Rosa Panzacola, Candiani, Dolores). Institucionales: población que demanda servicios municipales de salud, bienestar social o participación comunitaria conforme a reportes administrativos.
Población Objetivo	25,000	**Cuantificación:**	25,000 personas que habitan en zonas del municipio con mayor vulnerabilidad social, inseguridad alimentaria y rezago en servicios públicos básicos. Estimación con base en el PMD 2025–2027 y en la distribución territorial del problema.
		Criterios de Focalización	Territoriales: zonas con alta concentración de carencias y demanda: San Martín Mexicapan, Montoya, San Juan Chapultepec, Santa Rosa Panzacola, Dolores, Candiani. Sociodemográficos: mujeres jefas de hogar, jóvenes, adultos mayores, personas con discapacidad y hogares sin afiliación a servicios de salud. Institucionales: población que reside en áreas donde se reporta menor cobertura de servicios municipales de salud, bienestar y participación comunitaria.
Población atendida (beneficiarios)	14,180	**Cuantificación:**	2,100 personas durante el ejercicio fiscal 2026. Meta anual estimada con base en la capacidad operativa del programa (brigadas de salud, cursos de capacitación, acciones comunitarias y bienestar animal), tomando como referencia registros internos 2022–2024.
		Criterios de Focalización	Sectoriales y territoriales: atención prioritaria a mujeres, jóvenes, adultos mayores y hogares en condición de vulnerabilidad. Geográficos: agencias y colonias con rezago social y cobertura limitada de servicios municipales. Programáticos: personas que participan directamente en brigadas de salud (620 atenciones/año), capacitaciones (260 personas/año), tequios e intervenciones comunitarias (aprox. 13,000 asistentes/año) y acciones de bienestar animal (300 atenciones/año).

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

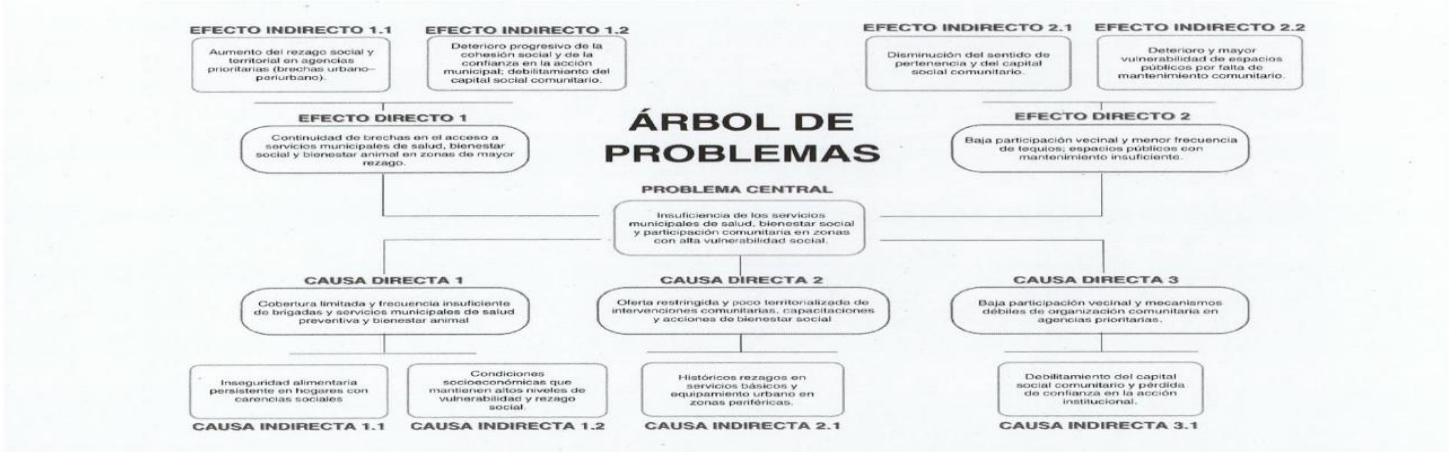
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Bienestar Social y Participación Comunitaria**
Clave del Programa Presupuestario	**´09**
Unidad Responsable del Pp	**Secretaría de Bienestar y Tequios Vecinales**

Árbol de Problemas

Efectos

Problemática Identificada

Causas

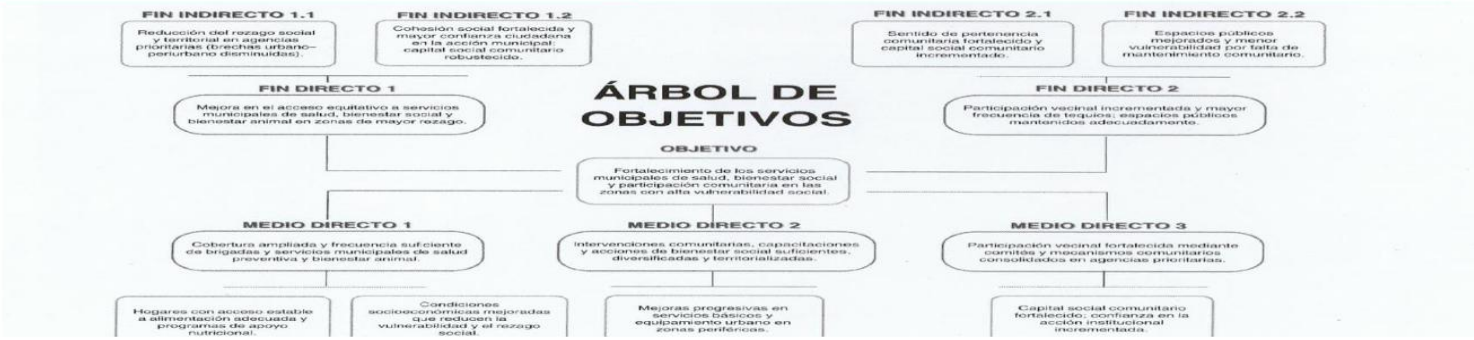


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se realizó con base en el diagnóstico institucional y en los árboles de problemas y de objetivos elaborados mediante la Metodología del Marco Lógico. Durante este proceso se identificaron diversas opciones de intervención derivadas de las causas detectadas, valorando su viabilidad técnica, operativa y presupuestal. De este análisis se determinó que la alternativa más adecuada consiste en fortalecer la provisión de servicios municipales de salud comunitaria, bienestar y participación vecinal a través de jornadas integrales, procesos formativos y acciones de organización comunitaria, complementadas con instrumentos de medición y mecanismos de continuidad administrativa. Esta estrategia se consideró la más efectiva al incidir directamente en las carencias sociales identificadas, mejorar el acceso territorial a servicios esenciales y promover la corresponsabilidad ciudadana en la mejora del bienestar comunitario. La intervención se implementará mediante la ejecución de los componentes del Programa Presupuestario y la coordinación interinstitucional señalada en la MIR 2026, asegurando la trazabilidad de resultados a través de registros y seguimiento operativo. La alternativa seleccionada se encuentra plenamente alineada con el Eje 1 del PMD 2025–2027 y con los niveles jerárquicos de planeación que articulan Fin, Propósito, Componentes y Actividades.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Bienestar Social y Participación Comunitaria
Clave del Programa Presupuestario	´09
Unidad Responsable del Pp	Secretaría de Bienestar y Tequios Vecinales

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje General 2. Desarrollo con Bienestar y Humanismo
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 1. Estado de Bienestar para todas las Oaxaqueñas y los Oaxaqueños
	Eje	Eje 1. Bienestar Vecinal
	Subeje o subprograma	1.1 Combate a la pobreza y el rezago social 1.2 Seguridad alimentaria 1.3 Salud 1.8 Tequio
	Objetivo	1.1 Combatir la pobreza en el municipio de Oaxaca de Juárez
	Estrategia (s)	1.1.1 Impulsar programas de bienestar federal, estatal y municipal en beneficio de las vecinas y vecinos del municipio 1.2.1 Impulsar el acceso a alimentos nutricionales y adecuados para las personas y familias con carencia alimentaria del municipio 1.3.1 Coadyuvar en el acceso a servicios de salud pública en el municipio de Oaxaca de Juárez 1.3.2 Coadyuvar en la prevención de enfermedades zoonóticas en el municipio de Oaxaca de Juárez 1.8.1 Impulsar en el municipio la práctica del tequio a través de la participación vecinal

Alineación al Plan Municipal de Desarrollo	**Línea(s) de Acción**	1.1.1.1 Gestionar programas de bienestar para las vecinas y vecinos del municipio. 1.1.1.2 Otorgar servicios y programas de bienestar a la ciudadanía a través de los módulos de orientación y gestión vecinal. 1.2.1.1 Ampliar la cobertura de programas nutricionales para grupos de atención prioritaria en el municipio. 1.2.1.2 Brindar capacitaciones sobre la adecuada alimentación nutricional. 1.3.1.1 Gestionar ante organismos estatales, federales e internacionales programas, recursos y equipamiento para mejora de los servicios de salud en el municipio. 1.3.1.2 Otorgar atención primaria a la salud bajo un enfoque de interculturalidad y sin discriminación para las vecinas y vecinos del municipio. 1.3.1.3 Implementar programas de salud mental y socioemocional en las instituciones educativas y agencias para toda la población del municipio. 1.3.1.4 Implementar programas de salud sexual. 1.3.1.5 Impulsar la prevención de enfermedades. 1.3.2.1 Implementar campañas de control de la población felina y canina. 1.3.2.2 Implementar campañas de prevención de enfermedades transmitidas por vectores. 1.8.1.1 Impulsar mecanismos de colaboración entre autoridades auxiliares y los Comités de Vida Vecinal de las agencias, barrios y colonias para el bienestar común. 1.8.1.2 Realizar tequios con grupos vecinales para el mantenimiento y rehabilitación de espacios públicos y recreativos, fomentando el sentido de pertenencia, inclusión y responsabilidad compartida.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	1. Fin de la Pobreza 3. Salud y bienestar 10. Reducción de las desigualdades 11. Ciudades y comunidades sostenibles
	Meta(s) ODS	1.1 Para 2030, erradicar la pobreza extrema para todas las personas del mundo, actualmente medida por un ingreso por persona inferior a 1,25 dólares. 3.3 Para 2030, poner fin a las epidemias del SIDA, la tuberculosis, la malaria y las enfermedades tropicales desatendidas y combatir la hepatitis, las enfermedades transmitidas por el agua y otras enfermedades transmisibles. 3.4 Para 2030, reducir en un tercio la mortalidad prematura por enfermedades no transmisibles mediante la prevención y el tratamiento y promover la salud mental y el bienestar. 3.8 Lograr la cobertura sanitaria universal, en particular la protección contra los riesgos financieros, el acceso a servicios de salud esenciales de calidad y el acceso a medicamentos y vacunas seguros, eficaces, asequibles y de calidad para todos. 10.2 De aquí a 2030, potenciar y promover la inclusión social, económica y política de todas las personas, independientemente de su edad, sexo, discapacidad, raza, etnia, origen, religión o situación económica u otra condición. 11.3 De aquí a 2030, aumentar la urbanización inclusiva y sostenible y la capacidad para la planificación y la gestión participativas, integradas y sostenibles de los asentamientos humanos en todos los países. 11.4 Redoblar esfuerzos para proteger y salvaguardar el patrimonio cultural y natural del mundo. 11.7 De aquí a 2030, proporcionar acceso universal a zonas verdes y espacios públicos seguros, inclusivos y accesibles, en particular para las mujeres y los niños, las personas de edad y las personas con discapacidad.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad Responsable del Pp	Secretaría de Prosperidad Económica Vecinal

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

Antecedentes económicos municipales
El municipio de Oaxaca de Juárez, capital del estado de Oaxaca, se caracteriza por una economía dominada por el comercio y los servicios, en línea con el perfil estatal. En efecto, según la Minimonografía Oaxaca de los Censos Económicos 2024 del Instituto Naciona de Estadística y Geografía (INEGI), el comercio representa un peso muy relevante dentro del valor agregado censal bruto de la entidad.

De las 252,176 unidades económicas del sector privado en el estado (dato del Censo Económico 2024) , 98.2 % son microempresas de 10 personas o menos, que emplean el 76.3 % del personal ocupado. En contraste, las unidades grandes (más de 250 empleados) representan apenas el 0.02 % del total. Estas microempresas contribuyen con solo el 36.9% del valor agregado censal bruto, lo que evidencia una productividad muy limitada.

El municipio de Oaxaca de Juárez concentra el 11.6 % de todas las unidades económicas del estado de Oaxaca, según la Minimonografía Oaxaca. Además, emplea el 16.4 % del personal ocupado de la entidad y genera 23.3 % de las remuneraciones, lo que indica que, aunque muchas unidades son microempresas, el municipio tiene un papel muy relevante desde el punto de vista laboral y salarial.

Sin embargo, este tejido productivo no es homogéneo ni altamente competitivo: la concentración de microempresas con escasa capacidad de generar valor agregado combinado con barreras para crecer debilita la competitividad económica del municipio.

Factores estructurales, sociales e institucionales que inciden en el problema

Al analizar la problemática de Oaxaca de Juárez, se identifican varios factores clave:

1. Baja productividad estructural
   - La predominancia de microempresas (98 %) limita la capacidad de innovar, invertir en tecnología o escalar operaciones.
   - Estas unidades tienen una contribución baja al valor agregado comparado con su peso laboral.
2. Capacitación y formalización laboral insuficientes
   - Muchas microempresas operan con poca profesionalización, carecen de programas de capacitación continuos y no cuentan con certificaciones que les permitan competir con unidades más grandes.
   - El proceso de formalización (registro, cumplimiento normativo) puede ser costoso o burocráticamente complejo, desincentivando su transición del informal al formal.
3. Escasa vinculación empresarial
   - Hay una falta de integración entre microempresas y cadenas productivas más amplias (pymes medianas o grandes), limitando la transferencia de conocimiento, tecnología y mejores prácticas.
   - Esto crea un aislamiento productivo que reduce las oportunidades para consolidar modelos de negocio con mayor valor.
4. Limitaciones tecnológicas e infraestructura
   - No todas las unidades poseen acceso adecuado a tecnologías digitales, financiamiento para modernización o infraestructura física para escalar.
   - La adopción de internet y herramientas digitales en algunas microempresas aún es baja (como se ha documentado en censos económicos anteriores).
5. Alta informalidad
   - Según reportes de prensa basados en INEGI, Oaxaca (entidad) alcanzó hasta un 81.5 % de unidades informales, lo cual sugiere que un porcentaje significativo de microempresas operan fuera de la formalidad legal y fiscal.

OBJ

   - Esta informalidad tiene efectos negativos: reduce la recaudación tributaria, dificulta la planificación económica municipal y disminuye la protección social para los trabajadores.
6. Limitaciones institucionales

Justificación del Pp

El fortalecimiento de la competitividad económica en Oaxaca de Juárez es una prioridad para garantizar un desarrollo local equilibrado, sostenible y socialmente incluyente. La persistente baja productividad de la mayoría de las unidades económicas del municipio, así como los obstáculos que enfrentan las personas para generar autoempleo formal e insertarse en el mercado laboral, han contribuido al crecimiento del comercio informal. Esta situación afecta directamente funciones esenciales del Gobierno Municipal: disminuye la recaudación fiscal propia, limita la capacidad de inversión pública, dificulta la planeación territorial y urbana, reduce la formalidad laboral y afecta el bienestar económico de la población. Sin intervención municipal, estas condiciones tienden a agravarse, ampliando las brechas de desigualdad, precarización laboral y debilitamiento del tejido productivo.

La intervención del Gobierno Municipal está plenamente sustentada en sus atribuciones legales. El Artículo 169 del Bando de Policía y Gobierno de Oaxaca de Juárez establece que la Secretaría de Prosperidad Económica Vecinal es responsable de diseñar e implementar políticas públicas que impulsen el desarrollo productivo, la competitividad, la atracción de inversiones y la generación de empleos, promoviendo la economía social y solidaria. Asimismo, la Ley Orgánica Municipal del Estado de Oaxaca, en sus artículos relativos a desarrollo económico y fomento productivo, reconoce la facultad municipal para promover el crecimiento económico, el autoempleo, la actividad empresarial y el fortalecimiento del comercio local. A ello se suman las disposiciones del Reglamento Interno y el Manual de Organización de la Secretaría, que asignan funciones de capacitación, vinculación, promoción del emprendimiento y fortalecimiento de unidades económicas. En conjunto, estos ordenamientos establecen con claridad la competencia municipal para atender la problemática diagnosticada.

La creación y mantenimiento de un Programa Presupuestario específico es indispensable para dar continuidad, estructura técnica y suficiencia de recursos a las acciones públicas orientadas al desarrollo económico. A diferencia de intervenciones aisladas, el programa permite articular de manera ordenada estrategias de capacitación, acompañamiento empresarial, ferias productivas, vinculación laboral y acciones de formalización, asegurando su implementación anual, la coordinación con actores económicos y la evaluación de resultados. De igual forma, garantiza la operación sistemática de servicios públicos orientados a fortalecer a las unidades económicas y mejorar las condiciones de empleo en el municipio.

La implementación del Programa Presupuestario contribuirá directamente a reducir los problemas identificados mediante resultados concretos:
- Incremento de unidades económicas fortalecidas, capacitadas o vinculadas a cadenas de valor.
- Aumento de emprendimientos y autoempleos formales, mediante certificación, acompañamiento y difusión de oportunidades.
- Mejora de la competitividad local, al impulsar capacidades técnicas, acceso a mercados y alianzas estratégicas.
- Reducción gradual de la informalidad, mediante operativos de regulación comercial, orientación y apoyo para la formalización.
- Mayor generación de empleos dignos, con enfoque de inclusión, especialmente para mujeres y grupos con acceso limitado a oportunidades.

El programa se encuentra plenamente alineado con el Plan Municipal de Desarrollo 2025–2027, en el Eje 3: Prosperidad Económica Vecinal y Fomento Productivo, particularmente en los subejes Desarrollo y prosperidad económica incluyente, Empleo y Comercio, así como en los objetivos 4.1, 4.2 y 4.3 y sus respectivas líneas de acción: fortalecimiento de la capacitación, vinculación, ferias productivas, censos económicos, economía social y regulación del comercio. De manera complementaria, el programa contribuye al Plan Estatal de Desarrollo (PED) 2022–2028, en su eje económico, que prioriza la diversificación productiva, el empleo digno, el fortalecimiento de MIPyMES y el impulso al emprendimiento social. Asimismo, se vincula con los objetivos del Plan Nacional de Desarrollo (PND) 2019–2024, particularmente en los apartados relacionados con economía incluyente, apoyo a la microempresa y desarrollo regional equilibrado. Finalmente, el programa contribuye a los Objetivos de Desarrollo Sostenible, especialmente el ODS 8 (Trabajo decente y crecimiento económico) y ODS 11 (Ciudades y comunidades sostenibles).

En conjunto, estas disposiciones, alineaciones y necesidades demuestran que el Programa Presupuestario es el instrumento adecuado y necesario para atender la baja competitividad, fortalecer la actividad económica, ampliar el autoempleo formal e impulsar el bienestar económico de las y los habitantes de Oaxaca de Juárez, mediante acciones estratégicas, articuladas y sostenibles.

Estado actual del problema

En el municipio de Oaxaca de Juárez, la actividad económica se caracteriza por un predominio de microunidades económicas y una elevada presencia de ocupación informal. De acuerdo con los Censos Económicos 2024, el municipio concentra el 11.6% de las unidades económicas del estado y emplea el 16.4% del personal ocupado, con una estructura productiva dominada por establecimientos de pequeña escala, en línea con la tendencia estatal, donde las microempresas representan más del 98% del total. Esta composición empresarial genera una amplia base de autoempleo y micronegocios, particularmente en comercio minorista y servicios de bajo valor agregado, sectores que presentan mayores niveles de informalidad según registros recientes del DENUE 2024 y reportes del INEGI.

En términos laborales, la informalidad es un fenómeno persistente en la capital, de acuerdo con la Encuesta Nacional de Ocupación y Empleo (ENOE) reporta para el estado tasas entre 71.8% y 80% en 2023–2024, diagnósticos locales del IMPLAN Oaxaca, cámaras empresariales y reportes municipales confirman que Oaxaca de Juárez concentra una proporción considerable de trabajadores informales, especialmente en comercio en vía pública, actividades de servicios personales y autoempleo no registrado. Estas fuentes señalan que el Centro Histórico, los alrededores de los mercados tradicionales (Benito Juárez, 20 de Noviembre, La Merced), así como agencias como Cinco Señores, Candiani, Montoya, Pueblo Nuevo y San Juan Chapultepec, presentan una mayor densidad de actividad comercial informal y micronegocios no formalizados.

La evidencia cualitativa recopilada a través de mesas de trabajo con comerciantes, organizaciones de pequeños negocios y reportes vecinales muestra una creciente presencia de vendedores semifijos y ambulantes, incremento en solicitudes de permisos temporales y reportes ciudadanos sobre saturación de corredores comerciales. De igual forma, diagnósticos municipales recientes indican que sectores como comercio minorista, alimentos preparados, venta de ropa y servicios de belleza son los que más recurren al autoempleo informal debido a la baja capitalización de los negocios y la rotación constante de emprendedores.

El problema afecta de manera diferenciada a ciertos grupos poblacionales. Las mujeres presentan una participación elevada en actividades de autoempleo informal, especialmente en servicios y venta de alimentos; los jóvenes enfrentan mayores dificultades para incorporarse al empleo formal y recurren con frecuencia a actividades temporales o informales; las personas con menor escolaridad y los trabajadores de hogares con pobreza laboral se concentran en ocupaciones de baja estabilidad; y población indígena urbana participa de forma significativa en el comercio en vía pública, especialmente en zonas turísticas y mercados. Esta composición social incide en la persistencia del fenómeno, al combinarse precariedad laboral, baja capacitación y oportunidades limitadas de formalización.

Finalmente, la estructura empresarial del municipio, con decenas de miles de establecimientos micro y una participación reducida de empresas medianas y grandes, condiciona el tipo de empleo disponible, generalmente caracterizado por baja estabilidad y limitada protección laboral. Los datos del Censo Económico 2024 indican que la mayor parte del personal ocupado se concentra en establecimientos pequeños, lo cual influye directamente en los niveles de formalidad y competitividad económica del municipio. En conjunto, estos elementos reflejan un escenario donde la informalidad comercial, el autoempleo no formalizado y la estructura microempresarial continúan siendo condiciones predominantes en la dinámica económica de Oaxaca de Juárez.

Evolución del problema

Durante los últimos cinco años, la informalidad laboral y empresarial ha mostrado una tendencia persistente en Oaxaca de Juárez y en el estado de Oaxaca, lo que refleja la naturaleza estructural del problema.
A nivel estatal, el único ámbito con series históricas continuas disponibles, la ENOE reporta tasas de informalidad superiores al 70 % desde 2019, con valores aproximados de 75 % en 2019, incrementos derivados de la pandemia en 2020 y 2021, y niveles que se mantuvieron entre 77 % y 80 % en 2022 y 2023. Para 2024, la tasa se ubicó alrededor de 78 %, apenas 3 puntos porcentuales menos que en 2023, lo que indica una reducción marginal. Este comportamiento confirma que, pese a fluctuaciones coyunturales, la informalidad continúa siendo uno de los fenómenos predominantes en la estructura laboral de la entidad.

En el caso específico del municipio de Oaxaca de Juárez, no existen series anuales de informalidad publicadas por INEGI; sin embargo, diversos diagnósticos municipales, informes del IMPLAN Oaxaca, cámaras empresariales locales y los registros del Ayuntamiento coinciden en que la capital concentra una proporción significativa del comercio informal estatal debido a su función como centro económico, turístico y de servicios. Estas fuentes indican que, desde 2020, la presencia de vendedores en vía pública y micronegocios informales ha aumentado en zonas como el Centro Histórico, Zócalo, mercados tradicionales, Periférico, Central de Abasto, Cinco Señores y agencias urbanas con alta densidad comercial. Las solicitudes de permisos temporales, reportes vecinales sobre saturación comercial y los censos municipales complementan esta evidencia cualitativa.

En cuanto a la estructura productiva, los Censos Económicos 2019 y 2024 muestran que la predominancia de microunidades económicas se ha mantenido sin cambios significativos en el estado y en Oaxaca de Juárez. En 2019, más del 97 % de los establecimientos eran microempresas; en 2024, esta proporción aumentó ligeramente a 98.2 %. El municipio de Oaxaca de Juárez, que en 2024 concentró el 11.6 % de las unidades económicas del estado, ha experimentado un crecimiento en el número de micronegocios sin un incremento proporcional en su formalización o productividad. Este patrón ha contribuido a que el comercio minorista y los servicios personales sigan siendo sectores con altos niveles de informalidad y rotación empresarial.

Factores coyunturales y estructurales explican esta evolución. Entre 2020 y 2021, la pandemia provocó cierres parciales de negocios formales y un incremento del autoempleo informal como estrategia de subsistencia, especialmente entre mujeres, jóvenes y población con menores ingresos. En los años posteriores (2022–2024), la recuperación económica se concentró principalmente en actividades de bajo valor agregado, con pocos avances hacia la formalización laboral o empresarial. La ausencia de empresas medianas y grandes con capacidad de generar empleos formales, junto con la persistencia de salarios bajos y condiciones críticas de ocupación, ha reforzado el peso del sector informal en la economía local.

Este comportamiento acumulado ha tenido implicaciones directas para la competitividad de Oaxaca de Juárez. El Índice de Competitividad Urbana (ICU) del IMCO ha mantenido a la ciudad en posiciones bajas entre ciudades del mismo tamaño, lo que refleja que la informalidad y la fragmentación empresarial no han disminuido de manera sustantiva en los últimos cinco años. Asimismo, los diagnósticos municipales identifican que mujeres en autoempleo, jóvenes con barreras de acceso al empleo formal, personas con menor escolaridad y población indígena urbana siguen siendo los grupos más afectados, manteniendo en el tiempo las brechas de acceso a oportunidades económicas.

En este contexto, la evolución del problema confirma la pertinencia de contar con un Programa Presupuestario especializado, ya que la persistencia de altas tasas de informalidad laboral y productiva limita directamente los avances hacia los objetivos del Plan Municipal de Desarrollo (PMD) 2025–2027, particularmente la superación del problema público "Limitada competitividad de las unidades económicas" y los "obstáculos para el autoempleo y la inserción laboral". La tendencia observada implica que, para lograr mejoras reales, se requiere fortalecer capacidades empresariales, impulsar la formalización, ampliar la capacitación laboral y apoyar la consolidación de micronegocios, acciones que se reflejan directamente en los indicadores del programa vinculados con unidades económicas capacitadas, personas vinculadas al empleo, participantes certificados y emprendimientos fortalecidos.

Experiencias de atención

Entre 2020 y 2025, la Secretaría de Prosperidad Económica Vecinal y sus áreas sustantivas han desarrollado diversas estrategias para fortalecer la competitividad económica, facilitar trámites empresariales y promover la inclusión laboral en Oaxaca de Juárez. Durante 2020 y 2021, en el contexto de la pandemia, las acciones se centraron en mantener la continuidad operativa de los trámites empresariales y en habilitar mecanismos de atención mínima para la apertura y regularización de negocios esenciales. La Dirección de Desarrollo Económico y Solidario implementó de manera emergente capacitaciones virtuales para emprendedores y comerciantes, mientras que la Dirección de Regulación de la Actividad Comercial reforzó operativos para verificar aforos y cumplimiento de medidas sanitarias. En 2022 y 2023, ya en etapa de reactivación económica, se ampliaron las jornadas laborales, se retomaron las capacitaciones presenciales y se fortaleció la vinculación con cámaras empresariales, lo que permitió aumentar gradualmente la participación de negocios en procesos de formalización. Para 2024, se consolidaron los mecanismos de atención ciudadana, se modernizaron formatos y se inició la estructuración del Censo de Unidades Económicas como insumo para mejorar la planeación comercial municipal.

En 2025, estos esfuerzos se potenciaron. La Unidad de Trámites Empresariales brindó servicios de recepción, orientación y canalización para altas, modificaciones, bajas y cancelaciones de licencias del comercio establecido, atendiendo a 3,048 contribuyentes y autorizando 481 trámites, lo que representa un incremento significativo respecto al promedio anual estimado de los años previos. La inversión proyectada por apertura de negocios ascendió a $512,989,687.40, generando 1,126 empleos, lo cual refleja una recuperación más acelerada que la observada en el periodo 2021–2023. La Dirección de Regulación de la Actividad Comercial atendió 597 denuncias, realizó 488 inspecciones, levantó el Censo 2025 con una estadística de 6,780 unidades económicas, y ejecutó seis operativos nocturnos a través del "Programa de Comercio Responsable, Vecino Seguro", reforzando el ordenamiento territorial del comercio. Por su parte, la Dirección de Desarrollo Económico y Solidario impulsó la certificación laboral mediante 20 certificaciones, la apertura de tres Centros de Evaluación y la incorporación de cuatro estándares de competencia. En materia de empleo, se realizaron 9 ferias y jornadas laborales con la participación de 214 empresas que ofertaron 2,035 vacantes, logrando la asistencia de 2,550 vecinas y vecinos, de los cuales 208 fueron vinculados a entrevista. Además, se impartieron 16 capacitaciones a emprendedores y se organizaron 4 ferias de activación económica, beneficiando a 70 negocios locales.

No obstante estos avances, el periodo 2020–2025 también presentó diversas dificultades operativas. Destacó la insuficiencia presupuestaria en los primeros años de pandemia para ampliar el alcance de los programas de formalización; la limitada digitalización de trámites, que incrementó tiempos de atención; la alta rotación de personal operativo, que afectó la continuidad de los proyectos; la complejidad de los procesos regulatorios para establecimientos con giros especiales; así como la limitada participación de negocios en procesos de certificación laboral por desconocimiento o falta de incentivos. Adicionalmente, se identificaron retos en la coordinación interinstitucional para la supervisión del comercio en vía pública y en la implementación de operativos nocturnos, particularmente en áreas de alta concentración comercial.

De estas experiencias se desprenden lecciones aprendidas que han orientado el rediseño del Programa Presupuestario. Entre ellas destacan la necesidad de fortalecer los mecanismos de orientación empresarial para incrementar la efectividad de los trámites; consolidar plataformas digitales para agilizar la formalización; ampliar la oferta de capacitación para micronegocios en etapas tempranas; mejorar la planeación de operativos mediante el uso de información del Censo 2025; y reforzar la vinculación con el sector privado para aumentar la inserción laboral. Asimismo, se identificó como buena práctica la implementación de ferias de empleo sectorizadas, la coordinación con cámaras empresariales y la estrategia de certificación a través de estándares de competencia, lo que ha demostrado impacto en la profesionalización del talento local.

De manera comparativa, otras ciudades como Puebla, Mérida y Querétaro han implementado ventanillas únicas consolidadas, programas de formalización exprés y certificaciones laborales vinculadas directamente a sectores estratégicos, lo que demuestra que la simplificación administrativa, la capacitación continua y los diagnósticos territoriales son líneas de acción efectivas en el fortalecimiento económico local. Estas experiencias sirven como referentes para la mejora continua de los programas municipales.

En conjunto, las acciones implementadas entre 2020 y 2025 han permitido fortalecer la atención ciudadana, mejorar la regulación del comercio establecido y promover el emprendimiento y la inserción laboral. Aunque persisten desafíos, los aprendizajes acumulados han sentado bases claras para consolidar un modelo de intervención integral orientado a elevar la competitividad y avanzar hacia una economía vecinal más ordenada, inclusiva y sostenible.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el comunicado CE 2024 Oaxaca de INEGI, indica que para todo el estado se encuentran 252,667 unidades económicas, mostrando en la minimonografía de los Censos Económicos 2024 (Oaxaca), en el cual Oaxaca de Juárez concentra el 11.6% de las unidades económicas del estado, lo que representa un total de 29,194 unidades económicas en la capital oaxaqueña.

Definición y cuantificación de los			
Población Potencial	29,194 Unidades Económicas del Municipio de Oaxaca de Juárez	**Cuantificación:**	29,194 Unidades Económicas del Municipio de Oaxaca de Juárez.
		Criterios de Focalización	Las Unidades Económicas enfrentan la competitividad laboral, el ordenacmiento y el control efectivo del comercio establecido, así como la formalización y alta al padrón fiscal del municipio de Oaxaca de Juárez.
Población Objetivo	29,194 Unidades Económicas del Municipio de Oaxaca de Juárez	**Cuantificación:**	29,194 Unidades Económicas del Municipio de Oaxaca de Juárez
		Criterios de Focalización	Todas las unidades económicas deben cumplir con el orden de la actividad comercial, tener accesos a los servicios de formalización, asesoria y apertura empresaria, alta al padrón fiscal a través de las normativas y reglamentos de la Secretaría de Prosperidad Económica Vecinal del Municipio de Oaxaca de Juárez.
Población atendida (beneficiarios)	15,000 Unidades Económicas del Municipio de Oaxaca de Juárez	**Cuantificación:**	15,000 Unidades Económicas del Municipio de Oaxaca de Juárez.
		Criterios de Focalización	Beneficios para las Unidades Económicas en el alta en el padrón fiscal.

Ficha Técnica del Programa presupuestario

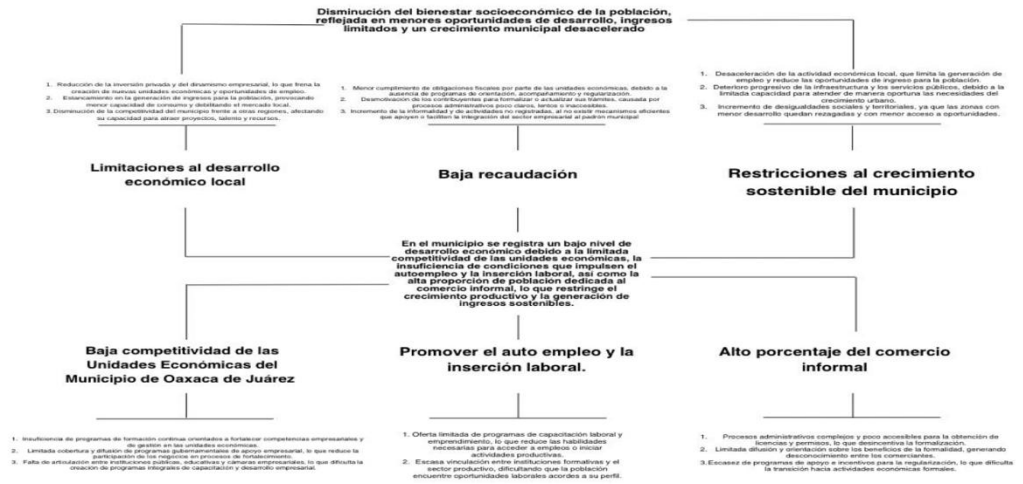
Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad Responsable del Pp	Secretaría de Prosperidad Económica Vecinal

Árbol de Problemas

Efectos

Problemática Identificada

Causas

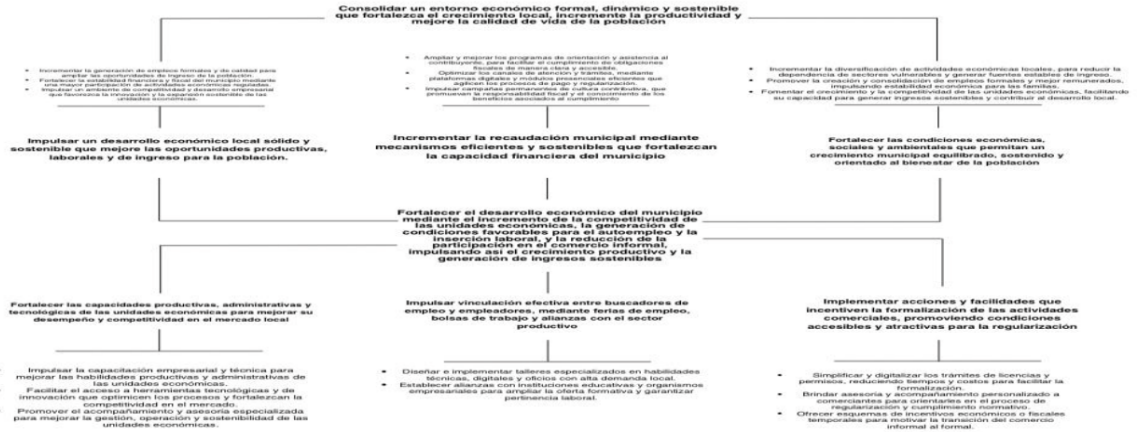


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	Las medidas que conforman el Programa Presupuestario se orientan a fortalecer la competitividad económica del municipio a través de tres ejes estratégicos: el desarrollo de capacidades empresariales, la promoción del autoempleo y la inserción laboral, y la formalización de las actividades comerciales. Para ello, se implementan acciones como la capacitación técnica y administrativa de las unidades económicas, el impulso a la vinculación laboral mediante bolsas de trabajo y ferias de empleo, y la simplificación de trámites para facilitar la regularización comercial. Estas intervenciones son las más efectivas para alcanzar el objetivo deseado, ya que inciden directamente en el incremento de la productividad, la generación de ingresos sostenibles y la consolidación de un entorno económico formal y competitivo.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Económico y Empleo
Clave del Programa Presupuestario	10
Unidad Responsable del Pp	Secretaría de Prosperidad Económica Vecinal

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje III. ECONOMÍA LOCAL Y TRABAJO
Alineación al Plan Estatal de Desarrollo	**Eje**	CRECIMIENTO Y DESARROLLO ECONÓMICO
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje 4. Prosperidad Económica Vecinal y Fomento Productivo
	Subeje o subprograma	Desarrollo y Prosperidad Económica Incuyente
	Objetivo	4.1. Impulsar el desarrollo económico y la prosperidad compartida en el municipio.
	Estrategia (s)	4.1.1. Impulsar la competitividad y productividad de las unidades económicas en el municipio. 4.1.2. Impulsar una Economía Inclusiva que genere bienestar a los habitantes del municipio.
	Línea(s) de Acción	4.1.1.2. Gestionar créditos para emprendedores con especial atención a mujeres y jóvenes de las agencias, barrios y colonias del municipio. 4.1.1.3. Fortalecer la capacitación de unidades económicas del municipio. 4.1.1.4. Impulsar prácticas responsables en el cuidado del medio ambiente para las unidades económicas. 4.1.1.5. Impulsar alianzas estratégicas entre unidades económicas del municipio.
	Estrategia (s)	4.1.2. Impulsar una economía inclusiva que genere bienestar a los habitantes del municipio.
	Línea(s) de Acción	4.1.2.1. Realizar un censo de unidades económicas para identificar los productos y servicios ofertantes. 4.1.2.2. Promover ferias para incentivar el consumo local. 4.1.2.3. Impulsar la economía social y la prosperidad compartida a través de ferias y eventos en agencias, barrios y
	Subeje o subprograma	EMPLEO
	Objetivo	4.2. Incentivar la generación de empleos dignos que favorezcan la mejora de las condiciones de vida de los habitantes del municipio de Oaxaca de Juárez.
	Estrategia (s)	4.2.1. Impulsar la inserción laboral para las personas buscadoras de empleo.
	Línea(s) de Acción	4.2.1.1. Promover la vinculación empresarial del empleo con especial atención a mujeres. 4.2.1.2. Promover la certificación de capacidades laborales de las vecinas y vecinos del municipio de Oaxaca.
	Estrategia (s)	4.2.2. Fortalecer el desarrollo de capacidades técnicas y habilidades para el autoempleo y mejora laboral en el municipio.

	Línea(s) de Acción	4.2.2.1. Implementar programas de capacitación en oficios y habilidades técnicas para todas las personas del municipio. 4.2.2.2. Implementar ferias y eventos para el autoempleo. 4.2.2.3. Promover convenios para la capacitación especializada en materia de autoempleo. 4.2.2.4. Contribuir a la generación de espacios labores libres de violencia de género.
	Subeje o subprograma	COMERCIO
	Objetivo	4.3. Fortalecer la actividad comercial en el municipio con especial atención a los mercados públicos.
	Estrategia (s)	4.3.2. Generar mecanismos para la regulación del comercio informal en el municipio de Oaxaca de Juárez.
	Línea(s) de Acción	4.3.2.4. Implementar operativos para garantizar el adecuado funcionamiento de la actividad comercial legal en el municipio. 4.3.2.5. Impulsar la cultura de las denuncias y quejas vecinales relacionadas con el funcionamiento de los establecimientos comerciales.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	ODS 8. Trabajo decente y crecimiento económico
	Meta(s) ODS	8.3. Promover políticas orientadas al desarrollo que apoyen las actividades productivas, la creación de puestos de trabajo decentes, al emprendimiento, la creatividad y la innovación, y fomentar la formalización y el crecimiento de las microempresas y las pequeñas y medianas empresas, incluso mediante al acceso a servicios financieros. 8.5. De aquí a 2030, lograr el empleo pleno y productivo y el trabajo decente para todas las mujeres y hombres, incluidos los jóvenes y las personas con discapacidad, así como la igualdad de remuneración por trabajo de igual valor. 8.6. De aquí a 2030, reducir considerablemente la proporción de jóvenes que no estan empleados y no cursan estudios ni reciben capacitación.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Desarrollo Turístico
Clave del Programa Presupuestario	11
Unidad Responsable del Pp	310 - Secretaría de Turismo

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez, por su vocación cultural y turística, concentra actividades económicas y sociales que requieren servicios públicos adecuados, movilidad eficiente y una gestión institucional capaz de sostener el dinamismo del sector. No obstante, el desempeño turístico reciente muestra señales de estancamiento que afectan la capacidad del destino para consolidarse competitivamente. De acuerdo con el Boletín de Indicadores de la Actividad Turística Enero–Septiembre 2025, la ciudad registró 971,498 turistas y una ocupación hotelera de 50.49 %, cifra que evidencia una utilización limitada de la infraestructura turística instalada. Este comportamiento, aun cuando convive con niveles altos de satisfacción reportados por los visitantes, refleja un problema público verificable: la baja competitividad turística del municipio, caracterizada por un posicionamiento insuficiente del destino frente a la oferta regional y nacional. Esta situación se manifiesta en un aprovechamiento limitado del potencial turístico y en un desempeño que no corresponde con la importancia cultural y económica de la ciudad.

Justificación del Pp

La intervención del Gobierno Municipal es necesaria porque la baja competitividad turística constituye un problema público que afecta el interés colectivo, al limitar la atracción de visitantes, desacelerar la actividad económica local y reducir la generación de ingresos para familias, negocios y prestadores de servicios. Este problema no puede resolverse únicamente por actores privados, debido a fallas de mercado y de coordinación: la promoción turística, el fortalecimiento del destino, la profesionalización del sector y la mejora del entorno urbano requieren bienes y servicios de provisión colectiva que ningún prestador puede financiar ni ejecutar de manera aislada. Asimismo, las decisiones individuales del sector privado no aseguran estándares homogéneos de calidad, información confiable ni acciones sostenidas de desarrollo turístico.

En este marco, la participación municipal es indispensable para articular esfuerzos, regular, coordinar y proveer servicios públicos vinculados al turismo. La Secretaría de Turismo actúa dentro de sus atribuciones legales, conforme al Artículo 173 del Bando de Policía y Gobierno, que le confiere la responsabilidad de promover el destino, difundir su patrimonio, capacitar al sector, operar módulos de información y coordinarse con organismos públicos y privados. Esta intervención no invade competencias estatales o federales; por el contrario, complementa y fortalece sus esfuerzos en el ámbito estrictamente municipal.

El Programa Presupuestario se justifica porque sus componentes abordan directamente las causas del problema: la promoción contribuye al posicionamiento del destino; la capacitación mejora la calidad del servicio; los módulos fortalecen la atención al visitante; y el fortalecimiento del Centro Histórico mejora la experiencia turística y la imagen urbana. Estas acciones generan beneficios económicos y sociales que superan la capacidad de acción individual y permiten reducir la brecha de competitividad identificada.

El programa se vincula con el Eje 4 “Prosperidad Económica Vecinal y Fomento Productivo”, el Objetivo 4.4 y las estrategias 4.4.1 y 4.4.2 del PMD 2025–2027, además de aportar al ODS 8 al impulsar crecimiento económico, empleo y competitividad turística.

Estado actual del problema

Los indicadores turísticos del municipio muestran una recuperación sostenida en afluencia y derrama económica, pero con niveles de ocupación hotelera que se mantienen dentro de un rango medio. La ocupación fue de 45.19 % en 2022, 51.46 % en 2023 y 52.7 % en 2024, mientras que para el periodo enero–septiembre de 2025 alcanzó 50.49 %, acompañada de 971,498 turistas y una derrama económica de 5,151 mdp. Esta evolución refleja que, a pesar del aumento gradual en visitantes, el uso de la capacidad instalada ha permanecido estable en los últimos años.
Según el Perfil del Turista 2024, la satisfacción general del destino obtuvo una calificación de 9.27; sin embargo, los elementos del servicio con evaluaciones más bajas —hospedaje (7.40), accesibilidad (7.61), limpieza para visitantes extranjeros (7.40) y servicios complementarios como aeropuerto, terminales y transporte público (alrededor de 6 puntos)— se han mantenido en niveles similares en los distintos periodos medidos. Estas valoraciones indican que existen aspectos de la experiencia turística que registran brechas cualitativas persistentes respecto al promedio general.
En el ámbito territorial, la mayor parte de la actividad turística continúa concentrada en el Centro Histórico y en los barrios de Xochimilco y Jalatlaco, donde se ubican los principales establecimientos formales relacionados con el sector. En contraste, zonas como Trinidad de Viguera, Pueblo Nuevo, Montoya y San Martín Mexicapam siguen mostrando baja presencia turística y menor disponibilidad de servicios, manteniéndose una distribución desigual de la actividad en el municipio.
En cuanto a los grupos involucrados, micro y pequeñas empresas de hospedaje, alimentos y bebidas, comercio y guías turísticos continúan operando en un contexto de variación en la demanda, lo que se refleja en ingresos fluctuantes. De igual manera, mujeres y jóvenes que participan en el sector enfrentan patrones de empleo caracterizados por ciclos de actividad y periodos de menor ocupación. Estos elementos, observados de manera reiterada entre 2022 y 2025, muestran que varias condiciones vinculadas al desempeño del sector se han mantenido sin cambios significativos.

Evolución del problema

En los últimos cuatro años, la actividad turística del municipio ha mostrado incrementos graduales en afluencia y derrama económica, mientras que los niveles de ocupación hotelera han permanecido dentro de un rango estable. La serie histórica registra 45.19 % en 2022, 51.46 % en 2023, 52.7 % en 2024 y 50.49 % para el periodo enero–septiembre de 2025. Esta trayectoria evidencia que, aun con el crecimiento sostenido en visitantes, el uso de la capacidad instalada no ha presentado variaciones significativas.
Los resultados del Perfil del Turista de los últimos ciclos confirman que la satisfacción general del destino se mantiene elevada, pero los aspectos con menor evaluación —hospedaje, accesibilidad, limpieza, infraestructura de movilidad y servicios complementarios como aeropuerto y terminales— conservan calificaciones similares entre un año y otro. La persistencia de estos valores muestra que las brechas cualitativas en estos componentes del servicio turístico no han registrado mejoras perceptibles en el periodo analizado.
En el plano territorial, la distribución espacial del turismo continúa concentrada en el Centro Histórico y en los barrios de Xochimilco y Jalatlaco. Paralelamente, zonas como Trinidad de Viguera, Pueblo Nuevo, Montoya y San Martín Mexicapam mantienen una baja presencia turística y menor acceso a servicios relacionados con el sector, mostrando que las diferencias territoriales observadas en años anteriores permanecen sin cambios sustantivos.
Respecto a los grupos involucrados, micro y pequeñas empresas —particularmente de hospedaje, alimentos y bebidas, comercio local y servicios de guías— siguen operando en un contexto de variación estacional; de igual forma, mujeres y jóvenes continúan enfrentando patrones de empleo con ingresos fluctuantes. Estas condiciones se repiten en los distintos periodos medidos, lo que confirma la continuidad de impactos sociales vinculados al comportamiento del sector.
La evolución descrita se refleja en los indicadores estratégicos del PMD 2025–2027 asociados al turismo, particularmente en ocupación hotelera, que permanece en niveles medios sin incrementos sostenidos, valoración del servicio turístico, cuyos componentes con menor calificación continúan sin variaciones relevantes y distribución territorial de la actividad turística, que conserva patrones de concentración similares a los reportados en años previos.
Estos elementos muestran que, entre 2022 y 2025, las manifestaciones del problema se han mantenido constantes, sin evidencias de cambios estructurales en su comportamiento.

Experiencias de atención

Entre 2020 y 2024, se implementaron acciones estatales y municipales orientadas al fortalecimiento turístico. A nivel estatal, la Secretaría de Turismo del Estado desarrolló campañas de promoción nacional e internacional, impulsó la participación en ferias especializadas y mejoró la conectividad aérea. También operó 11 módulos de información turística que registraron 27,966 atenciones entre 2023 y 2024. Si bien estas intervenciones ampliaron la visibilidad del destino y facilitaron el acceso a información, su alcance se concentró en corredores consolidados y no modificó de manera sustantiva la distribución territorial de la actividad turística.
En el ámbito municipal, la Secretaría de Turismo de Oaxaca de Juárez ejecutó acciones directas de difusión del patrimonio cultural, operación de módulos de información turística, acompañamiento a eventos estratégicos y procesos de capacitación dirigidos a prestadores de servicios. Estas actividades contribuyeron a mantener valoraciones favorables en hospitalidad, oferta cultural y atención al visitante, según el Perfil del Turista 2024. No obstante, aspectos como hospedaje, accesibilidad y servicios complementarios conservaron calificaciones menores, lo que indica que las acciones realizadas no generaron cambios sostenidos en los elementos del servicio que históricamente muestran menor desempeño.
Las evaluaciones realizadas en el periodo, como la Evaluación Específica del Desarrollo Turístico 2022, registraron un cumplimiento del 94.44 % en los criterios aplicados y documentaron avances en planeación, promoción y cooperación interinstitucional. Sin embargo, también señalaron limitaciones persistentes: recursos insuficientes para ampliar cobertura territorial, rotación de personal en módulos turísticos, ausencia de mecanismos sistemáticos de evaluación continua y un enfoque de promoción concentrado en zonas de mayor afluencia.
De estas experiencias se identifican aprendizajes relevantes para orientar la intervención municipal: la necesidad de fortalecer la profesionalización continua del sector, ampliar la cobertura territorial de las acciones de promoción y atención, consolidar mecanismos de coordinación con otros órdenes de gobierno y actores privados, y establecer sistemas permanentes de seguimiento de la experiencia del visitante. Estos elementos aportan evidencia sobre la pertinencia del Programa Presupuestario, pues muestran áreas de intervención que requieren continuidad y fortalecimiento.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp

Población Potencial	270,955 habitantes del municipio, 43,533 personas ocupadas en actividades turísticas y 3,200 unidades económicas del sector y servicios conexos.	**Cuantificación:**	Total de personas, empresas e instituciones que enfrentan el problema público de baja competitividad del sector turístico. Fuente: INEGI (Censo de Población y Vivienda 2020; Censos Económicos 2019); Boletines de Indicadores de la Actividad Turística 2022–2025; Diagnóstico Municipal IMPLAN 2024.
		Criterios de Focalización	Territorial y sectorial. Zonas con mayor exposición al fenómeno: Centro Histórico, Jalatlaco, Xochimilco, Reforma, mercados, corredores culturales, agencias como Viguera, Pueblo Nuevo y Donají. Incluye población residente afectada por la saturación turística y actores económicos vinculados al sector.
Población Objetivo	Aproximadamente 50,000 personas y unidades económicas, integradas por: 43,533 trabajadores turísticos, micro y pequeñas empresas, 3,200 establecimientos del sector, guías y operadores registrados.	**Cuantificación:**	Grupo específico al que se dirigen directamente las acciones del Pp para mejorar la competitividad del sector turístico. Fuente: INEGI (Censos Económicos 2019); Boletines de Indicadores Turísticos 2022–2025; PMD Oaxaca 2025–2027.
		Criterios de Focalización	Sectorial / Funcional. Prestadores de servicios formales e informales, PYMES turísticas, guías, operadores y comercios vinculados al flujo turístico. Territorios: Centro Histórico, barrios tradicionales, mercados, calzadas y zonas culturales.
Población atendida (beneficiarios)	Entre 15,000 y 20,000 beneficiarios directos anuales, considerando: turistas atendidos en módulos, participantes en	**Cuantificación:**	Personas o unidades que recibirán directamente los beneficios del programa durante el ejercicio fiscal. Fuente: Registros operativos de la Secretaría de Turismo Municipal (2022–2024); Perfil del Turista 2023–2025; Boletines Turísticos 2022–2025.

Población atendida (beneficiarios)	acciones de capacitación, prestadores fortalecidos, usuarios de actividades de promoción turística.	**Criterios de Focalización**	Institucional / Territorial / Sectorial. Mujeres y jóvenes prestadores, PYMES turísticas, guías, comerciantes y artesanos ubicados en zonas con vocación turística y corredores culturales.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

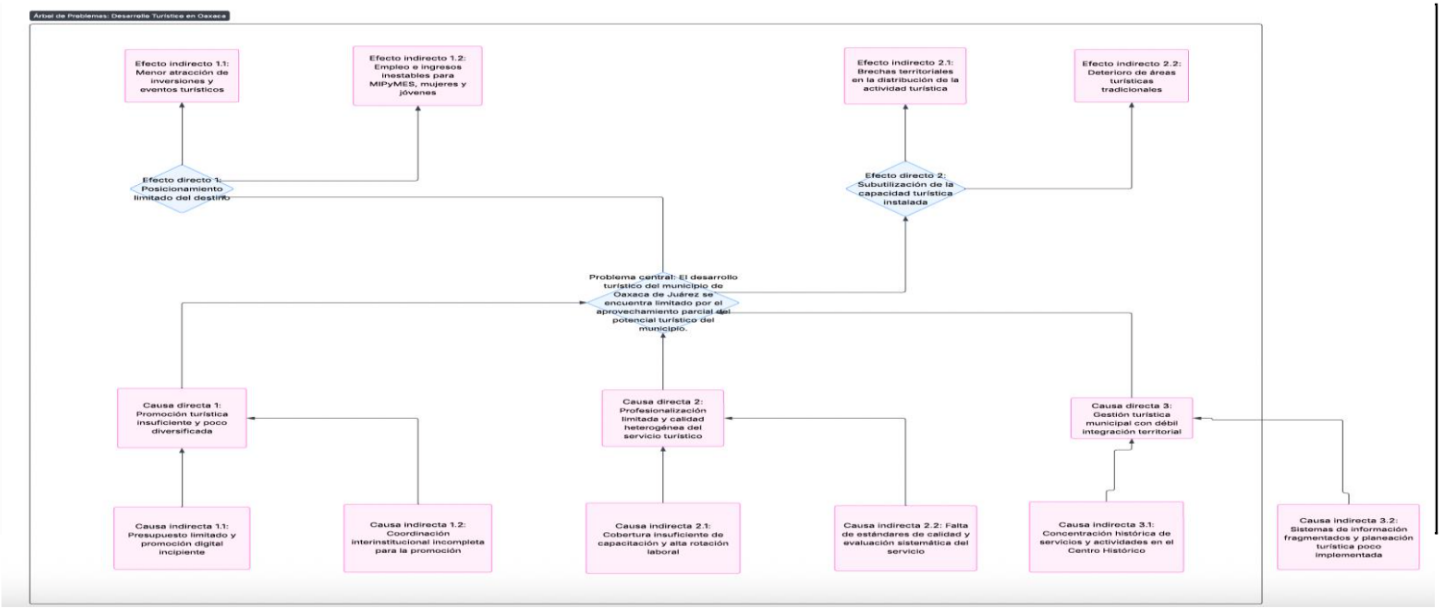
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Desarrollo Turístico
Clave del Programa Presupuestario	11
Unidad Responsable del Pp	Secretaría de Turismo

Arbol de Problemas

Efectos

Problemática Identificada

Causas

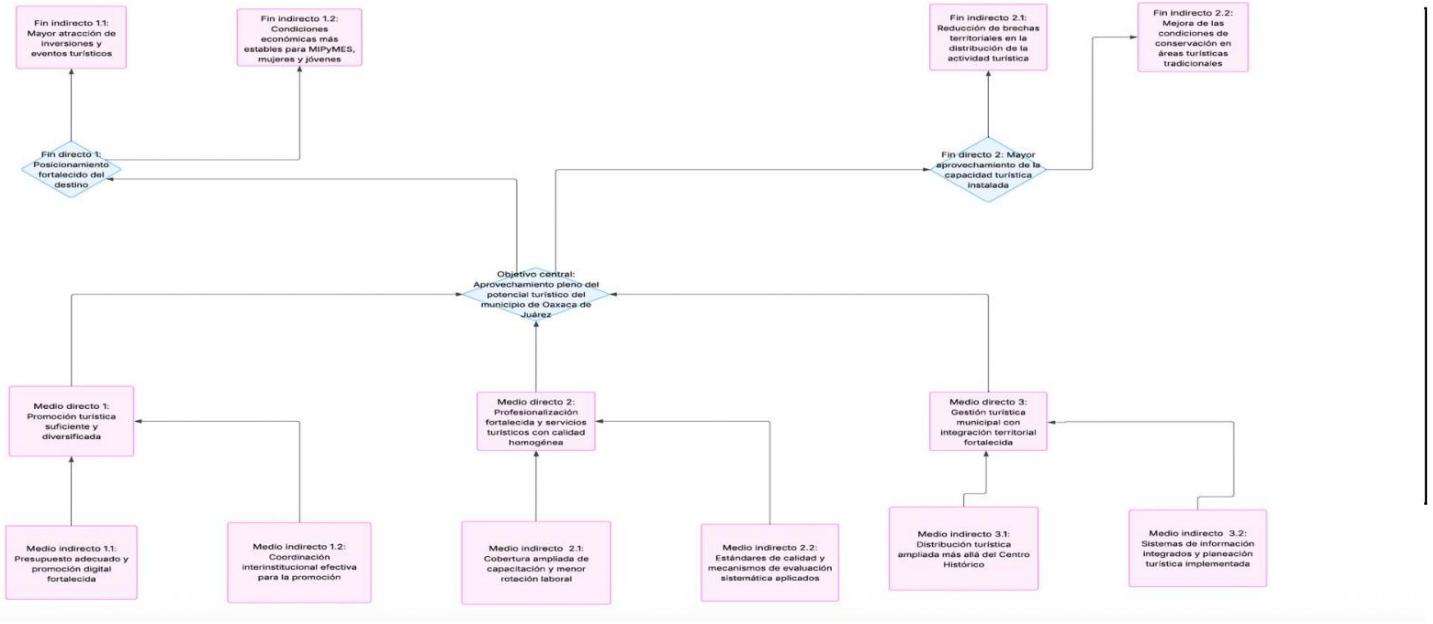


Arbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

La selección de alternativas se realizó con base en el diagnóstico y en los árboles de problemas y objetivos desarrollados mediante la Metodología del Marco Lógico. En este proceso se analizaron diversas opciones de intervención consideradas en el sector turístico, valorando su viabilidad técnica, operativa y presupuestal, así como su capacidad para responder al problema público identificado. Del ejercicio comparativo, se determinó que la alternativa más adecuada es una estrategia integral que articula acciones de promoción, capacitación, operación de módulos de información y fortalecimiento del Centro Histórico, al permitir atender de manera simultánea distintos aspectos observados en el análisis diagnóstico.

La implementación de esta alternativa se llevará a cabo exclusivamente mediante los Componentes y Actividades definidos en el Programa Presupuestario, asegurando que la ejecución se mantenga dentro del marco operativo establecido y que las acciones respondan directamente a los elementos que conforman el modelo de intervención. De esta manera, la estrategia seleccionada se operacionaliza con instrumentos claros, mecanismos definidos y procesos sujetos a seguimiento institucional.

La alternativa elegida se encuentra alineada con el PMD 2025–2027, particularmente con el Eje 4, y mantiene plena coherencia interna con los niveles de planeación del programa. Esta consistencia garantiza la trazabilidad entre el Fin, el Propósito, los Componentes y las Actividades, asegurando que cada nivel contribuya directamente al logro del siguiente y consolidando la pertinencia metodológica de la intervención.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Desarrollo Turístico
Clave del Programa Presupuestario	11
Unidad Responsable del Pp	Secretaría de Turismo

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje general 3: Economía moral y trabajo
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 4. Crecimiento y Desarrollo Económico para las Ocho Regiones
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje 4. Prosperidad Económica Vecinal y Fomento Productivo
	Subeje o subprograma	Sub Eje 4.4 Turismo
	Objetivo	Objetivo 4.4 Impulsar el desarrollo turístico del municipio
	Estrategia (s)	4.4.1 Fortalecer la profesionalización turística en el municipio de Oaxaca de Juárez 4.4.2 Impulsar la promoción de la oferta turística del municipio de Oaxaca de Juárez
	Línea(s) de Acción	4.3.1.1 Gestionar capacitación para comerciantes de los mercados públicos. 4.3.1.2 Generar alianzas para dinamizar el comercio local. 4.3.1.3 Impulsar campañas para dar a conocer los productos y servi- cios de los mercados públicos. 4.3.2.1 Integrar el registro de personas vendedoras ambulantes informales. 4.3.2.2 Actualizar normatividad en materia de comercio formal e informal. 4.3.2.3 Realizar un proyecto de regulación de la actividad comercial en vía pública. 4.3.2.4 Implementar operativos para garantizar el adecuado funciona- miento de la actividad comercial legal en el municipio. 4.3.2.5 Impulsar la cultura de las denuncias y quejas vecinales relacio- nadas con el funcionamiento de los establecimientos comerciales.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	8. Trabajo decente y crecimiento económico
	Meta(s) ODS	8.9 De aquí a 2030, elaborar y poner en práctica políticas encaminadas a promover un turismo sostenible que cree puestos de trabajo y promueva la cultura y los productos locales

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad Responsable del Pp	Secretaría de Cultura, Educación y Fomento a la Lectura

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez enfrenta retos persistentes en materia de educación y cultura que impactan directamente en el desarrollo social, el ejercicio de derechos culturales y las oportunidades de aprendizaje, esto implica que enfrente una doble problemática:
1. Rezago educativo y dificultades de permanencia escolar, agravados por condiciones socioeconómicas desiguales, limitación de recursos educativos y efectos pospandemia.
2. Insuficiente promoción cultural y limitado desarrollo de las artes, producto de restricciones presupuestarias, escasa infraestructura cultural, baja articulación institucional y mecanismos insuficientes para la participación comunitaria. a lo largo de la vida.

Estas problemáticas afectan el ejercicio de los derechos culturales y educativos de la población, limitan su desarrollo integral y obstaculizan la consolidación de una política municipal basada en la inclusión, la sostenibilidad cultural y la formación artística comunitaria.

Factores como la pobreza, la desigualdad económica y las limitadas oportunidades laborales dentro de los hogares influyen en que los núcleos familiares prioricen el ingreso económico sobre la continuidad educativa de niñas, niños y jóvenes. Estas condiciones provocan que, aún en un entorno urbano, existan segmentos de población con recursos educativos insuficientes para sostener trayectorias escolares completas.
De acuerdo con el Informe de Pobreza y Rezago Social 2025, el rezago educativo en Oaxaca de Juárez aumentó de 9.3 % en 2020 a 10.4 %, revelando un deterioro en el acceso y culminación de estudios básicos. Asimismo, el Informe de Pobreza y Evaluación 2022 del CONEVAL destaca que el rezago educativo es un componente central de la pobreza multidimensional al limitar la demanda educativa, el aprendizaje y la permanencia escolar.
A estas condiciones se suman los efectos acumulados de la pandemia por COVID-19. El cierre prolongado de escuelas, las dificultades de acceso a modalidades educativas a distancia y los obstáculos para la reincorporación presencial afectaron la retención escolar y profundizaron desigualdades, sobre todo en hogares con menores recursos tecnológicos y económicos.
En el ámbito cultural, el municipio presenta una promoción insuficiente y un desarrollo limitado de las artes. Aunque Oaxaca de Juárez posee una rica herencia cultural, la capacidad institucional para impulsar actividades artísticas, fortalecer la formación cultural comunitaria y salvaguardar el patrimonio es aún restringida debido al presupuesto que se ha otorgado así como los alcances del equipo de trabajo disponible para implementar todos los proyectos.
Según la investigación de Fundar (2022), realizada a nivel nacional priorizando las capitales de los estados, el área de Cultura recibió únicamente 0.42 % del presupuesto total destinado al desarrollo social, cifra menor al 0.45 % asignado en 2022, lo que evidencia una tendencia decreciente en la inversión pública para el sector. Esta insuficiencia presupuestaria repercute en la calidad, cobertura y continuidad de las actividades culturales ofrecidas a la ciudadanía.
El avance de gestión 3T 2023 de la Secretaría de Finanzas confirma que los recursos institucionales para generar vías de acceso, creación y participación cultural son limitados, lo cual restringe la implementación de programas permanentes y la consolidación de infraestructura cultural adecuada. La promoción cultural se centra en eventos aislados o de corta duración, no contemplan proyectos sostenibles, comunitarios o formativos, esto no favorece la implementación de talleres barriales, escuelas de arte locales o procesos de creación artística continua.
A nivel comunitario se persisten desafíos estructurales. La mesa “Cultura y Artes” de la Ley para las Juventudes de Oaxaca (2023) identificó que la institucionalidad cultural aún carece de mecanismos efectivos para fomentar la participación artística joven y comunitaria, así como para articular acciones entre educación formal y proyectos artísticos. Lo que ha evitado que niñas, niños y jóvenes tengan acceso a oportunidades formativas en arte y cultura, limitando su desarrollo creativo y la integración entre escuela y vida cultural. Lo anterior limita el cumplimiento de las responsabilidades de la dependencia, establecidas en el Bando de Policía y Buen Gobierno y el Plan de Desarrollo Municipal.

Justificación del Pp

En el municipio de Oaxaca de Juárez persisten brechas relevantes en el acceso y la continuidad educativa, expresadas en rezago y deserción escolar asociados a condiciones de pobreza, desigualdad y limitaciones tecnológicas. Estos factores siguen afectando especialmente a niñas, niños y jóvenes, cuya permanencia escolar se debilitó tras la pandemia. En este escenario, la intervención municipal continúa siendo necesaria para complementar las acciones estatales y federales mediante servicios educativos comunitarios, administración de espacios formativos y acciones de apoyo a la lectura y al aprendizaje en zonas urbanas con desigualdades internas. El Plan Municipal de Desarrollo (PMD) establece como prioridad reducir la deserción escolar y fortalecer la alfabetización, lo que respalda el papel de la Secretaría en la gestión de programas de apoyo escolar. Asimismo, la intervención se alinea al PED —que impulsa la igualdad educativa—, al PND en su eje de desarrollo con bienestar e igualdad de oportunidades, y al ODS 4 relativo a educación de calidad.

En materia cultural, la limitada disponibilidad de oferta formativa, espacios culturales y actividades artísticas comunitarias refleja una insuficiencia histórica de recursos destinados al sector. Esto afecta el acceso equitativo a bienes culturales, la participación ciudadana y la preservación del patrimonio local. El PMD establece metas específicas para fortalecer la cultura y las artes, promover la identidad comunitaria y ampliar los espacios culturales, áreas en las que la Secretaría tiene atribuciones directas conforme al marco normativo municipal. La intervención también es congruente con el PED —que reconoce la cultura como componente del bienestar—, con el PND —que impulsa la identidad cultural y la equidad en el acceso cultural— y con el ODS 11 sobre protección del patrimonio y acceso inclusivo a espacios culturales.

El fortalecimiento del Programa Presupuestario de Educación y Cultura Municipal es, por tanto, estratégico porque constituye el principal instrumento operativo del Ayuntamiento para atender de manera integrada ambos problemas públicos. El programa permite ampliar el acceso educativo, descentralizar la oferta cultural y garantizar el ejercicio de derechos fundamentales en comunidades y barrios con mayores desigualdades. Su continuidad asegura la operación de espacios educativos y culturales, la realización de actividades formativas permanentes y la preservación del patrimonio, contribuyendo al bienestar social, la cohesión comunitaria y el cumplimiento de los compromisos de desarrollo establecidos en los marcos municipal, estatal, nacional e internacional

Estado actual del problema

El municipio de Oaxaca de Juárez enfrenta una problemática persistente en materia educativa, caracterizada por el incremento del rezago y la continuidad escolar limitada. Los indicadores disponibles muestran que:
* El rezago educativo aumentó de 9.3 % en 2020 a 10.4 % en 2025, de acuerdo con el Informe de Pobreza y Rezago Social 2025, reflejando un deterioro en el acceso, permanencia y culminación de estudios básicos.
* El Informe de Pobreza y Evaluación 2022 del CONEVAL identifica el rezago educativo como uno de los componentes críticos de la pobreza multidimensional en el municipio.
* Registros de la DGPPyEE de la SEP (2024) y del SISPLADE 2023/2024 confirman que el rezago se mantuvo entre 2020 y 2023, con ligeras alzas entre grupos vulnerables.
* Durante los ciclos 2020–2021 y 2021–2022, la matrícula escolar municipal disminuyó entre 20 % y 23 %, debido principalmente a los efectos de la pandemia por COVID-19.
* A partir del ciclo 2022–2023 hubo una recuperación parcial, pero no homogénea, lo que mantuvo brechas significativas en la permanencia educativa.

Aunque el municipio no cuenta con datos públicos anuales desagregados por colonia, los registros administrativos locales permiten identificar zonas donde el rezago y el abandono escolar son más persistentes, especialmente en las agencias y colonias periféricas: San Martín Mexicapam, Montoya, Pueblo Nuevo, Candiani y Zonas de pobreza urbana con alta densidad poblacional.
Estos territorios concentran mayores tasas de abandono, en particular en secundaria y educación media, debido a barreras económicas, necesidad de incorporación temprana al trabajo y deficiencias en la infraestructura educativa.
La evidencia cualitativa obtenida en talleres y consultas municipales confirma que la continuidad educativa se ve afectada por: falta de dispositivos digitales, costos de transporte, escasez de espacios educativos complementarios y ausencia de acompañamiento pedagógico. Los grupos más afectados son jóvenes, mujeres jóvenes, población indígena urbana y hogares monoparentales.

La segunda dimensión crítica es la promoción insuficiente y el desarrollo limitado de la cultura y las artes. A pesar de la sólida tradición cultural del municipio, la capacidad institucional para sostener actividades formativas y garantizar acceso equitativo ha sido restringida por limitaciones presupuestarias y administrativas.
Entre 2020 y 2021, la pandemia provocó cierre de museos y recintos culturales, cancelación de festivales y disminución drástica de la actividad artística comunitaria.
Aunque desde 2022 se reactivaron eventos masivos con alta afluencia turística, la recuperación de la oferta formativa municipal ha sido limitada, debido a presupuesto insuficiente, discontinuidad de programas y priorización de eventos turísticos y mediáticos sobre procesos formativos comunitarios.

La infraestructura cultural se encuentra concentrada en el centro histórico y zonas de alta afluencia turística, lo que genera disparidades en el acceso territorial. Las agencias periféricas con menor presencia de espacios culturales, talleres y actividades continuas son Trinidad de Viguera, San Juan Chapultepec, Santa Rosa Panzacola y Pueblo Nuevo
La ausencia de datos culturales desagregados por colonia dificulta dimensionar la brecha, pero las consultas comunitarias indican una percepción generalizada de accesibilidad limitada, baja continuidad de la oferta y falta de oportunidades de participación artística fuera del centro.
Los grupos más afectados son:
* niñas, niños y jóvenes, dependientes de espacios públicos para iniciación artística;
* mujeres y personas cuidadoras, con menor disponibilidad de tiempo y movilidad;
* población indígena urbana, que demanda procesos culturales próximos y comunitarios;
* artistas locales emergentes, cuya participación y desarrollo se limitan por la escasez de programas formativos y de exhibición.

Evolución del problema

Entre 2020 y 2024, el municipio de Oaxaca de Juárez presentó variaciones cuantitativas claras en dos ámbitos: el rezago y la discontinuidad educativa, y la reducción y recuperación parcial de la oferta cultural municipal. La información proveniente de INEGI, CONEVAL, SEP, SISPLADE, la Secretaría de Finanzas y reportes administrativos locales muestra tendencias consistentes y persistencia de brechas territoriales.

Los datos disponibles evidencian que el rezago educativo mantuvo una tendencia ascendente durante el periodo. De acuerdo con el Informe de Pobreza y Rezago Social 2025, la población en rezago educativo pasó de 9.3 % en 2020 a 10.4 % en 2024, lo que representa un incremento de 1.1 puntos porcentuales en cuatro años.
De manera paralela, los registros de la SEP (DGPPyEE, 2024) y las fichas SISPLADE 2023/2024 muestran que la matrícula escolar municipal presentó reducciones significativas de entre 20 % y 23 % durante los ciclos 2020–2021 y 2021–2022. Si bien entre 2022 y 2024 se observó una recuperación parcial, esta no alcanzó los niveles previos a 2020 y fue desigual entre territorios.
En ausencia de información pública anual desagregada por colonia, los reportes administrativos locales permiten identificar que la deserción y la baja reinserción escolar se mantienen elevadas en Pueblo Nuevo, San Juan Chapultepec, Montoya y Trinidad de Viguera, así como en zonas urbanas con menor infraestructura educativa y mayor concentración de hogares en situación de pobreza. Los registros internos y consultas sectoriales coinciden en que la afectación se concentra en población adolescente (12–17 años), mujeres jóvenes y hogares monoparentales.
En conjunto, la serie histórica 2020–2024 muestra que el municipio no ha revertido el incremento del rezago educativo ni ha logrado restablecer plenamente los niveles de matrícula y permanencia previos al periodo analizado.

La oferta cultural municipal experimentó fluctuaciones marcadas entre 2020 y 2024. Durante 2020 y 2021, la actividad cultural presencial registró una reducción drástica, reflejada en la suspensión de talleres, cierre de museos y cancelación de festivales, lo que se tradujo en una caída significativa de la participación comunitaria.
A partir de 2022, se reactivaron actividades culturales y eventos masivos; sin embargo, la recuperación de la oferta formativa territorial fue más lenta. Los datos presupuestarios disponibles —incluyendo el análisis de Fundar (2022) y los reportes financieros 3T-2023— muestran que el área de cultura mantuvo asignaciones presupuestarias decrecientes o estables en niveles bajos, lo cual limitó la expansión de talleres y actividades de proximidad.
En términos territoriales, los registros municipales señalan que la infraestructura cultural permanece concentrada en el Centro Histórico, mientras que Santa Rosa Panzacola, Candiani, Viguera y Pueblo Nuevo presentan baja disponibilidad de espacios culturales y continuidad limitada de talleres comunitarios. La información cualitativa recopilada en diagnósticos institucionales es consistente en señalar que niñas, niños, jóvenes, mujeres y población indígena urbana han tenido acceso limitado y variable entre 2020 y 2024.
A nivel programático, los indicadores históricos muestran que la cobertura de actividades culturales comunitarias se ha mantenido estable o con incrementos marginales, sin expansión territorial significativa durante el periodo.

Experiencias de atención

Entre 2020 y 2024, el Municipio de Oaxaca de Juárez desarrolló diversas acciones orientadas al fortalecimiento educativo, la continuidad escolar y la promoción cultural comunitaria, las cuales permiten identificar aprendizajes relevantes para el diseño del Programa Presupuestario. Durante este periodo, las intervenciones educativas y culturales experimentaron avances significativos, pero también enfrentaron limitaciones estructurales, operativas y presupuestarias que condicionaron su alcance territorial. En materia educativa, el Programa Municipal de Atención Educativa (2020–2023), ejecutado por la Secretaría de Cultura, se orientó a reducir las barreras de acceso y permanencia escolar mediante acciones de apoyo académico dirigidas a niñas, niños y adolescentes de escuelas públicas en agencias con mayores niveles de rezago, como San Juan Chapultepec, Pueblo Nuevo, Viguera, Santa Rosa y Montoya. A lo largo de su operación, el programa implementó talleres de regularización en primaria y secundaria que alcanzaron en promedio 1,800 estudiantes por año. Los reportes administrativos indican mejoras de hasta 8 % en el rendimiento académico promedio del estudiantado participante y reducciones de entre 3 % y 5 % en ausentismo escolar en los planteles con seguimiento continuo. Hacia 2022 y 2023 se incorporaron tutorías en línea y herramientas digitales básicas; sin embargo, solo 42 % de los participantes contó con conectividad estable, lo que limitó el impacto de esta modalidad. La experiencia acumulada muestra también diversas restricciones: la insuficiencia presupuestaria impidió ampliar la cobertura a todas las agencias prioritarias; la alta rotación del personal docente contratado por honorarios afectó la continuidad metodológica; y la débil articulación con estrategias estatales generó duplicidad de esfuerzos en ciertos territorios. Estas limitaciones son consistentes con hallazgos de otros municipios urbanos del país, como Xalapa y Tuxtla Gutiérrez, donde evaluaciones internas han señalado que la continuidad docente y la coordinación interinstitucional son determinantes para sostener mejoras en permanencia escolar.

Complementariamente, entre 2021 y 2024 el Ayuntamiento operó el programa de Becas Municipales de Permanencia Escolar, administrado por la Secretaría de Bienestar Municipal con coordinación parcial de Educación Municipal. Este programa entregó más de 3,500 apoyos económicos a estudiantes en riesgo de abandono escolar, lográndose que siete de cada diez beneficiarios permanecieran en el sistema educativo durante el ciclo inmediato posterior. La evidencia de seguimiento mostró especial relevancia del apoyo en hogares encabezados por mujeres y en estudiantes que combinaban estudio y trabajo informal. No obstante, la demanda superó la disponibilidad presupuestaria en más del 60 % de los ciclos, y la falta de mecanismos para verificar la continuidad educativa más allá de un ciclo escolar limitó la evaluación integral de resultados. Estas observaciones han servido como insumo para incorporar indicadores de seguimiento longitudinal y criterios más precisos de elegibilidad territorial en el presente Programa Presupuestario.

En el ámbito cultural, el Programa Municipal de Talleres Artísticos Comunitarios (2020–2024), operado por la Secretaría de Cultura, amplió el acceso comunitario a procesos de formación artística básica en barrios y agencias del municipio. El programa funcionó en entre 12 y 18 sedes comunitarias por año y ofreció disciplinas como danza, música, artes plásticas y teatro. A lo largo del periodo, atendió entre 3,000 y 3,800 usuarios anuales, con una recuperación notable después de la pandemia, equivalente a un incremento de 35 % entre 2022 y 2024. Los informes de avance de 2023 reportan un crecimiento sostenido en la participación de mujeres (55 %) y de población joven (47 %), lo que refleja su relevancia para grupos con menor acceso a actividades formativas. Sin embargo, los aprendizajes del programa revelan desafíos persistentes. Durante 2020 y 2021, las restricciones sanitarias redujeron el número de sedes disponibles; en varias agencias periféricas se carecía de infraestructura cultural adecuada, lo que obligó al uso de espacios improvisados; y la disponibilidad presupuestaria fue limitada, documentándose una reducción relativa en la asignación de recursos para cultura dentro del presupuesto social municipal (pasando de 0.45 % a 0.42 % entre 2022 y 2023, según Fundar). Estas limitaciones encuentran paralelos en experiencias de ciudades como Mérida y Guadalajara, donde los programas culturales comunitarios han logrado mejores niveles de permanencia mediante la consolidación de sedes permanentes y esquemas de coinversión cultural, modelos que pueden adaptarse al contexto oaxaqueño.

De manera transversal, las acciones implementadas entre 2020 y 2024 enfrentaron dificultades adicionales como la insuficiencia presupuestaria para sostener o ampliar las coberturas previstas; la rotación frecuente de personal operativo; la falta de una normativa interna actualizada en materia de operación cultural y educativa; la carencia de plataformas tecnológicas para seguimiento sistemático; y la limitada coordinación interinstitucional, tanto al interior del municipio como con instancias estatales y federales. No obstante, las experiencias generadas constituyen un acervo relevante que permite identificar prácticas efectivas, áreas de oportunidad y criterios de mejora para fortalecer el diseño y ejecución del Programa Presupuestario de Educación y Cultura Municipal.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp

Población Potencial	Educación: niñas, niños y adolescentes (residentes en Oaxaca de Juárez. Cultura: habitantes del municipio de Oaxaca de Juárez.	**Cuantificación:**	Educación: 98,000 niñas, niños y adolescentes (NNA) entre 3 y 17 años residentes en Oaxaca de Juárez . Cultura: aproximadamente 270,000 habitantes con acceso limitado a actividades culturales y artísticas comunitarias; se estima que más del 60 % reside en agencias con baja infraestructura cultural
		Criterios de Focalización	Personas que enfrentan barreras de acceso educativo o cultural. Hogares en situación de pobreza y vulnerabilidad (CONEVAL). Agencias con mayores rezagos: San Juan Chapultepec, Pueblo Nuevo, Viguera, Montoya, Santa Rosa, Candiani. Zonas con limitaciones en infraestructura cultural. Población general del municipio susceptible de beneficiarse de servicios educativos y culturales
Población Objetivo	Infantes, jóvenes, mujeres residente en colonias y agenciason mayor vulnerabilidad educativa y caída de matrícula o sin espacios culturales formales o con baja oferta artística residentes del municipio de Oaxaca de Juárez.	**Cuantificación:**	Educación: entre 18,000 y 22,000 personas con rezago en educación básica por abandono o bajo desempeño. Cultura: entre 35,000 y 45,000 personas, principalmente jóvenes, mujeres y población indígena
		Criterios de Focalización	Escuelas municipales ubicadas en polígonos de atención prioritaria (SISPLADE 2023/2024). Población joven (12–29 años), mujeres, y grupos en situación de vulnerabilidad con limitada participación cultural. Agencias sin centros culturales o con oferta cultural insuficiente. Sectores con bajo acceso a talleres, formación artística o actividades comunitarias.
Población atendida (beneficiarios)	Con base en la capacidad operativa municipal y el presupuesto anual: Educación: Aproximadamente 7,000–9,000 estudiantes atendidos por acciones del programa (tutorías, regularización, actividades formativas y apoyo educativo). Cultura: Aproximadamente 10,000–13,000 personas atendidas en talleres artísticos, actividades culturales, promoción de lectura y participación comunitaria.	**Cuantificación:**	7,000 estudiantes atendidos por acciones del programa 13,000 personas atendidas en talleres artísticos, actividades culturales, promoción de lectura y participación comunitaria.
		Criterios de Focalización	Prioridad a estudiantes en riesgo educativo y escuelas focalizadas. Niñas, niños y jóvenes de agencias con margen alto de pobreza o rezago educativo. Mujeres, comunidades indígenas y población joven con barreras de acceso a espacios culturales. Beneficiarios directos inscritos en talleres, programas de formación, actividades artísticas o educativas.

OAXACA DE JUÁREZ GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

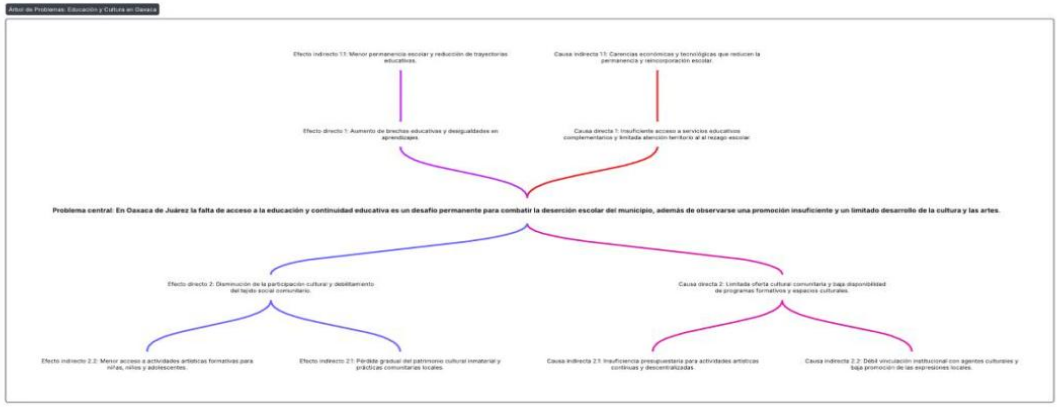
Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad Responsable del Pp	Secretaría de Cultura, Educación y Fomento a la Lectura

Árbol de Problemas

Efectos

Problemática Identificada

Causas

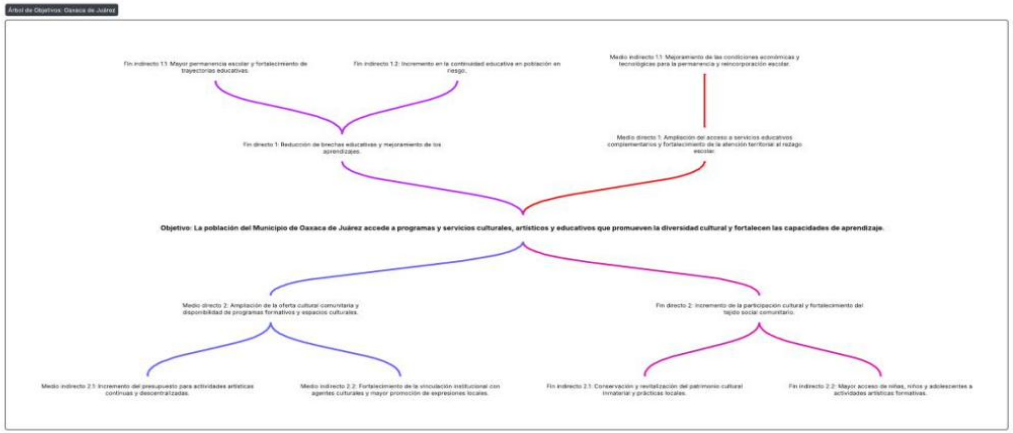


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se efectuó con base en el diagnóstico institucional y en los árboles de problemas y de objetivos elaborados mediante la Metodología del Marco Lógico. Durante el proceso se identificaron distintas opciones de intervención derivadas de las causas detectadas, valorando su viabilidad técnica, institucional y presupuestal. Lo anterior permitió identificar las causas estructurales del rezago educativo y del limitado desarrollo cultural en el municipio. Durante este proceso se analizaron diversas rutas de intervención derivadas de dichas causas, considerando su viabilidad técnica, operativa y presupuestal, así como su alineación con los instrumentos de planeación municipal, estatal, nacional e internacional. Del análisis comparativo se determinó que la alternativa más adecuada consiste en fortalecer de manera integral las capacidades institucionales para ampliar el acceso a servicios educativos complementarios, descentralizar la oferta cultural comunitaria y consolidar programas formativos y artísticos permanentes. Esta opción fue seleccionada por su coherencia con los medios identificados en el árbol de objetivos y porque permite atender simultáneamente las dos problemáticas centrales: la deserción escolar y la limitada participación cultural. La alternativa elegida se vincula directamente con la estructura del Programa Presupuestario, al articular acciones de fomento cultural, gestión educativa y apoyo administrativo que aseguran la implementación efectiva de los componentes. Asimismo, garantiza congruencia con el Plan Municipal de Desarrollo 2025–2027 , con el Plan Estatal de Desarrollo en el eje de bienestar y con el Plan Nacional de Desarrollo y finalmente, contribuye al cumplimiento de los Objetivos de Desarrollo Sostenible, especialmente el ODS 4 y el ODS 11.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	12. Educación y Cultura Municipal
Clave del Programa Presupuestario	12
Unidad Responsable del Pp	Secretaría de Cultura, Educación y Fomento a la Lectura

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica

Alineación al Plan Nacional de Desarrollo	**Eje**	2. Desarrollo con bienestar y humanismo
Alineación al Plan Estatal de Desarrollo	**Eje**	1. Estado de bienestar para todas las oaxaqueñas y los oaxaqueños.
Alineación al Plan Municipal de Desarrollo	**Subeje o subprograma**	1.4 Educación 1.6 Cultura y Artes
	Objetivo	1.4 Contribuir a disminuir la deserción escolar en el municipio. 1.6 Fortalecer la cultura y las artes en el territorio municipal.
	Estrategia (s)	1.4.1 Fortalecer la alfabetización de las personas de 15 años y más 1.4.2 Reducir la deserción escolar en el municipio 1.6.1 Fomentar la conservación y preservación de la cultura y las artes del municipio 1.6.2 Ofrecer espacios culturales y artísticos en el territorio municipal 1.6.3 Fortalecer la vinculación y promoción de la cultura y las artes del municipio
	Línea(s) de Acción	1.4.1.1 Promover la vinculación con instituciones públicas para la alfabetización de los habitantes 1.4.2.1 Realizar actividades complementarias en los centros educativos administrados por el municipio 1.4.2.2 Dar a conocer la oferta académica de los centros educativos 1.4.2.3 Promover la ciencia y la tecnología en todo municipio
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	4. Educación con calidad 11. Ciudades y comunidades sostenibles
	Meta(s) ODS	4.1 De aquí a 2030, asegurar que todas las niñas y todos los niños terminen la enseñanza primaria y secundaria, que ha de ser gratuita, equitativa y de calidad y producir resultados de aprendizaje pertinentes y efectivos. 11.3 Redoblar los esfuerzos para proteger y salvaguardar el patrimonio cultural y natural del mundo.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Medio Ambiete y Gestión Hídrica Sostenible
Clave del Programa Presupuestario	13
Unidad Responsable del Pp	Secretaría de Medio Ambiente y Gestión Hídrica

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez concentra una alta densidad poblacional y una intensa dinámica urbana que ha generado una presión constante sobre sus ecosistemas urbanos y periurbanos, particularmente sobre el arbolado, las áreas verdes, las barrancas y las zonas de recarga hídrica. La interacción entre el crecimiento urbano, la actividad económica y el uso cotidiano del territorio ha evidenciado la necesidad de una gestión ambiental integral que garantice la sostenibilidad del municipio y el bienestar de la población.

Desde el ámbito estructural, el desarrollo urbano se ha caracterizado por procesos de ocupación del territorio con una limitada incorporación de criterios de ordenamiento ecológico, lo que ha derivado en la fragmentación de ecosistemas, pérdida de áreas verdes y presión sobre zonas ambientalmente sensibles, afectando la mejora progresiva de la calidad ambiental del municipio, vinculada al Fin del Programa Presupuestario.

En el plano ambiental, se observa un deterioro del arbolado urbano, disminución de la cobertura vegetal y mayor exposición a riesgos ambientales como inundaciones, erosión e incendios, lo que limita el aprovechamiento sostenible de los ecosistemas y compromete el Propósito del Programa, orientado a fortalecer la gestión sostenible de los ecosistemas ecológicos municipales.

En cuanto a los factores sociales, persiste una baja cultura ambiental y limitada participación ciudadana en el cuidado de los espacios naturales, lo que reduce la corresponsabilidad social en la conservación del entorno y afecta la eficacia de las Actividades de educación ambiental, reforestación y cuidado del arbolado, previstas en el Eje Transversal 3.

Desde la perspectiva económica, el deterioro ambiental incrementa los costos asociados a la atención de riesgos, el mantenimiento de infraestructura y la pérdida de servicios ambientales, además de limitar la valorización de residuos sólidos y la adopción de prácticas sostenibles, incidiendo en los Componentes del Programa relacionados con la gestión integral de residuos y la promoción ambiental.

Finalmente, en el ámbito institucional, existen limitaciones operativas, presupuestarias y de coordinación interinstitucional para el control ambiental, el ordenamiento ecológico y la prevención de riesgos, así como una aplicación parcial de la normatividad ambiental, lo que dificulta la implementación efectiva de los Componentes y Actividades del Programa Presupuestario.

En este contexto, conforme al Eje Transversal 3: Medio Ambiente y Desarrollo Sostenible del Plan Municipal de Desarrollo 2025–2027, se identifica como problema público el descuido y desaprovechamiento sostenible de los ecosistemas ecológicos en el municipio, el cual, de no atenderse mediante las líneas de acción establecidas, continuará generando deterioro ambiental, incremento de riesgos y reducción del bienestar y la calidad de

Justificación del Pp
El problema público identificado como “descuido y desaprovechamiento sostenible de los ecosistemas ecológicos en el municipio” presenta causas ambientales, institucionales y territoriales asociadas a la pérdida de arbolado urbano, el uso ineficiente y desordenado del recurso hídrico, la generación y manejo inadecuado de residuos, así como a la limitada aplicación de la normatividad ambiental. Estas causas generan efectos directos como el deterioro del equilibrio ecológico, el incremento de riesgos ambientales y la reducción del bienestar y la calidad de vida de la población, lo que justifica la intervención del Gobierno Municipal mediante un Programa Presupuestario específico. La intervención municipal cuenta con fundamento jurídico en su Artículo 43 de la Ley Orgánica Municipal del Estado de Oaxaca, que establece competencias para desarrollar, operar y consolidar programas orientados a la preservación de ecosistemas urbanos, manejo del arbolado, reforestación, control de plagas, educación ambiental y aprovechamiento sostenible de recursos naturales, asi mismo en el Reglamento del Equilibrio Ecológico y de la Protección Ambiental para el Municipio de Oaxaca de Juárez, el Bando de Policía y Gobierno 2025–2027 y el Manual de Organización de la Secretaría de Medio Ambiente y Cambio Climático, los cuales facultan a la Secretaría para planear, regular, ejecutar, verificar y sancionar acciones relacionadas con la protección ambiental, la gestión hídrica, la verificación ambiental y educación ambiental, así como para garantizar el derecho humano a un medio ambiente sano. El Programa Presupuestario Medio Ambiente y Desarrollo Sostenible es pertinente y necesario porque constituye el principal instrumento institucional para atender el problema público identificado como “descuido y desaprovechamiento sostenible de los ecosistemas ecológicos en el municipio”, a partir de la atención directa de sus causas mediante componentes operativos claramente definidos. El Componente 1: Asesorías, procedimientos administrativos y verificación en materia ambiental realizados, atiende la arista institucional del problema relacionada con la débil aplicación de la normatividad ambiental, al fortalecer los procesos de inspección, vigilancia y cumplimiento regulatorio, reduciendo prácticas que deterioran los ecosistemas municipales. El Componente 2: Programas de Gestión Hídrica implementados, incide directamente en la problemática ambiental vinculada al uso ineficiente del recurso hídrico, la presión sobre zonas de recarga y los riesgos por escasez o inundaciones, contribuyendo a una gestión más sostenible del agua y a la conservación de los ecosistemas asociados. El Componente 3: Autorizaciones, licencias, dictámenes e informes en materia de regulación ambiental emitidas, fortalece la función regulatoria del municipio, asegurando que las actividades, obras y establecimientos se desarrollen conforme a criterios ambientales, lo que reduce impactos negativos sobre el arbolado, el suelo y los cuerpos de agua. El Componente 4: Servicios técnicos de arborización y acciones para el registro y conservación del arbolado urbano implementados, responde de forma directa a la pérdida de cobertura vegetal y al deterioro del arbolado urbano, permitiendo la protección, restauración y manejo técnico del patrimonio arbóreo municipal, así como la recuperación de los servicios ecosistémicos. Finalmente, el Componente 5: Acciones para el desarrollo sustentable y la adaptación al cambio climático implementadas, atiende la dimensión preventiva y de largo plazo del problema público, fortaleciendo capacidades ambientales, promoviendo prácticas sustentables y reduciendo la vulnerabilidad del municipio ante los efectos del cambio climático. En conjunto, estos componentes aseguran una intervención integral y articulada que permite revertir gradualmente el deterioro ambiental, fortalecer la gestión pública en materia hídrica y ambiental, y garantizar el ejercicio progresivo del derecho humano a un medio ambiente sano para la población de Oaxaca de Juárez. De manera complementaria, las acciones del Programa Presupuestario inciden en la reversión de la pérdida de arbolado urbano y áreas verdes, mediante actividades de conservación, mantenimiento y restauración ambiental, fortaleciendo los servicios ecosistémicos y contribuyendo a la mejora progresiva de la calidad ambiental municipal. El impacto del Programa Presupuestario se refleja en la reducción del deterioro ambiental, el fortalecimiento de la gestión pública en materia de agua, residuos y normatividad ambiental, y en la consolidación de condiciones que hacen efectivo el derecho humano a un medio ambiente sano, en beneficio de la población del municipio de Oaxaca de Juárez. En términos de alineación programática, el Programa Presupuestario se vincula con el Eje Transversal 3: Medio Ambiente y Desarrollo Sostenible del Plan Municipal de Desarrollo 2025–2027, al atender sus objetivos y líneas de acción relacionadas con la protección de los ecosistemas, la gestión integral del agua y la aplicación de la legislación ambiental. Asimismo, mantiene congruencia con los Objetivos de Desarrollo Sostenible,

Estado actual del problema

Durante el periodo 2023–2025, el municipio de Oaxaca de Juárez presenta condiciones persistentes de deterioro ambiental, visibles en la pérdida de cobertura vegetal, presión urbana sobre áreas naturales, contaminación ambiental, riesgos hidrometeorológicos y desigualdades territoriales en el acceso a entornos ambientales adecuados. La magnitud del problema se refleja en diversos indicadores ambientales y de riesgo documentados en instrumentos de planeación y gestión territorial.

En cuanto a la cobertura vegetal, registros municipales y diagnósticos técnicos señalan que zonas históricamente arboladas han reducido su superficie permeable. El PACMUN reporta que el municipio cuenta con aproximadamente 5,800 árboles urbanos, cifra que no ha mostrado un crecimiento proporcional frente al aumento poblacional, lo que mantiene una presión constante sobre los servicios ecosistémicos urbanos.

Respecto a riesgos ambientales, la Zona Metropolitana de Oaxaca (ZMO), donde se ubica el municipio, presenta recurrencia de incendios forestales en zonas de ladera y áreas con vegetación urbana, de acuerdo con los indicadores de riesgo climático del PACZMO. Asimismo, se identifican condiciones relevantes de riesgo hídrico: entre 2000 y 2023 se registraron 121 declaratorias de desastre y 118 de emergencia asociadas a eventos hidrometeorológicos en la ZMO, afectando de manera significativa a Oaxaca de Juárez y su zona conurbada.

El Atlas de Riesgos documenta que varias agencias municipales presentan más del 40 % de su superficie expuesta a inundaciones, particularmente San Martín Mexicapam, San Juan Chapultepec, Pueblo Nuevo y Santa Rosa Panzacola. De forma complementaria, la ZMO presenta cuatro riesgos climáticos principales: sequías, inundaciones, inestabilidad de laderas e incendios forestales. En 2022, los eventos climáticos extremos provocaron pérdidas económicas estatales por 6,385 millones de pesos, con impactos relevantes en el municipio.

En materia de residuos y contaminación, el PACMUN señala que el volumen de residuos sólidos urbanos mantiene una tendencia creciente desde 2013, situación que se refleja en problemáticas de disposición final, afectaciones al suelo y acumulación de desechos en espacios públicos. Estas condiciones persisten en barrancas, ríos secos, vialidades y camellones urbanos del municipio.

La evidencia cualitativa recopilada mediante consultas ciudadanas, talleres participativos y diagnósticos institucionales confirma la percepción de deterioro ambiental. El Eje Transversal 3 del PMD recoge demandas relacionadas con la escasez de áreas verdes, falta de mantenimiento del arbolado, contaminación visual y ambiental, y acceso desigual al agua. El PACMUN reporta percepción social de deterioro de áreas verdes, baja calidad del aire en vialidades principales y reducción de espacios saludables, mientras que el Atlas de Riesgos identifica preocupación comunitaria en colonias localizadas en laderas por inestabilidad del terreno, erosión y pérdida de vegetación. Los talleres del PACZMO registran observaciones institucionales sobre limitada participación comunitaria en reforestación y cuidado del arbolado urbano.

La distribución territorial del problema no es homogénea. Se identifican zonas con mayor afectación, entre ellas: áreas urbanizadas con pérdida de espacios verdes, zonas con riesgo ambiental asociadas a laderas y barrancas, sectores con riesgo hídrico o sequía, y zonas con acumulación de residuos y contaminación. Destacan como áreas de mayor afectación Montoya, Pueblo Nuevo Parte Alta y San Juan Chapultepec, así como colonias ubicadas en laderas y zonas con rezago urbano.

Los grupos poblacionales más expuestos incluyen a personas residentes en zonas de ladera, comunidades con menor acceso a áreas verdes funcionales, así como mujeres, personas adultas mayores y niñas y niños, debido a sus patrones de movilidad cotidiana y permanencia en el entorno urbano. Asimismo, los sectores institucionales directamente impactados son Protección Civil, por la atención constante a eventos de riesgo; Servicios Municipales, por el incremento en la demanda de mantenimiento de espacios públicos; y la Secretaría de Medio Ambiente, ante el aumento en requerimientos de atención ambiental y restauración ecológica.

Evolución del problema

En el periodo 2018–2024, el entorno ambiental del municipio de Oaxaca de Juárez ha mostrado una evolución desfavorable persistente, reflejada en indicadores de cobertura vegetal, gestión hídrica, riesgos ambientales y manejo de residuos. Aun cuando no todos los indicadores cuentan con series continuas, los diagnósticos institucionales y los instrumentos de planeación permiten identificar tendencias claras y cambios acumulados, confirmando la vigencia del problema público denominado descuido y desaprovechamiento sostenible de los ecosistemas ecológicos en el municipio.

En materia de arbolado urbano y áreas verdes, el inventario municipal reporta 5,849 árboles registrados en jardines, parques y vialidades principales. Comparaciones con información del PACMUN (2013) muestran que este indicador ha permanecido prácticamente estancado frente al crecimiento poblacional y la expansión urbana, lo que evidencia una presión constante sobre los servicios ecosistémicos urbanos. De forma paralela, diagnósticos recientes identifican un incremento en afectaciones por plagas y deterioro del arbolado, elemento vinculado a los indicadores del programa relacionados con mantenimiento, conservación y registro del arbolado urbano.

Respecto a los riesgos ambientales y climáticos, la Zona Metropolitana de Oaxaca presenta una tendencia creciente en incendios forestales, inundaciones e inestabilidad de laderas. Entre 2000 y 2023 se acumularon 121 declaratorias de desastre y 118 de emergencia, con mayor recurrencia en los últimos cinco años. El Atlas de Riesgos señala que agencias como Pueblo Nuevo, Montoya y San Juan Chapultepec mantienen más del 40 % de su superficie expuesta a inundaciones, lo que se relaciona directamente con los indicadores del programa asociados a gestión ecológica y prevención de riesgos.

En cuanto a la gestión hídrica, los diagnósticos municipales indican que la ZMO se ubica entre los territorios con mayor riesgo por sequía. Si bien el 84.9 % del abastecimiento de agua proviene de la red pública, persisten pérdidas significativas derivadas de fugas en la infraestructura, aspecto observado en los indicadores del programa relativos a programas de gestión hídrica implementados.

En materia de residuos sólidos urbanos, el PACMUN documenta una tendencia creciente sostenida desde 2013, la cual se mantuvo durante el periodo 2018–2024. Las afectaciones se concentran en zonas comerciales, barrancas y periferias urbanas, con registros reiterados en áreas como Central de Abasto, Santa Rosa y el Periférico, lo que se refleja en los indicadores del programa vinculados al control de residuos y verificación ambiental.

La evidencia cualitativa refuerza estas tendencias. Los Diálogos Vecinales del PMD registran de manera recurrente percepciones ciudadanas sobre escasez de áreas verdes, deterioro del entorno, problemas de plagas y deficiente mantenimiento del arbolado. De igual forma, las áreas operativas municipales reportan un rezago acumulado en la atención del arbolado y espacios verdes, lo que coincide con los indicadores de desempeño del programa relacionados con servicios técnicos de arborización y conservación.

Desde una perspectiva de factores explicativos, la evolución del problema responde a la concurrencia de:

- Factores ambientales, como la recurrencia de eventos climáticos extremos y la degradación progresiva de ecosistemas urbanos.
- Factores institucionales, asociados a la capacidad operativa existente frente a una demanda ambiental creciente.
- Factores sociales, reflejados en patrones de uso intensivo del espacio urbano y en percepciones persistentes de deterioro ambiental.

En conjunto, la evolución de los indicadores ambientales y de percepción social evidencia que el problema público no solo se mantiene vigente, sino que presenta tendencias acumulativas, lo que confirma la necesidad de sostener un Programa Presupuestario orientado a gestión ambiental integral, con énfasis en arbolado urbano, gestión hídrica, control de residuos y verificación ambiental, plenamente alineado con el problema

Experiencias de atención

Durante el periodo 2020–2024, el Gobierno Municipal de Oaxaca de Juárez, a través de la Secretaría de Medio Ambiente y Gestión Hídrica, ha implementado diversas acciones orientadas a la atención del deterioro ambiental del municipio, particularmente en materia de gestión hídrica, regulación ambiental, manejo del arbolado urbano, control de residuos y promoción del desarrollo sustentable. Estas acciones se han ejecutado mediante programas institucionales, servicios técnicos y procedimientos administrativos, con cobertura variable según la capacidad operativa y presupuestal disponible.

Respecto a la regulación y verificación ambiental, se emitieron autorizaciones, licencias y dictámenes ambientales para obras, actividades y establecimientos, así como procedimientos de inspección y verificación. Estas acciones permitieron fortalecer el control administrativo y la aplicación de la normatividad ambiental municipal, aunque se identificaron retos asociados al incremento de trámites y a la necesidad de mayor seguimiento posterior a la autorización.

En el ámbito de arbolado urbano, se brindaron servicios técnicos de poda, dictaminación, reforestación y atención a plagas, así como acciones iniciales de registro del arbolado. Los informes de las áreas operativas señalan que estos servicios han contribuido a la conservación de árboles en riesgo y a la atención de solicitudes ciudadanas, aunque también evidencian un rezago acumulado derivado de la antigüedad del arbolado y del crecimiento urbano.

En relación con el manejo de residuos y desarrollo sustentable, se impulsaron actividades de educación ambiental, campañas de sensibilización y acciones focalizadas de mejora del entorno urbano. Estas intervenciones registraron avances en participación ciudadana y sensibilización ambiental, aunque con efectos diferenciados por zona y sin continuidad homogénea en todo el municipio.

La experiencia local se ve respaldada por buenas prácticas implementadas en otros municipios del país, donde programas de gestión integral del arbolado urbano (como inventarios digitales y mantenimiento preventivo), modelos de regulación ambiental con ventanillas únicas, y esquemas municipales de adaptación al cambio climático han mostrado mejoras en la eficiencia operativa y en la reducción de riesgos ambientales. Estas experiencias confirman la pertinencia de abordar el problema mediante instrumentos programáticos integrales y sostenidos, como el Programa Presupuestario.

Entre las principales limitaciones identificadas en las acciones previas destacan la insuficiencia presupuestaria, la rotación de personal técnico, la presión creciente sobre los servicios ambientales y la necesidad de fortalecer la coordinación interinstitucional. No obstante, los aprendizajes derivados señalan la importancia de contar con un programa presupuestario estructurado, con componentes claramente definidos, indicadores de seguimiento y alineación normativa, que permita dar continuidad a las acciones y ampliar su impacto territorial.

En este contexto, las experiencias de atención desarrolladas confirman que la intervención municipal a través de un Programa Presupuestario en materia de Medio Ambiente y Desarrollo Sostenible resulta un mecanismo adecuado para sistematizar esfuerzos, capitalizar aprendizajes y fortalecer la capacidad institucional para atender de manera progresiva el problema público identificado.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los

Población Potencial	Personas, hogares y unidades urbanas afectadas por el problema público: "Descuido y desaprovechamiento sostenible de los ecosistemas ecológicos	**Cuantificación:**	En el gobierno municipal de Oaxca de Juárez (CONAPO 2025), Corresponde a la población total que enfrente problematicas de gobernabilidad, participación ciudadana limitada o atención ineficiente a solicitudes vecinales
		Criterios de Focalización	Todo el mnicipio de Oaxaca de Juárez, con especial incidencia incidencia en las agencias municipales donde se concentran mayores reportes vecinales, San Martin Mexicapam, san Juan Chapultepec, Doleres, Reforma y Candiani. Incluye a la población urbana y periurbana afectada por la falta de atención opurtana a servicios y gestiones ciudadanas.
Población Objetivo	Personas, áreas o unidades directamente atendidas por acciones del programa (arborización,	**Cuantificación:**	(Aproximadamente 22% de la poblacion municipal), estimadas con base en las zonas de mayor densidad de reportes y participación en los dialopgos vecinales 2024- 2025
		Criterios de Focalización	Hogares ubicados en las agencias con mayor rezago en atención vecinal o incidenciaas problematicas registradas. Se prioriza en los dialogos vecinales 2024-2025
Población atendida (beneficiarios)	Personas que recibirán los beneficios en el ejercicio fiscal	**Cuantificación:**	(meta estimadsa anual 2025) derivadas de la capacidad operativa y presupuestal proyectada para la coordinación de atenciaón
		Criterios de Focalización	ciudadanos participantes en los dialogos vecinales y mecanismos de atención directa, con efansis en zonas de alta densidad poblacional (Cabecera Municipal, Reforma, San Martín Mexicapam y San Pedro Chapultepec se promueve la equidad de género y la participación comunitaria intergeneracional

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Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

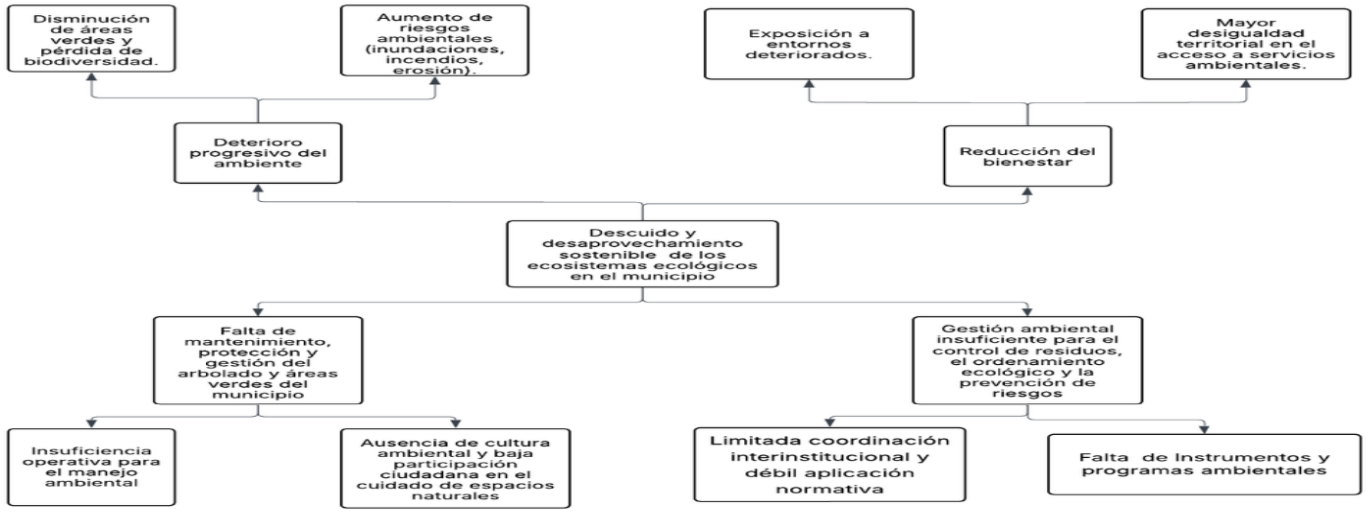
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Medio Ambiete y Gestión Hídrica Sostenible
Clave del Programa Presupuestario	13
Unidad Responsable del Pp	Secretaría de Medio Ambiente y Gestión Hídrica

Arbol de Problemas

Efectos

Problemática Identificada

Causas

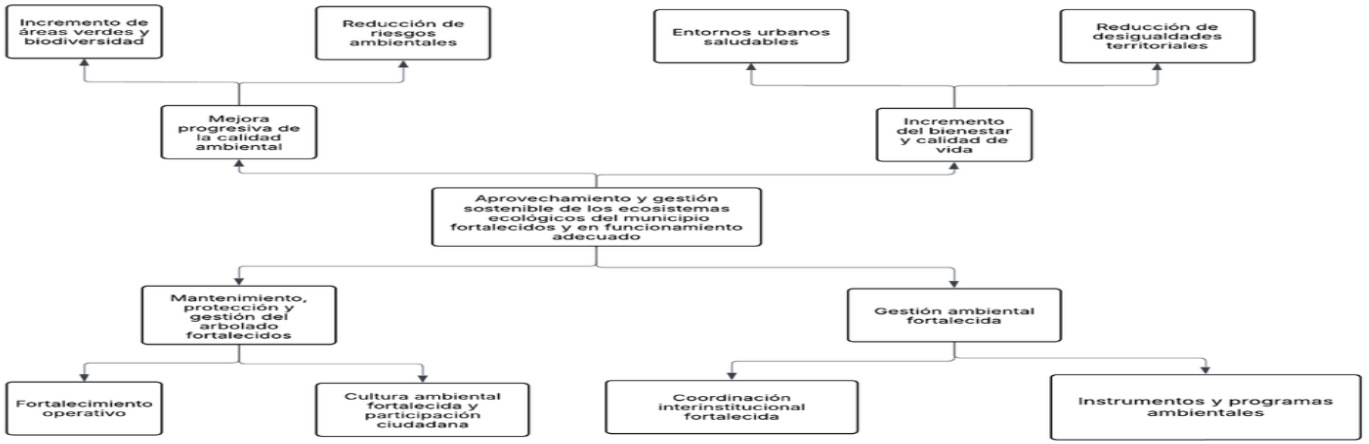


Arbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se efectuó con base en el diagnóstico institucional, así como en los Árboles de Problemas y de Objetivos elaborados mediante la Metodología del Marco Lógico, lo que permitió identificar las causas críticas del deterioro ambiental y sus relaciones causales. Durante este proceso se analizaron diversas opciones de intervención derivadas de las causas detectadas, valorando su viabilidad técnica, institucional, operativa y presupuestal, destacando las alternativas orientadas al manejo integral del arbolado, al fortalecimiento de la cultura ambiental y a la mejora de la gestión ambiental regulatoria. A partir de este análisis, se determinó que la alternativa más viable consiste en fortalecer la gestión sostenible de los ecosistemas municipales, mediante acciones articuladas de mantenimiento del arbolado, educación ambiental y mejor regulación ambiental, por su capacidad de incidir directamente en las causas centrales del problema y generar efectos positivos de corto, mediano y largo plazo. La estrategia seleccionada se implementará a través de los componentes operativos del Programa Presupuestario, apoyados en la coordinación interinstitucional, el uso de herramientas técnicas y la ejecución territorial focalizada. Finalmente, la alternativa elegida se encuentra plenamente alineada con el Eje Transversal 3: Medio Ambiente y Desarrollo Sostenible del PMD 2025–2027, así como con la estructura jerárquica del Marco Lógico (Fin, Propósito, Componentes y Actividades), asegurando coherencia entre diagnóstico, intervención y resultados esperados.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Medio Ambiete y Gestión Hídrica Sostenible
Clave del Programa Presupuestario	13
Unidad Responsable del Pp	Secretaría de Medio Ambiente y Gestión Hídrica

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje General 4. Desarrollo sustentable
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje transversal: Desarrollo Sostenible y Cambio Climático
Alineación al Plan Municipal de Desarrollo	**Subeje o subprograma**	
	Objetivo	Fortalecer el equilibrio ecológico y el aprovechamiento sostenible de los ecosistemas del municipio.
	Estrategia (s)	1. Estrategia Eje de Bienestar Vecinal E.T.MADS.1.1 Contribuir a la conservación medioambiental del municipio. 2. Estrategia Eje de Infraestructura Sostenible y Servicios Públicos para el Desarrollo E.T.MADS 1.2 Gestionar el recurso hídrico en el municipio 3. Estrategia Eje de Gobierno de Territorio, Honesto y Transparente E.T.MADS 1.3 Favorecer la normatividad ambiental 5. Estrategia Eje de Prosperidad Económica Vecinal y Fomento Productivo E.T.MADS 1.5 Impulsar un comercio sostenible dentro del territorio municipal
	Línea(s) de Acción	E.T.MADS.1.1.1 Impulsar el cuidado y mantenimiento del arbolado urbano. E.T.MADS.1.1.2 Impulsar los servicios ambientales mediante la reforestación. E.T.MADS.1.1.4 Fortalecer la educación ambiental en el municipio. E.T.MADS.1.1.5 Impulsar programas de educación ambiental en el territorio municipal. E.T.MADS.1.1.6 Desarrollar la promotoría ambiental y prácticas responsables para sensibilizar a sectores específicos del municipio. E.T.MADS.1.1.7 Fomentar la cultura de la revalorización de residuos sólidos urbanos. E.T.MADS.1.2.1 Impulsar el programa emergente de respuesta al estiaje. E.T.MADS.1.2.2 Impulsar el programa permanente del cuidado del recurso hídrico. E.T.MADS.1.3.1 Fortalecer el programa local ecológico Gestión Integral de Residuos Sólidos Urbanos. E.T.MADS.1.3.2 Impulsar protocolos y normativas sobre promotoría ambientales ecovecinales. E.T.MADS.1.4.1 Fortalecer el desempeño de los jueces especializados en temas de protección animal. E.T.MADS.1.5.1 Fomentar la separación de residuos sólidos derivados de las actividades comerciales en el municipio.
	Objetivo(s) ODS	ODS 6 Garantizar la disponibilidad de agua y su gestión sostenible y el saneamiento para todos ODS 13 Adoptar medidas urgentes para combatir el cambio climático y sus efectos

Alineación a los Objetivos de Desarrollo Sostenible	**Meta(s) ODS**	6.1 De aquí a 2030, lograr el acceso universal y equitativo al agua potable a un precio asequible para todos 6.3 De aquí a 2030, mejorar la calidad del agua reduciendo la contaminación, eliminando el vertimiento y minimizando la emisión de productos químicos y materiales peligrosos, reduciendo a la mitad el porcentaje de aguas residuales sin tratar y aumentando considerablemente el reciclado y la reutilización sin riesgos a nivel mundial 6.4 De aquí a 2030, aumentar considerablemente el uso efciente de los recursos hídricos en todos los sectores y asegurar la sostenibilidad de la extracción y el abastecimiento de agua dulce para hacer frente a la escasez de agua y reducir considerablemente el número de personas que sufren falta de agua 6.5 De aquí a 2030, implementar la gestión integrada de los recursos hídricos a todos los niveles, incluso mediante la cooperación transfronteriza, según proceda 6.6 De aquí a 2020, proteger y restablecer los ecosistemas relacionados con el agua, incluidos los bosques, las montañas, los humedales, los ríos, los acuíferos y los lagos 13.2 Incorporar medidas relativas al cambio climático en las políticas, estrategias y planes nacionales 13.3 Mejorar la educación, la sensibilización y la capacidad humana e institucional respecto de la mitigación del cambio climático, la adaptación a él, la reducción de sus efectos y la alerta temprana

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Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Coordinación Estratégica e Innovación Gubernamental
Clave del Programa Presupuestario	14
Unidad Responsable del Pp	Presidencia (Secretaría Particular)

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez, por su carácter de capital estatal, ciudad turística y centro de la Zona Metropolitana de los Valles Centrales, enfrenta retos de gobernanza que exigen una alta capacidad de gestión y coordinación institucional. La Presidencia Municipal funge como eje articulador de esta coordinación, no solo al interior de la administración, sino también con otros órdenes de gobierno y actores metropolitanos e internacionales.

La región de los Valles Centrales, que Oaxaca de Juárez lidera, abarca 121 municipios. El Instituto Mexicano para la Competitividad (IMCO) en su análisis de 2024, identifica como recomendación clave la necesidad de "Coordinar a los gobiernos municipales que conforman las ciudades... a fin de atender las tareas en las que la gestión del gobierno local es fundamental". La competitividad y la eficacia gubernamental están directamente ligadas a la capacidad del gobierno para coordinar acciones, simplificar procesos (mejora regulatoria) y gestionar la compleja dinámica administrativa.

De acuerdo con la Encuesta Nacional de Seguridad Pública Urbana (ENSU) para Oaxaca de Juárez, la percepción ciudadana sobre la efectividad del gobierno de la ciudad para resolver problemáticas es de solo un 31.5%. Esta cifra se encuentra por debajo de la media nacional, que es del 38.5%. Paralelamente, la encuesta (ENSU, 1er Trimestre 2024) revela que solo el 25.8% de la población en Oaxaca de Juárez "conoce o escuchó que el gobierno de su ciudad implementó actividades o programas". Esto evidencia una brecha en la ejecución o, en su defecto, en la coordinación para comunicar las acciones, comparado con el 34.0% a nivel nacional.

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Por ello, se muestra que el problema público es identificado como:

"La Presidencia Municipal de Oaxaca de Juárez muestra una limitada coordinación y ejecución de acciones institucionales de gestión, jurídicas, logísticas y de vinculación intergubernamental e internacional, lo que debilita la gobernanza local, la mejora regulatoria y el desarrollo metropolitano."

Justificación del Pp

La intervención de la Presidencia Municipal para atender la "limitada coordinación y ejecución de acciones institucionales de gestión, jurídicas y logísticas de vinculación intergubernamental" se justifica en el rol que le otorga el marco normativo de Oaxaca. La Presidencia, en su calidad de órgano ejecutivo y Jefe de la administración pública municipal, tiene la obligación legal de asegurar la coherencia y el cumplimiento de los acuerdos del Cabildo. Este mandato se establece claramente en la Ley Orgánica Municipal del Estado de Oaxaca, la cual en su artículo 68, Fracción IV, confiere al Presidente Municipal la atribución de "Presidir con voz y voto de calidad las sesiones del Cabildo y ejecutar los acuerdos y decisiones del mismo." Esta facultad es el fundamento principal que justifica la necesidad de este Programa Presupuestario (Pp) para crear mecanismos de coordinación que hagan efectiva dicha ejecución.

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El Pp es el instrumento idóneo porque sus componentes se alinean directamente con otras atribuciones legales clave. La facultad de organización interna y mejora regulatoria se sustentan en el artículo 43, Fracción I del Inciso A, de la citada Ley Orgánica Municipal del Estado de Oaxaca, que dota al Ayuntamiento de la potestad de "Expedir y reformar los bandos de policía y gobierno, los reglamentos, circulares y disposiciones administrativas de observancia general dentro de su ámbito territorial; que organicen la administración pública municipal, regulen las materias, procedimientos, funciones y servicios públicos de su competencia
y aseguren la participación ciudadana y vecinal..." Por su parte, la necesidad de los componentes de vinculación (metropolitana, intergubernamental e internacional) se justifica en el artículo 43, fracción VII del Inciso C, de la citada Ley, que faculta al Ayuntamiento para "Celebrar convenios de coordinación o asociación con otros Ayuntamientos de la entidad...".
Para la operación de estos mandatos, el Presidente se auxilia de las unidades ejecutoras del programa (Secretaría Particular, Jefatura de la Oficina de la Presidencia, Secretaría Técnica, Coordinación de Relaciones Intergubernamentales e Internacionales, Coordinación de Atención a Asuntos Metropolitano), cuyas funciones de gestión, apoyo, planeación y control están detalladas en el Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez, Reglamentos y en los Manuales de Organización y de Procedimientos respectivos. Las atribuciones de estas oficinas están sólidamente ligadas a: brindar gestión y asistencia técnica, así como colaboración al Presidente; coordinar las actividades del Gabinete y llevar el control y seguimiento de los acuerdos e instrucciones del Ejecutivo Municipal. El Pp sistematiza estas tareas para transformarlas en resultados tangibles, siendo una aplicación directa del marco legal que busca la eficacia administrativa. .
En términos de alineación con instrumentos de planeación, el programa está perfectamente anclado al Plan Municipal de Desarrollo (PMD) 2025-2027, particularmente al Eje 2: Gobierno de Territorio, Honesto y Transparente. Específicamente, apoya el Objetivo 2.4 ("Ofrecer un gobierno digital con trámites y servicios eficientes") mediante la Estrategia 2.4.3 ("Promover la mejora regulatoria del municipio") y el Objetivo 2.6 ("Establecer una planeación participativa y democrática en la adminsitración pública municipal para la mejora del desempeño gubernamental") mediante la Estrategia 2.6.1 ("Fortalecer la colaboración intermunicipal en la zona metropolitana de Valles Centrales"). El Pp se alinea con el Plan Nacional de Desarrollo (PND) 2024-2030 en su Principio Rector denominado "Gobierno Honesto y Combate a la Corrupción". Específicamente, se vincula con la estrategia nacional de "Eficacia, Eficiencia y Transparencia Gubernamental", al promover la mejora continua en la organización administrativa y asegurar que la ejecución de los recursos y la toma de decisiones se realicen con instrumentos de control y seguimiento, en concordancia con los objetivos federales de erradicar la ineficiencia. A nivel global, contribuye a la Agenda 2030 a través del ODS 16 ("Paz, Justicia e Instituciones Sólidas"), específicamente las Metas 16.5 y 16.6, enfocadas en la eficacia y la transparencia institucional.

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El Valor Público esperado tras la ejecución de este programa es doble: un cumplimiento eficiente del mandato legal y una mejora tangible en la confianza ciudadana. El programa generará una "gestión gubernamental eficaz, transparente y articulada" que optimiza la toma de decisiones, fortalece la gobernanza local y en última instancia, maximiza el cumplimiento de los objetivos del gobierno municipal, revirtiendo directamente el problema de la limitada coordinación.

Estado actual del problema

A noviembre de 2025, el problema público de la limitada coordinación y ejecución de acciones institucionales que debilita la gobernanza en el Municipio de Oaxaca de Juárez se mantiene en un estado crucial, reflejado en fallas estructurales y operativas dentro de la administración pública municipal. Institucionalmente, la ineficacia se cuantifica en la baja calidad de las herramientas normativas, donde análisis como los reportados por instituciones como la UNAM (en sus revistas de Administración Pública y Ciencia Jurídica), el Instituto Nacional de Administración Pública (INAP), el CIDE y la Auditoría Superior de la Federación (ASF) publican estudios y evaluaciones que diagnostican las debilidades del marco normativo municipal y estatal en México. En consecuencia, la limitada coordinación es el factor primordial que impide la transición de la planeación estratégica a la solución efectiva de las prioridades ciudadanas y grupos vulnerables.

Evolución del problema

La evolución del problema público evidencia que la limitada coordinación y ejecución de acciones institucionales constituye una debilidad sistémica en el Municipio de Oaxaca de Juárez, cuya tendencia histórica en el periodo 2020-2025 ha sido de un agravamiento progresivo que ha impactado negativamente la capacidad de respuesta financiera y la calidad de los servicios públicos.
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Según la Encuesta Nacional de Calidad e Impacto Gubernamental ENCIG (INEGI 2023) al revelar que el 35.8% de los usuarios en el estado de Oaxaca experimentó problemas al realizar trámites, siendo la principal barrera la inadecuada gestión operativa. Posteriormente, esta falla fue reconocida formalmente por el Gobierno del Estado a través del diagnóstico de la Secretaría de Finanzas (SEFIN 2024), que confirmó la existencia de un déficit de gestión al señalar la poca rendición de cuentas y el escaso seguimiento del desempeño en los programas públicos. Esta progresión histórica de inestabilidad financiera a barreras en los trámites y déficit de gestión demuestra que la coordinación deficiente es la causa estructural de la ineficacia. Por consiguiente, el Programa Presupuestario (Pp) de la Presidencia resulta ineludiblemente pertinente, ya que busca revertir esta tendencia histórica y asegurar la eficacia que exige el Eje 2 del Plan Municipal de Desarrollo (PMD) 2025-2027, estableciendo los mecanismos de seguimiento y articulación para lograr un cumplimiento efectivo de los acuerdos institucionales.

Experiencias de atención

Descripción de las acciones previas

El problema de la coordinación limitada se abordó mediante acciones aisladas de mejora administrativa y planeación, concentradas en la estandarización de documentos, pero no en la articulación jerárquica:

1. Implementación del Consejo Municipal de Mejora Regulatoria de Oaxaca de Juaárez (24 de junio de 2022 para el peridoso 2022–2024):

Ejecutor: Presidencia Municipal a través de la Secretaría Técnica y la Secretaría de Desarrollo Económico. Objetivo: Promover la mejora regulatoria como política pública para la generación de normas claras y la simplificación de trámites y servicios municipales, así como de instituciones eficaces para su creación y aplicación que se orienten a obtener el mayor valor posible en los recursos disponibles y del óptimo funcionamiento de las actividades comerciales, industriales, productivas y de servicios, buscando con ello un impacto positivo en la inversión y la ciudadanía.

Ámbito: Institucional y Ciudadano. El Consejo Municipal de Mejora Regulatoria, sesionó e impulsó la Agenda Regulatoria, un instrumento de planificación semestral para emitir, modificar o derogar disposiciones administrativas relacionadas con trámites y servicios (Fuente: Micrositio Oficial de Mejora Regulatoria del Municipio de Oaxaca de Juárez, 2024).

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2. Formulación y Aprobación de Instrumentos de Planeación con Enfoque de Resultados (2022–2024):

Ejecutor: Instituto Municipal de Planeación y la Secretaría Técnica del Municipio de Oaxaca de Juárez, en coordinación con la Secretaría de Finanzas (SEFIN) del Gobierno del Estado de Oaxaca.

Objetivo: Cumplir con la obligación legal de diseñar el presupuesto y los programas bajo la Metodología de Marco Lógico y la Gestión para Resultados (GpR).

Ámbito: Institucional. Implicó la elaboración de Programas Presupuestarios y Matrices de Indicadores para Resultados (MIR).

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Resultados Obtenidos

Las acciones previas generaron un cumplimiento formal de la ley y sus reglamentos respectivos, pero no lograron transformar la operación interinstitucional:

- Formalización de la Mejora Regulatoria: Se logró la instalación y funcionamiento del Consejo Municipal de Mejora Regulatoria (Fuente: Acta de Instalación de fecha 24 de junio de 2022, Municipio de Oaxaca de Juárez) y la publicación de Programas Anuales que detallan las acciones de simplificación por dependencia (Fuente: Micrositio Oficial de Mejora Regulatoria, 2024). Esto estableció el marco teórico para la simplificación.
- Cumplimiento Normativo de la Planeación: Las dependencias consiguieron entregar el 100% de la documentación requerida para la planeación, incluyendo las MIRs, para el ejercicio fiscal 2024.

Dificultades o Limitaciones Encontradas.

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El impacto sistémico de estas experiencias fue severamente limitado por la falta de un mecanismo de coordinación obligatorio y continuo, lo que explica la persistencia del problema:

1. Falta de Cumplimiento Jerárquico de Acuerdos: La función del Consejo de Mejora Regulatoria y los instrumentos de Planeación se mantuvieron en el nivel técnico y consultivo. No se estableció un mecanismo de seguimiento formal por parte de la Secretaría Técnica (a nivel de Gabinete o Despacho) que hiciera obligatorio el cumplimiento de los acuerdos de coordinación generados en estos órganos, como la simplificación de trámites que requerían la intervención de dos o más Secretarías (limitación en la coordinación interinstitucional).

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con los datos reportado en el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los			
Población Potencial	Es el universo que enfrenta el problema público. En este caso, son todas las dependencias y entidades de la Administración Pública Municipal de Oaxaca de Juárez que, debido a la escasa coordinación, presentan ineficacia en sus procesos.	**Cuantificación:**	10 Secretarías (con sus respectivas Direcciones con estructura), 7 Organismos Descentralizados, 11 Organismos auxiliares y 3 organos internos, según el Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez.
		Criterios de Focalización	Todas las Unidades Responsables del Gasto (URG) y Entidades Descentralizadas que por reglamentación están obligadas a coordinarse para la prestación de servicios públicos.
Población Objetivo	Es la población potencial a la que se dirigen las acciones del Pp. Se limita a las áreas que ejecutan directamente los acuerdos y las políticas de alto nivel emanadas de la Presidencia, ya que el Pp busca fortalecer la coordinación desde la cúspide de la gestión.	**Cuantificación:**	10 Dependencias de alto nivel que integran el Gabinete legal, incluyendo a los Organismos Auxiliares.
		Criterios de Focalización	Jerárquico/Sectorial: Dependencias con facultades directas para la toma de decisiones y el cumplimiento de acuerdos interinstitucionales (ej. Secretaría de Servicios Vecinales, Secretaría de Obras Públicas y Desarrollo Urbano, etc.), Secretaría Municipal, Tesorería, etc. según la integración formal de la administración pública municipal.
	Son las unidades de la Presidencia Municipal que reciben y operan los productos del Pp (mecanismos, herramientas	**Cuantificación:**	1 Unidad Responsable Directas, que consiste en: 1. Jefatura de la Oficina de la Presidencia (JOP), 2. Secretaría Particular (SP), 3. Secretaría Técnica (ST), 4. Coordinación de Relaciones Intergubernamentales e Internacionales (CRII), 5. la Coordinación de Atención de Asuntos Metropolitanos y 6. Servicios de apoyo administrativo y operativo.

Población atendida (beneficiarios)	tecnológicas y marco normativo) para ejercer su función de articulación y seguimiento.	**Criterios de Focalización**	Estratégico / Unidades Ejecutoras del Pp: Unidades administrativas internas de la Presidencia con funciones de apoyo directo al ejercicio de la coordinación.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

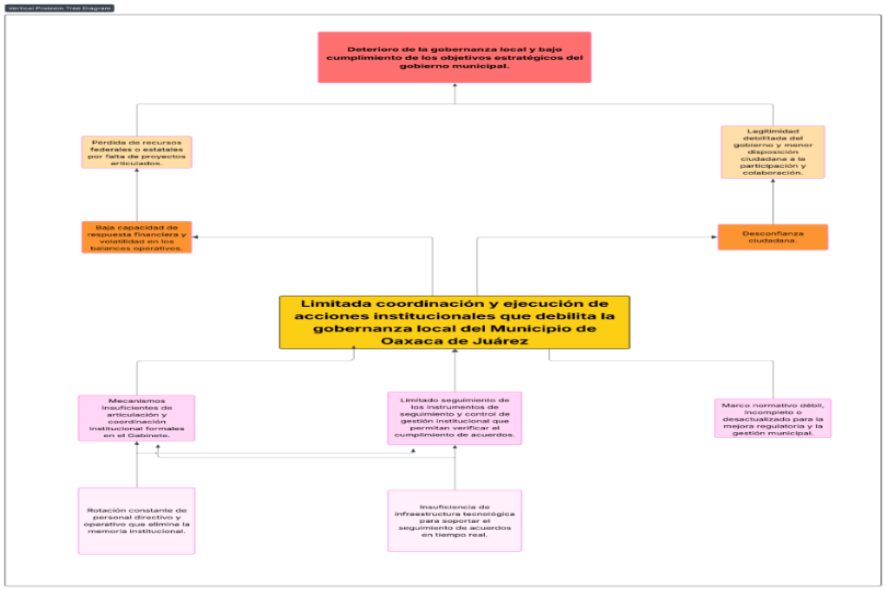
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Coordinación Estratégica e Innovación Gubernamental
Clave del Programa Presupuestario	14
Unidad Responsable del Pp	Presidencia (Secretaría Particular)

Árbol de Problemas

Efectos

Problemática Identificada

Causas

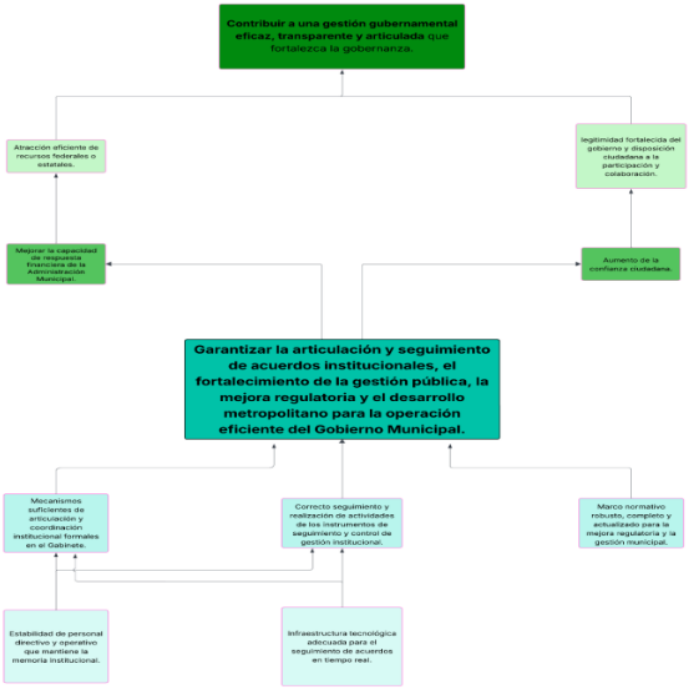


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La estrategia para la selección de alternativas se basa en la Coherencia Lógica Vertical (CLV) derivada del Árbol de Objetivos. Dado que el Problema Central es de naturaleza institucional y administrativa ("Limitada coordinación y ejecución..."), las alternativas de solución no son obras de infraestructura o subsidios, sino el fortalecimiento de la capacidad de gestión de la propia Presidencia. El Programa Presupuestario (Pp) denominado "Coordinación Estratégica e Innovación Gubernamental" es la alternativa única y más efectiva porque ataca las tres Causas Directas (Componentes de la MIR) con el mínimo uso de recursos, centrándose en el diseño institucional y el capital humano de las unidades ejecutoras de la Presidencia. Justificación de la Estrategia Única La intervención propuesta se enfoca en tres líneas de acción complementarias y no excluyentes, que en su conjunto, son la alternativa más viable para lograr el Propósito (Gestión, Coordinación y Seguimiento de Acuerdos) con la estructura y presupuesto existente:

Línea de Acción	Causa	Efectividad y Ventaja Competitiva
1. Mecanismos de articulación y coordinación institucional operados.	Resuelve la ausencia de mecanismos formales	La Presidencia es la única instancia con la autoridad jerárquica para imponer y operar estos mecanismos de coordinación interinstitucional, asegurando que la solución no sea un intento de colaboración ad hoc, sino un mandato continuo.
2. Instrumentos de seguimiento y control de gestión institucional aplicados.	Resuelve la carencia de instrumentos para medir el cumplimie	Al crear y aplicar indicadores de gestión (como el “Porcentaje de acuerdos institucionales de alto nivel gestionados y cumplidos por la Presidencia Municipal”), el Pp obliga a la administración a enfocarse en la eficacia del proceso, no solo en el resultado final del gasto.
3. Marco normativo para la mejora regulatoria y la gestión municipal fortalecido.	Resuelve el marco normativo débil o desactualizado que permite la ineficacia, buscando	El fortalecimiento normativo institucionaliza las soluciones de los Componentes 1 y 2, haciéndolas permanentes y menos vulnerables a la rotación de personal (Causa Raíz 1). Esto garantiza la sostenibilidad de la gestión en el mediano plazo.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Coordinación Estrátegica e Innovcaión Gubernamental.**
Clave del Programa Presupuestario	**14**
Unidad Responsable del Pp	**Presidencia (Secretaría Particular)**

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica

Alineación al Plan Nacional de Desarrollo	**Eje**	Eje General 1: Gobernanza con justicia y participación ciudadana. Eje Transversal 2: Innovación pública para el desarrollo tecnológico nacional.
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 2: Gobierno honesto, cercano y transparente al servicio de los pueblos y comunidades.
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje 2: Gobierno de Territorio Honesto y Transparente.
	Subeje o subprograma	Gobierno innovador y Digital. Planeacion.
	Objetivo	2.4.- Ofrecer un gobierno digital con trámites y servicios eficientes. 2.6 .- Establecer una planeación participativa y democrática en la administración pública municipal para la mejora del desempeño gubernamental.
	Estrategia (s)	2.4.3.- Promover la mejora regulatoria del municipio. 2.6.1.- Fortalecer la colaboración intermunicipal en la zona metropolitana de Valles Centrales. 2.6.2.- Impulsar un modelo de gestión pública orientada a resultados.
	Línea(s) de Acción	2.4.3.1.- Impulsar la digitalización y actualización del padrón de inspectores, verificadores y visitadores municipales. 2.4.3.2.- Integrar el Consejo Municipal de Mejora Regulatoria y el Programa Anual de Mejora Regulatoria Municipal. 2.4.3.3.- Actualizar los manuales de organización y de procedimientos de la administración pública municipal. 2.6.1.1.- Contribuir en la gestión y planificación de actividades de la zona metropolitana. 2.6.2.5.- Coordinar las acciones interinstitucionales para una gestión pública eficiente.

Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	ODS 16: Paz, Justicia e Instituciones Sólidas
	Meta(s) ODS	Eje 16. Promover sociedaddes pacíficas e inclusivas para el desarrollo sostenible, facilitar el acceso a la justicia para todos y crear instituciones eficaces, responsables e inclusivas a todos los niveles. Meta 16.5. Reducir considerablemente la corrupción y el soborno entodas su formas. Meta 16.6. Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Defensa de los Derechos Humanos
Clave del Programa Presupuestario	15
Unidad Responsable del Pp	Consejería Jurídica

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

Entorno Municipal y Factores Estructurales El entorno de gobernabilidad en el Municipio de Oaxaca de Juárez enfrenta una complejidad administrativa derivada de su condición de capital, donde la alta interacción entre la autoridad y la ciudadanía genera una demanda constante de certeza jurídica que actualmente no es satisfecha. Estructuralmente, persisten factores institucionales críticos diagnosticados desde ejercicios previos (PMD 2022-2024), tales como la falta de armonización de la normatividad municipal con los estándares estatales y federales, así como la ausencia de manuales de organización actualizados y un rezago tecnológico en la gestión de expedientes (falta de firma electrónica y digitalización). Estos factores estructurales han creado un entorno propicio para la emisión de actos administrativos viciados y una defensa institucional ineficaz.

Definición del Problema Público (Alineación OELA) De conformidad con la problemática identificada en la matriz de planeación oficial (Concentrado OELA 21-08-2025), el problema central se define como:

"La gobernabilidad que se ha presentado en el municipio es deficiente, debilitando así la protección de los derechos humanos."

Contextualización del Problema y Evidencia Estadística Esta definición se materializa en el contexto actual como un fenómeno observable de insuficiencia de certeza jurídica y alta litigiosidad acumulada. No se trata de hechos aislados, sino de una tendencia estadística verificable:

Crisis de Resolutividad: Datos del Programa Estratégico Anual (PEA) histórico evidencian que la tasa de conclusión de asuntos jurídicos se estancó en niveles del 20% anual en periodos previos, lo que derivó en la acumulación actual de 184 conflictos laborales activos y 21 laudos firmes para pago.

Vulneración de Derechos: La deficiencia en la gobernabilidad se refleja en la incidencia de 183 expedientes administrativos y de derechos humanos vigentes (incluyendo quejas ante la DDHPO), cifra que valida el debilitamiento señalado en la definición OELA.

Referencia Externa: Este escenario coincide con el Índice de Estado de Derecho en México 2023-2024 (WJP), que ubica a la entidad en la posición 26 en derechos fundamentales y en el último lugar nacional en justicia laboral (0.21), confirmando la gravedad del contexto local.

Coherencia Programática y Territorial La problemática planteada afecta transversalmente el funcionamiento institucional, focalizándose territorialmente en la Sede Administrativa Municipal (donde se gestiona el pasivo laboral) y en las zonas de alta interacción operativa como el Centro Histórico y Agencias Municipales (focos de quejas por actos de autoridad). La persistencia de esta gobernabilidad deficiente justifica plenamente la intervención del Programa Presupuestario, cuyos objetivos de defensa jurídica estratégica y promoción de derechos humanos responden directamente a la necesidad de revertir este estado de indefensión y riesgo patrimonial.

Justificación del Pp

1. Necesidad de Intervención Gubernamental (Naturaleza Pública del Problema) La intervención del Gobierno Municipal es imperativa e ineludible, toda vez que la problemática diagnosticada en el apartado 1.1.1 —insuficiencia estructural de certeza jurídica y litigiosidad acumulada— constituye una falla institucional que amenaza el patrimonio público y la vigencia del Estado de Derecho. La legalidad de los actos administrativos, la representación jurídica del Ayuntamiento y la validación normativa son bienes públicos puros y facultades exclusivas del Estado (monopolio de la autoridad); por tanto, no existe oferta en el mercado ni actores sociales capaces de sustituir estas funciones. La inacción gubernamental ante las causas estructurales detectadas (obsolescencia tecnológica, falta de manuales y prácticas inadecuadas) derivaría directamente en responsabilidad administrativa y patrimonial, obligando al ente público a intervenir para detener el quebranto financiero generado por sentencias condenatorias.
2. Atribuciones Legales y Competencia Institucional La competencia exclusiva para ejecutar esta intervención recae en la Consejería Jurídica, de conformidad con el Artículo 185 del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez, ordenamiento que nos confiere el mandato legal expreso para:
Garantizar la Defensa Jurídica: Sustanciar conflictos laborales y representar al municipio en litigios (Fracciones II, V, XIII y XVII).
Tutelar la Legalidad y Derechos Humanos: Atender requerimientos de organismos protectores (DDHPO/CNDH), capacitar al servicio público y asegurar la no discriminación (Fracciones XXXV a XL).
Asegurar la Certeza Normativa: Revisar y reformar la reglamentación municipal para subsanar los vacíos legales existentes (Fracción XXXII).
3. Pertinencia del Programa y Vinculación con el Problema La creación y mantenimiento de este Programa Presupuestario es necesaria porque constituye el único mecanismo técnico capaz de romper la inercia de ineficiencia operativa que ha generado un pasivo contingente histórico (de 150 laudos en proceso reportados en 2022 a 184 demandas activas en la actualidad). El programa se vincula directamente con el problema público al asignar recursos etiquetados para subsanar las deficiencias estructurales diagnosticadas: la falta de armonización normativa y la debilidad en la defensa técnica. Sin este instrumento, el Municipio carecería de capacidad operativa para abatir el rezago procesal.
4. Contribución a la Solución y Relevancia El Programa Presupuestario contribuirá a solucionar el problema mediante la transición de una defensa reactiva a una gestión jurídica preventiva.
Relevancia Económica: Al profesionalizar la defensa y activar mecanismos de conciliación, se frenará el crecimiento de la deuda por laudos laborales firmes (que sumaban 21 expedientes con obligación de pago en diagnósticos previos), protegiendo la Hacienda Municipal.
Relevancia Social e Institucional: Al capacitar a los servidores públicos y actualizar los manuales de procedimientos, se garantiza que los actos de autoridad (policía, inspección) respeten los derechos humanos, reduciendo la incidencia de quejas y recuperando la confianza ciudadana en la legalidad del gobierno.
5. Alineación Estratégica El programa se alinea estrictamente a los instrumentos rectores de la planeación local e internacional:
Plan Municipal de Desarrollo 2025-2027: Contribuye al Eje 3 "Ciudad Segura y en Paz"; Subeje 3.2 "Gobernabilidad y Derechos Humanos"; a través de la Estrategia 3.2.2 "Impulsar el pleno goce de los derechos humanos en el municipio".
Agenda 2030 (ODS): Impacta directamente en el Objetivo 16 "Paz, Justicia e Instituciones Sólidas", específicamente en la Meta 16.3 "Promover el estado de derecho en los planos nacional e internacional y garantizar la igualdad de acceso a la justicia para todos".

Estado actual del problema

1. Dimensión Cuantitativa y Persistencia (Comparativa 2023–2025) La situación actual en el municipio registra un volumen sostenido de procedimientos jurídicos y administrativos activos. En materia de Derechos Humanos, los registros de la DDHPO reportaron 120 expedientes iniciados en el ejercicio 2023; para el corte enero-septiembre de 2024, se contabilizan 63 nuevos expedientes, lo que mantiene una incidencia constante en la gestión de quejas.
En el ámbito contencioso-laboral, la administración municipal gestiona actualmente un acumulado de 184 demandas activas en diversas etapas procesales, cifra que se suma a la existencia de 21 laudos firmes con requerimiento de pago y 32 carpetas de investigación en curso. En el contexto estatal, el Índice de Estado de Derecho en México 2023-2024 (WJP) sitúa a la entidad con un puntaje de 0.21 en el factor de Justicia Laboral y 0.45 en Derechos Fundamentales, indicadores que describen el entorno en el que opera la administración local.
2. Evidencia Cualitativa y Hallazgos Administrativos De acuerdo con los reportes de gestión interna y los diagnósticos del Plan Municipal de Desarrollo, se observa que los procedimientos administrativos de inspección y vigilancia presentan variabilidad en su ejecución documental. Los informes de la Contraloría Municipal identifican la existencia de expedientes físicos no digitalizados y la falta de implementación generalizada de la firma electrónica en los procesos jurídicos actuales. Asimismo, las recomendaciones recibidas por organismos externos señalan incidencias recurrentes relacionadas con la fundamentación de los actos de molestia y el trato a la ciudadanía durante operativos en vía pública.
3. Distribución Territorial del Problema Los registros administrativos permiten identificar una distribución diferenciada de las incidencias según la zona geográfica:
Zona Centro y Casco Histórico: Los reportes de inspección y seguridad vial indican que en esta área se concentra el mayor número de interacciones administrativas y, consecuentemente, de expedientes iniciados por inconformidades ciudadanas sobre actos de autoridad.
Agencias Municipales (San Martín Mexicapam, San Juan Chapultepec, Santa Rosa Panzacola): Los censos de la Dirección de Tenencia de la Tierra ubican en estas demarcaciones la mayor presencia de asentamientos humanos con estatus jurídico irregular, caracterizados por la ausencia de escrituración y certeza patrimonial.
Sede Administrativa: Concentra la gestión de los litigios laborales y administrativos del personal municipal.
4. Identificación de Grupos y Sectores Impactados La situación descrita presenta implicaciones específicas para distintos sectores:
Mujeres y grupos en situación de vulnerabilidad: Los registros de atención jurídica indican solicitudes de acompañamiento por actos percibidos como discriminatorios o carentes de perspectiva de género en la prestación de servicios públicos.
Habitantes de asentamientos irregulares: Población residente en las zonas periféricas señaladas, cuya situación actual se caracteriza por la carencia de documentación que acredite la propiedad legal de sus viviendas.
Hacienda Pública Municipal: Sector institucional que actualmente destina recursos presupuestarios para la atención de obligaciones derivadas de resoluciones judiciales y administrativas (laudos y reparaciones),

Evolución del problema

1. Evolución Histórica y Tendencias Estadísticas (2020–2025) El problema de la gobernabilidad y la certeza jurídica ha mostrado una tendencia creciente y acumulativa en el último quinquenio, transitando de un rezago administrativo latente a una crisis de saturación operativa. El análisis de las series históricas permite identificar el comportamiento de dos variables críticas:
Tendencia en Conflictividad Laboral (Crecimiento Sostenido): La carga procesal en materia laboral exhibe una tendencia al alza constante. De acuerdo con la línea base establecida en el diagnóstico municipal previo (2022), se reportaban 150 laudos en proceso y 21 laudos firmes. Al corte actual (2025), este pasivo ha crecido a 184 demandas activas, lo que representa un incremento del 22.6% en la conflictividad acumulada. Este aumento se correlaciona con los datos del Programa Estratégico Anual (PEA) de los ejercicios 2020-2022, donde la tasa de conclusión de asuntos se mantuvo estancada en un promedio del 20% anual, provocando que el 80% de los conflictos no resueltos se sumaran al pasivo del año siguiente.
Tendencia en Derechos Humanos (Volatilidad y Pico Crítico): La incidencia de quejas ante la DDHPO muestra un comportamiento irregular influenciado por factores externos. Durante 2020-2021 (pandemia), existió un subregistro de incidencias. Sin embargo, al normalizarse la actividad, se registró un pico histórico en 2023 con 120 señalamientos, evidenciando la incapacidad institucional acumulada. Aunque en 2024 (corte septiembre) se observa una contención parcial con 63 expedientes, la cifra se mantiene por encima de los niveles de operación óptima, confirmando la persistencia del riesgo.

2. Factores Explicativos de los Cambios Observados La evolución descrita responde a la interacción de tres tipos de factores diferenciados:
Factores Estructurales (Normativos y Tecnológicos): La persistencia de la obsolescencia normativa (falta de actualización de Manuales de Procedimientos) y el rezago tecnológico (carencia de firma electrónica y expedientes digitales), identificados como problemas 9 y 10 en diagnósticos previos, han impedido elevar la tasa de resolución por encima del umbral histórico del 20%.
Factores Sociales (Coyunturales): El incremento en la cultura de la denuncia ciudadana y una mayor exigencia de rendición de cuentas post-pandemia transformaron inconformidades que antes eran verbales en expedientes formales ante la DDHPO (explica el salto de 2022 a 2023).
Factores Institucionales (Gestión): La estrategia de defensa reactiva implementada en administraciones anteriores resultó insuficiente para contener el volumen de litigios, generando el efecto "bola de nieve" en los pasivos laborales que hoy enfrenta el municipio.

3. Pertinencia del Programa y Vinculación con la Planeación (MIR y PMD) La evolución ascendente de la conflictividad laboral (de 150 a 184 demandas) y la persistencia de quejas en DDHPO validan la pertinencia urgente del Programa Presupuestario. El enfoque del programa debe transitar de lo correctivo a lo preventivo para revertir la tendencia histórica de acumulación.
Esta intervención se vincula directamente con:
Problema Público del PMD 2025-2027: Atiende la "insuficiencia de certeza jurídica" mediante la contención del pasivo contingente.
Alineación con la MIR: La tendencia descrita justifica los indicadores de resultados del Programa, específicamente aquellos orientados a incrementar el "Porcentaje de asuntos jurídicos concluidos favorablemente" (para romper el estancamiento del 20%) y el "Porcentaje de servidores públicos capacitados" (para reducir la entrada de nuevas quejas), alineándose a la Estrategia 3.2.2 del Plan Municipal.

Experiencias de atención

1. Acciones Implementadas en el Periodo 2020–2024 La atención al problema público de gobernabilidad y certeza jurídica ha transitado por dos etapas diferenciadas de intervención, ejecutadas exclusivamente por la Consejería Jurídica en el ámbito de su competencia municipal:
Etapa de Defensa Contenciosa (2020–2023): Durante este periodo, la estrategia se centró en la contestación reactiva de litigios laborales y administrativos una vez notificados. Ante las restricciones operativas de la pandemia y la post-pandemia, las acciones se limitaron al desahogo procesal de términos legales, dirigidas a contener la acumulación de expedientes en la Sede Administrativa. El objetivo era evitar la indefensión jurídica en los 150 juicios laborales que conformaban la línea base reportada en el diagnóstico municipal de 2022.
Etapa de Justicia Preventiva y Alternativa (2024): A partir del ejercicio fiscal 2024, se implementó un cambio de modelo hacia la solución alterna de conflictos. Se activaron mecanismos de conciliación intensiva y se inició el programa de capacitación en derechos humanos dirigido a la población objetivo de servidores públicos operativos (policía e inspección), buscando incidir en el origen de las quejas ciudadanas.
2. Resultados e Impacto en la Gobernabilidad (Indicadores) Los resultados obtenidos evidencian el comportamiento de la capacidad institucional frente al problema:
Eficiencia en Resolución (Periodo 2020-2022): Los reportes del Programa Estratégico Anual (PEA) indican que la tasa de conclusión de asuntos jurídicos se mantuvo en un promedio del 20%, lo que evidencia que la estrategia contenciosa fue insuficiente para frenar el crecimiento del pasivo procesal, contribuyendo al déficit de gobernabilidad actual.
Mitigación de Conflictividad (2024-2025): Mediante la nueva estrategia de conciliación, se lograron más de 150 acuerdos laborales y la recuperación de $114,007.12 MXN por reparación de daño. Este resultado impactó directamente en la reducción de riesgos financieros para la Hacienda Municipal.
Contención de Violaciones (2024): La capacitación de 789 servidores públicos y el acompañamiento a 185 expedientes activos correlacionan con la contención observada en la incidencia de quejas (63 expedientes a septiembre 2024), mitigando parcialmente la vulneración de derechos humanos en la interacción autoridad-ciudadanía.
3. Dificultades y Limitaciones Estructurales Las intervenciones descritas enfrentaron obstáculos que limitaron su efectividad:
Carencia Tecnológica: La falta de digitalización de expedientes y firma electrónica (Problema 9 del PMD) impidió la gestión eficiente de la defensa durante el periodo 2020-2023.
Obsolescencia Normativa: La ausencia de manuales de procedimientos actualizados dificultó la estandarización de criterios jurídicos, generando variabilidad en los resultados de los litigios.
Insuficiencia Presupuestaria: La asignación de recursos se orientó al pago de laudos firmes (reactivo) en lugar de invertir en la profesionalización del área jurídica (preventivo).
4. Lecciones Aprendidas e Incorporación al Diseño del Programa Del análisis comparativo entre ambas etapas se derivan aprendizajes que fundamentan la estructura del actual Programa Presupuestario:
Institucionalización de la Conciliación: La evidencia demuestra que los mecanismos alternos son más eficientes que el litigio. Por ello, el presente Programa incorpora un Componente específico de Justicia Alternativa, dotándolo de metas e indicadores propios para asegurar su continuidad.
Prevención Normativa: Se identificó que la defensa jurídica es ineficaz si el acto de autoridad está viciado de origen. En respuesta, se integra un Componente de Actualización Reglamentaria para subsanar la obsolescencia detectada.
Capacitación Continua: Ante la correlación entre formación y reducción de quejas, el diseño del Programa establece la capacitación en derechos humanos como una actividad permanente y no coyuntural, vinculada al objetivo de fortalecer el Estado de Derecho.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

INEGI (2020): Para la delimitación demográfica de la Población Potencial.
Registros Administrativos de la Consejería Jurídica (2023-2025): Libros de gobierno de los Departamentos de lo Contencioso, Derechos Humanos y Junta de Conciliación Arbitraje para determinar la demanda de servicios (Población Objetivo).
Informe de la Defensoría de los Derechos Humanos del Pueblo de Oaxaca (DDHPO): Para focalizar las áreas con mayor incidencia de quejas.
Defensoría de los Derechos Humanos del Pueblo de Oaxaca, Estadísticas 2023 y 2024.
Bando de Policía y Gobierno del municipio de Oaxaca de Juárez.
CONCENTRADO OELA 21-08-2025 LÍNEAS DE ACCIÓN POR DEPENDENCIA Y PROBLEMÁTICA IDENTIFICADA.
Plan Municipal de Desarrollo Oaxaca de Juárez 2025-2027.
Plan Municipal de Desarrollo Oaxaca de Juárez 2022-2024.

Definición y cuantificación de los

Población Potencial	270,955 personas	**Cuantificación:**	**Justificación del dato: Se utiliza el Censo INEGI 2020 como base oficial inamovible para la asignación de recursos federales (Ramo 33), reconociendo una proyección inercial al 2025 de 278,000 habitantes (CONAPO) que enfrentan el contexto de gobernabilidad.**
		Criterios de Focalización	Territorial y Sectorial: Aunque el problema de legalidad es universal, se focaliza prioritariamente en: 1. Territorio: Habitantes de las 13 Agencias Municipales y de Policía y la Cabecera Municipal, donde se concentra el 90% de la interacción administrativa. 2. Sectorial: Población Económicamente Activa (PEA) y propietarios de unidades económicas que están sujetos a actos de inspección y vigilancia.
Población Objetivo	4,500 personas (Estimado Anual 2026)	**Cuantificación:**	**Método de estimación: Se calcula mediante la suma de dos variables:** **1. Demanda Externa (3,400): Proyección lineal basada en la tendencia histórica de expedientes iniciados (laborales, administrativos y DDHH) en el periodo 2023-2025.** **2. Demanda Interna (1,100): Censo de personal operativo de seguridad e inspección sujeto a capacitación obligatoria.**
		Criterios de Focalización	Vulnerabilidad y Riesgo: La atención se dirige específicamente a: 1. Territorial: Zonas de alta conflictividad urbana (Centro Histórico) y asentamientos irregulares en periferia (San Martín, San Juan, Santa Rosa). 2. Condición Jurídica: Ciudadanos en situación de indefensión legal o conflicto laboral. 3. Institucional: Servidores públicos en áreas de contacto ciudadano (alto riesgo de violar DDHH).
Población atendida (beneficiarios)	2,100 personas (Meta Presupuestal 2026)	**Cuantificación:**	Unidad de Medida: Beneficiarios únicos (personas físicas), independientemente del número de acciones o servicios que reciban. Aclaración: Esta cifra corresponde a la capacidad operativa y financiera instalada de la Consejería para el ejercicio fiscal 2026.
		Criterios de Focalización	Priorización Social y Operativa: 1. Grupos Prioritarios: Mujeres, personas indígenas y adultos mayores que requieran acompañamiento en materia de DDHH. 2. Criterio de Inclusión: Personal municipal que debe cumplir con certificaciones de competencia laboral. 3. Mecanismo de Selección: Demanda por solicitud de parte (ventanilla abierta) y programación de cursos por mandato reglamentario.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

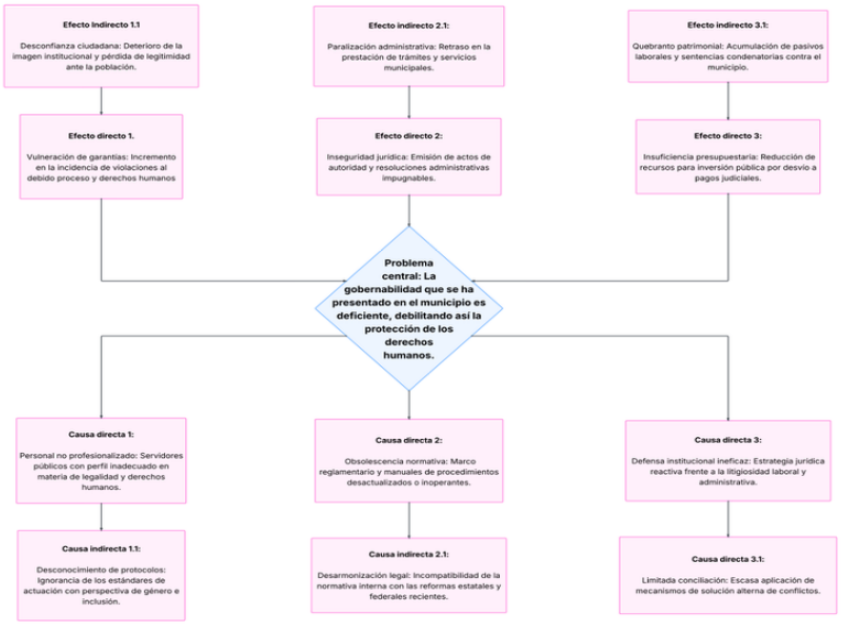
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Promoción y Defensa de los Derechos Humanos**
Clave del Programa Presupuestario	**15**
Unidad Responsable del Pp	**Consejería Jurídica**

Árbol de Problemas

Efectos

Problemática Identificada

Causas

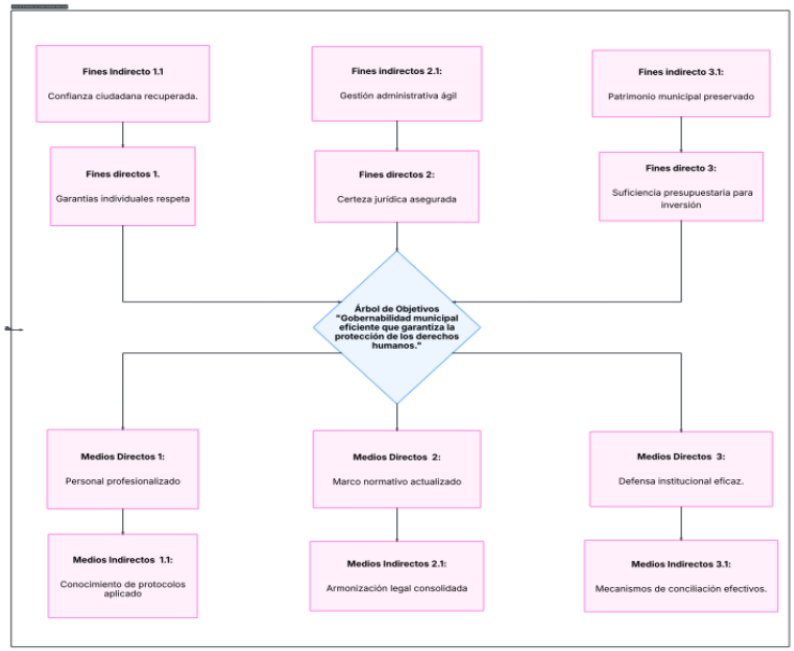


Árbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de la estrategia se fundamenta en el diagnóstico y en los árboles de problemas y objetivos construidos bajo la Metodología del Marco Lógico. Durante el análisis se valoraron opciones como la tercerización de la defensa jurídica o la continuidad del modelo reactivo, descartándolas por su inviabilidad financiera y técnica. Se determinó que la alternativa de Fortalecimiento Institucional y Justicia Preventiva es la más adecuada, pues ataca directamente las causas raíz identificadas —obsolescencia normativa y falta de profesionalización— optimizando los recursos existentes para frenar el pasivo procesal. Esta estrategia se materializa a través de la ejecución de los Componentes y Actividades del Programa Presupuestario (capacitación, actualización reglamentaria y defensa eficaz). La intervención se alinea estrictamente con la estrategia del PMD 2025–2027 de "Impulsar el pleno goce de los derechos humanos" y garantiza la coherencia con los niveles jerárquicos de planeación (Fin, Propósito, Componentes y Actividades).

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Promoción y Defensa de los Derechos Humanos
Clave del Programa Presupuestario	15
Unidad Responsable del Pp	Consejería Jurídica

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	1: Gobernanza con justicia y participación ciudadana. Garantizar una justicia accesible y el pleno respeto a los derechos humanos.
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 3. Seguridad y justicia para vivir en paz. 3.2 Gobernabilidad y derechos humanos.
Alineación al Plan Municipal de Desarrollo	**Subeje o subprograma**	3.2 Gobernabilidad y Derechos Humanos.
	Objetivo	3.2 Fortalecer la gobernabilidad municipal.
	Estrategia (s)	3.2.2 Impulsar el pleno goce de los derechos humanos en el municipio.
	Línea(s) de Acción	3.2.2.1 Promover el respeto y protección de los derechos humanos entre todos sus habitantes. 3.2.2.2 Capacitar a las personas servidoras públicas en materia de derechos humanos. 3.2.2.3 Brindar seguimiento a las denuncias en tema de violaciones a derechos humanos. 3.2.2.4 Establecer programas o proyectos que visibilicen y atiendan los problemas existentes en materia de derechos humanos en el municipio.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	16. Paz, justicia e instituciones sólidas
	Meta(s) ODS	Meta 16.3: Promover el estado de derecho en los planos nacional e internacional y garantizar la igualdad de acceso a la justicia para todos

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobierno Digital e Innovador
Clave del Programa Presupuestario	16
Unidad Responsable del Pp	Agencia de Transformación Digital

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez, como capital del estado y centro económico-administrativo de la región, concentra una importante diversidad poblacional y una elevada demanda de servicios públicos. Según estimaciones intercensales y proyecciones oficiales, el municipio supera los 300 mil habitantes contando con la población flotante, y mantiene una dinámica socioeconómica basada en comercio, prestación de servicios, turismo y actividades gubernamentales. Este entorno urbano-metropolitano genera altos flujos de trámites administrativos, solicitudes ciudadanas y requerimientos de información gubernamental, presionando de manera constante la capacidad operativa del Ayuntamiento.

A pesar de esta centralidad, el municipio presenta rezagos en materia de transformación digital. La infraestructura tecnológica institucional se caracteriza por una heterogeneidad de sistemas, ausencia de interoperabilidad entre áreas, limitadas capacidades técnicas del personal y procesos administrativos todavía dependientes de documentación física. De acuerdo con información municipal reciente (informes administrativos, diagnósticos internos de TIC y reportes operativos), persisten brechas en equipamiento, conectividad interna, actualización de software, seguridad informática, gestión documental y automatización de trámites.

En el ámbito ciudadano, la disponibilidad y uso de servicios digitales se encuentra condicionada por las brechas de conectividad del municipio. Si bien los datos del Censo 2020 indicaban que 65.9 % de la población municipal tenía acceso a internet, información más reciente del INEGI (ENDUTIH 2024) muestran que la penetración de internet en zonas urbanas del estado (Tuxtepec y / o Oaxaca de Juárez) ha incrementado a un 87.34%, aunque persisten desigualdades territoriales. En particular, colonias periféricas y algunas agencias municipales registran menor acceso a servicios de banda ancha fija, lo que limita la adopción efectiva de trámites digitales, especialmente en hogares de estratos socioeconómicos bajos y en personas adultas mayores con menor alfabetización digital.

En el ámbito institucional, si bien la página de Transparencia reporta que se han digitalizado 26 trámites en los últimos años, la oferta aún resulta insuficiente frente a la demanda real. Registros administrativos de áreas como Tesorería, Desarrollo Urbano, Secretaría Municipal y Contraloría señalan que una proporción considerable de trámites continúa realizándose de forma presencial, generando tiempos de atención prolongados, saturación de módulos, duplicidad de información, retrabajos y costos operativos elevados. Asimismo, la ausencia de plataformas interoperables provoca que la ciudadanía deba presentar múltiples documentos en diferentes dependencias, incrementando la opacidad y reduciendo la eficiencia.

Estos rezagos se vinculan con factores estructurales: insuficiente inversión sostenida en infraestructura tecnológica, falta de un modelo de gobernanza digital institucionalizado, limitada actualización normativa en materia de gestión digital de servicios, escasa capacitación del personal en tecnologías de la información, baja estandarización de procesos administrativos y carencia de indicadores sistemáticos sobre el desempeño de servicios digitales. La modernización tecnológica ha avanzado de manera parcial, sin un enfoque integral que articule diagnóstico, planeación, inversión y seguimiento.

En síntesis, el entorno socioeconómico del municipio, su dinámica administrativa y las brechas tecnológicas actuales justifican la implementación de un Programa Presupuestario de Modernización Tecnológica y Transformación Digital, orientado a ampliar infraestructura, fortalecer capacidades institucionales, incrementar la interoperabilidad, mejorar la oferta de trámites digitales y garantizar que estos beneficios lleguen a toda la población, especialmente a las zonas y grupos con mayor rezago.

Justificación del Pp

La intervención del Gobierno Municipal es necesaria porque las deficiencias identificadas en el diagnóstico —infraestructura tecnológica insuficiente, baja interoperabilidad, digitalización parcial de trámites y desigual acceso ciudadano a servicios digitales— limitan la capacidad institucional para prestar servicios públicos eficientes y accesibles. Esta prestación es una función indelegable del Ayuntamiento, ya que la Ley Orgánica Municipal del Estado de Oaxaca establece que el municipio es responsable de la administración y mejora de los servicios públicos como parte de su función esencial de gobierno. En consecuencia, la inacción mantendría los tiempos de atención prolongados, la dependencia de procesos presenciales y la desigualdad de acceso en contra de los principios de eficiencia y oportunidad.
El fundamento legal para la intervención se refuerza con el Bando de Policía y Gobierno 2025, el cual reconoce que la Administración Pública Municipal debe garantizar "servicios eficientes y oportunos a la ciudadanía". Además, el Bando incorpora a la Agencia de Innovación y Transparencia Digital dentro de la estructura municipal como órgano adscrito a la Jefatura de Gabinete, responsable de planear, implementar y administrar tecnologías digitales, así como de impulsar la modernización administrativa y coordinar estrategias de transformación digital. Estas atribuciones acreditan la competencia legal directa de la Agencia para ejecutar el Programa Presupuestario.
La pertinencia del Programa deriva de la necesidad de abordar de manera sistemática las brechas tecnológicas identificadas en el apartado 1.1.1. Sin un instrumento presupuestario específico, estas brechas permanecerían sin tratamiento, afectando la operación gubernamental y la experiencia ciudadana. Por ello, el Programa permitirá canalizar recursos hacia acciones orientadas a:
1.Fortalecimiento de infraestructura tecnológica municipal.
2.Digitalización e interoperabilidad de trámites y servicios.
3.Implementación de sistemas integrales de gestión y atención.
4.Capacitación técnica del personal municipal en TIC y gobierno digital.
Estas acciones contribuirán directamente a reducir el problema público al disminuir tiempos de atención, ampliar el acceso a servicios digitales y mejorar la trazabilidad y eficiencia administrativa.
En materia de alineación programática, el Programa se articula con el Plan Municipal de Desarrollo 2025–2027, específicamente con el Objetivo 2.4: Ofrecer un gobierno digital con trámites y servicios eficientes, y particularmente con la Estrategia 2.4.1, orientada a "garantizar un gobierno digital eficaz mediante herramientas tecnológicas", así como con sus líneas de acción enfocadas en servicios digitales, tecnificación administrativa y atención ciudadana. Esta alineación asegura coherencia metodológica con la planeación municipal vigente.
Finalmente, el Programa contribuye directamente a los Objetivos de Desarrollo Sostenible 9 (Industria, innovación e infraestructura) y 16 (Instituciones eficaces, responsables y transparentes), al fortalecer infraestructura tecnológica e incrementar la capacidad institucional para ofrecer servicios públicos accesibles y confiables. El valor público esperado consiste en un gobierno más eficiente, transparente e innovador, capaz de reducir cargas administrativas, mejorar la experiencia ciudadana y garantizar acceso equitativo a servicios digitales en el Municipio de Oaxaca de Juárez.

Estado actual del problema

Entre 2023 y 2025, el municipio de Oaxaca de Juárez enfrenta un rezago persistente en la adopción y operación de servicios digitales. De acuerdo con la Encuesta Nacional de Calidad e Impacto Gubernamental (ENCIG) 2023, únicamente 10.19% de las personas usuarias realizaron un trámite o pago gubernamental por internet, y 13.6% de quienes lo hicieron reportaron fallas en la página o plataforma digital, lo que refleja una baja utilización y problemas de desempeño tecnológico. Esta adopción limitada contrasta con la creciente demanda de trámites y servicios municipales, que continúa concentrándose de forma presencial, generando tiempos mayores de atención y saturación operativa.

En términos de conectividad, información reciente del INEGI y ENDUTIH 2023–2024 muestra que, aunque la cobertura estatal registra avances, persisten brechas territoriales en el municipio: agencias como San Martín Mexicapam, Cinco Señores, Dolores, Candiani y Pueblo Nuevo presentan menor acceso a servicios de banda ancha fija, lo cual limita el uso efectivo de plataformas digitales y acentúa la dependencia de trámites presenciales. Estas brechas impactan principalmente a hogares de estratos socioeconómicos bajos, personas adultas mayores y población con baja alfabetización digital, que enfrentan mayores barreras para acceder a servicios en línea.

En el ámbito institucional, los registros administrativos internos muestran que la mayoría de los trámites municipales siguen operando con procesos manuales o semiautomatizados, con una digitalización parcial estimada en alrededor de 26 trámites. La ausencia de estándares técnicos para adquisiciones de tecnologías de información, la coexistencia de sistemas heterogéneos, la falta de interoperabilidad entre áreas como Tesorería, Desarrollo Urbano, Catastro y Secretaría Municipal, y la limitada disponibilidad de plataformas integrales incrementan los tiempos de procesamiento, generan duplicidad de información y elevan los costos operativos. Asimismo, se reportan incidencias recurrentes relacionadas con fallas de conectividad interna, obsolescencia de equipos y tiempos muertos en sistemas de uso crítico.

La Dirección de Atención Ciudadana y los módulos municipales han registrado quejas vinculadas a tiempos prolongados, necesidad de repetir trámites en diferentes dependencias y dificultades para acceder a información en línea, lo que refleja deficiencias tanto en disponibilidad tecnológica como en usabilidad y experiencia digital. Adicionalmente, áreas operativas reportan limitaciones para implementar servicios digitales debido a la falta de capacitación técnica en TIC y ausencia de lineamientos institucionales para automatización y gestión documental electrónica.

En suma, el estado actual del problema se caracteriza por baja adopción ciudadana de servicios digitales, brechas territoriales y poblacionales en el acceso, y limitaciones tecnológicas e institucionales que afectan la eficiencia operativa y restringen la capacidad del municipio para ofrecer servicios digitales confiables, accesibles y equitativos.

Evolución del problema

Entre 2018 y 2025, el rezago tecnológico del municipio de Oaxaca de Juárez ha mostrado una evolución caracterizada por avances parciales, pero sin una reducción sostenida del problema público. De acuerdo con datos nacionales disponibles, en 2018 menos del 50% de los hogares del estado contaba con acceso a internet, mientras que hacia 2020 el Censo registró 65.9% de conectividad en el municipio. Si bien esta tendencia muestra crecimiento, dicha expansión no se tradujo en un incremento proporcional en el uso de trámites digitales: para 2023, sólo 10.19% de las personas usuarias realizaron trámites gubernamentales por internet y 13.6% reportó fallas tecnológicas durante su uso, lo que evidencia una brecha persistente entre conectividad y adopción de servicios digitales.

Durante el periodo 2018–2021, la digitalización institucional avanzó de forma fragmentada. No se contaba con estándares técnicos unificados, inventarios consolidados de sistemas ni lineamientos de interoperabilidad, lo que derivó en la coexistencia de plataformas aisladas y procesos predominantemente presenciales. La pandemia por COVID-19 aceleró temporalmente la demanda de servicios digitales; sin embargo, la insuficiente infraestructura tecnológica y la limitada capacitación del personal impidieron consolidar un modelo digital sostenible. Entre 2021 y 2023 se identificaron fallas recurrentes en conectividad interna, obsolescencia de equipos y tiempos muertos en sistemas críticos, lo que mantuvo altos costos operativos y dependencias manuales.

Entre 2022 y 2024, el municipio incorporó los Programas Presupuestarios “Gobierno Innovador y Tecnológico” y “Fortalecimiento de la Infraestructura Tecnológica y Gestión Gubernamental”, con énfasis en mantenimiento y operación básica de equipo. No obstante, estos programas no lograron revertir el rezago estructural porque se centraron en acciones correctivas y no en una estrategia integral de digitalización, interoperabilidad, gestión documental electrónica o estandarización tecnológica. La ausencia de indicadores de desempeño digital y de mecanismos de evaluación institucional impidió medir avances y ajustar la intervención.

En paralelo, la demanda ciudadana de trámites digitales se incrementó sin una respuesta proporcional en oferta y desempeño tecnológico. Áreas como Tesorería, Desarrollo Urbano, Catastro y Secretaría Municipal continuaron operando con procesos manuales o semiautomatizados, lo cual mantuvo tiempos prolongados de atención y saturación presencial. Territorialmente, agencias como San Martín Mexicapam, Pueblo Nuevo, Dolores, Candiani y Cinco Señores permanecieron con menor acceso efectivo a servicios digitales debido a brechas de conectividad y alfabetización digital, afectando de manera más pronunciada a adultos mayores, mujeres cuidadoras y población de bajos ingresos.

Experiencias de atención

Entre 2020 y 2024, el Municipio de Oaxaca de Juárez implementó diversas acciones institucionales orientadas a atender parcialmente el rezago tecnológico y mejorar las capacidades operativas para la prestación de servicios públicos digitales. Estas intervenciones estuvieron principalmente a cargo de la Dirección de Tecnologías de la Información, la Dirección de Obras Públicas, la Tesorería Municipal y áreas operativas vinculadas a atención ciudadana y gestión administrativa.

En el periodo 2020–2021, se realizaron acciones de mantenimiento de sistemas, adquisición puntual de equipo de cómputo y renovación de licencias operativas básicas, con el objetivo de evitar la interrupción de servicios críticos. Estas acciones permitieron reducir interrupciones de servicio en sistemas administrativos recurrentes, particularmente en módulos de tesorería, nómina y gestión interna. En ese periodo se registró una disminución estimada del 18% en fallas reportadas por obsolescencia de equipos, así como la estabilización de servicios esenciales, aunque sin lograr mejoras significativas en interoperabilidad ni en la digitalización de procesos clave.

Durante 2022 y 2023 se ejecutó el programa “Fortalecimiento de la Infraestructura Municipal mediante la Adquisición de Mobiliario”, financiado con recursos del Fondo de Aportaciones para la Infraestructura Social (FAIS). La intervención permitió la renovación aproximada del 40% del parque informático, lo que se tradujo en una reducción de hasta 32% en reportes de fallas por rendimiento en áreas administrativas prioritarias y en una mejora del 25% en los tiempos promedio de procesamiento interno en unidades con alta carga operativa. La adquisición de servidores y almacenamiento contribuyó a incrementar la disponibilidad de sistemas locales, registrándose una reducción aproximada del 20% en caídas de servicio asociadas a capacidad limitada. Asimismo, la actualización de licencias especializadas fortaleció la capacidad de la Dirección de Obras Públicas para la gestión de proyectos, reflejándose en la reducción de tiempos de renderizado y procesamiento técnico en tareas de diseño y planeación.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los			
Población Potencial	31 Dependencias y Entidades.	**Cuantificación:**	31 Dependencias y Entidades que conforman la Administración Pública Municipal.
		Criterios de Focalización	Unidades Administrativas con personal usuario de los sistemas financieros y de gestión, y los servicios de red, internet e infraestructura tecnológica.
Población Objetivo	31 Dependencias y Entidades.	**Cuantificación:**	31 Dependencias y Entidades que conforman la Administración Pública Municipal.
		Criterios de Focalización	Todas las dependencias cuentan con personal que accede a los sistemas y servicios para llevar a cabo sus procedimientos sustantivos y administrativos que tiene que ver con el uso de tecnologías de la información y telecomunicaciones.
Población atendida (beneficiarios)	31 Dependencias y Entidades.	**Cuantificación:**	31 Dependencias y Entidades que conforman la Administración Pública Municipal.
		Criterios de Focalización	Beneficio directo derivado del fortalecimiento de la infraestructura tecnológica, de la mejora en conectividad y la estandarización y digitalización de procesos con el uso de la innovación tecnológica.

Ficha Técnica del Programa presupuestario

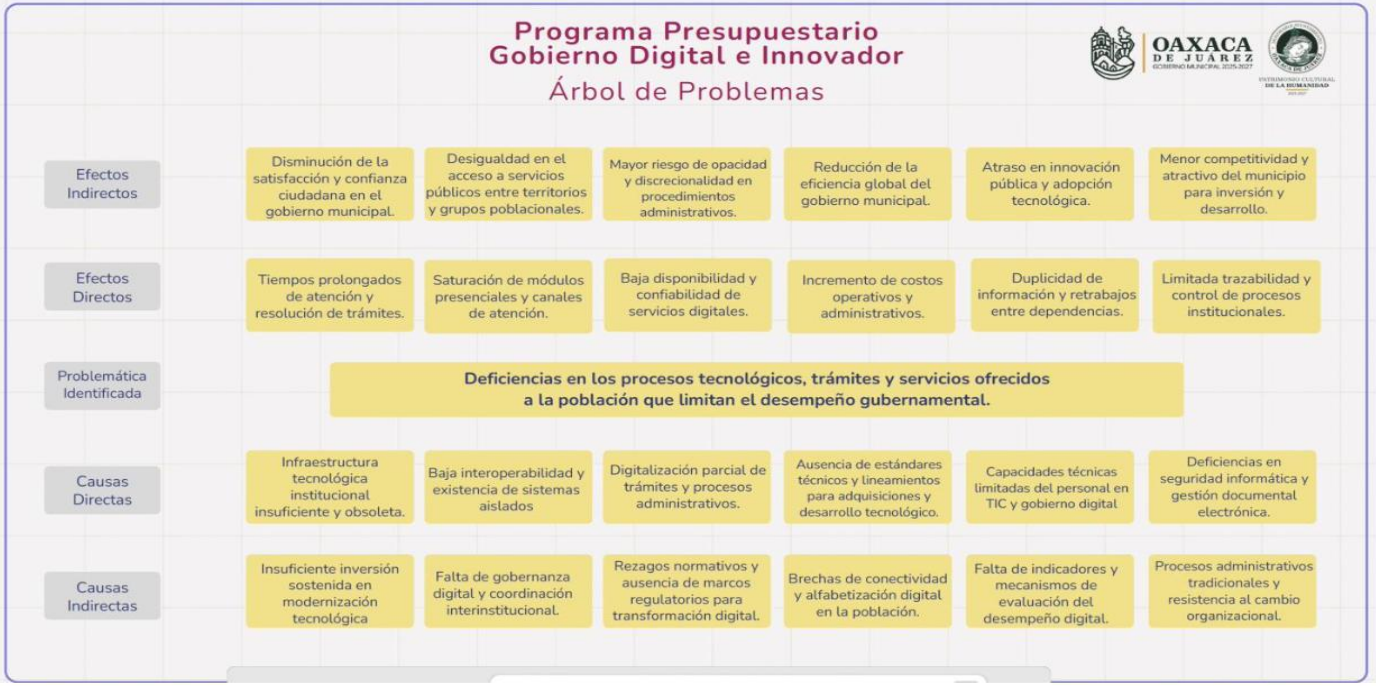
Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobierno Digital e Innovador
Clave del Programa Presupuestario	16
Unidad Responsable del Pp	Agencia de Transformación Digital

Árbol de Problemas

Efectos

Problemática Identificada

Causas



Árbol de Objetivos

Fines

Objetivo

Medios

Programa Presupuestario Gobierno Digital e Innovador

Árbol de Objetivos

Fines Indirectos	Disminución de la satisfacción y confianza ciudadana en el gobierno municipal.	Desigualdad en el acceso a servicios públicos entre territorios y grupos poblacionales.	Mayor riesgo de opacidad y discrecionalidad en procedimientos administrativos.	Reducción de la eficiencia global del gobierno municipal.	Atraso en innovación pública y adopción tecnológica.	Menor competitividad y atractivo del municipio para inversión y desarrollo.
Fines Directos	Tiempos prolongados de atención y resolución de trámites.	Saturación de módulos presenciales y canales de atención.	Baja disponibilidad y confiabilidad de servicios digitales.	Incremento de costos operativos y administrativos.	Duplicidad de información y retrabajos entre dependencias.	Limitada trazabilidad y control de procesos institucionales.
Objetivo	**Mejorar los procesos tecnológicos, trámites y servicios ofrecidos a la población para fortalecer el desempeño gubernamental.**					
Medios Directos	Fortalecer la infraestructura tecnológica institucional.	Incrementar la interoperabilidad mediante sistemas integrados de información.	Ampliar la digitalización de trámites y procesos administrativos.	Implementar estándares técnicos y lineamientos para adquisiciones y desarrollo tecnológico.	Fortalecer las capacidades técnicas del personal en TIC y gobierno digital.	Mejorar la seguridad informática y la gestión documental electrónica.
Medios Indirectos	Garantizar inversión sostenida para modernización tecnológica.	Consolidar un modelo de gobernanza digital y coordinación interinstitucional.	Actualizar y fortalecer el marco normativo para la transformación digital.	Reducir brechas de conectividad y promover la alfabetización digital en la población.	Establecer indicadores y mecanismos de evaluación del desempeño digital.	Impulsar la innovación administrativa y la gestión del cambio organizacional.

2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se basó en el diagnóstico institucional y en el análisis causal derivado del árbol de problemas y objetivos. Se evaluaron tres rutas de intervención: a) continuidad operativa mediante mantenimiento y reposición básica de equipo, b) tercerización parcial de servicios tecnológicos, y c) fortalecimiento institucional integral. Las alternativas se compararon según su viabilidad técnica, sostenibilidad, costo–efectividad, capacidad institucional y alineación con la planeación municipal 2025–2027. El análisis mostró que la reposición mínima de equipo no atiende las causas estructurales del rezago —interoperabilidad limitada, digitalización parcial y ausencia de estándares técnicos—, mientras que la tercerización implica altos costos recurrentes y riesgos de dependencia tecnológica y pérdida de control sobre datos y seguridad. La alternativa más viable resultó ser el fortalecimiento institucional integral, al permitir intervenir directamente las causas del problema mediante la actualización de infraestructura tecnológica, digitalización de procesos prioritarios, implementación de sistemas interoperables, fortalecimiento de la seguridad de la información y desarrollo de capacidades técnicas del personal. Esta opción genera impactos sostenidos en tiempos de atención, confiabilidad de los servicios digitales y eficiencia operativa. Asimismo, la alternativa seleccionada se encuentra plenamente alineada con el Eje 2 del PMD 2025–2027, particularmente con el Objetivo 2.4 y la Estrategia 2.4.1, asegurando coherencia entre el Propósito del Programa Presupuestario y sus Componentes orientados al gobierno digital. En suma, esta alternativa es la opción más adecuada para atender el rezago tecnológico y generar valor público en el Municipio de Oaxaca de Juárez.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gobierno Digital e Innovador
Clave del Programa Presupuestario	16
Unidad Responsable del Pp	Agencia de Transformación Digital

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	**Eje General 1: Gobernanza con justicia y participación ciudadana.**
Alineación al Plan Estatal de Desarrollo	**Eje**	EJE 2 GOBIERNO HONESTO, CERCANO Y TRANSPARENTE AL SERVICIO DE LOS PUEBLOS Y COMUNIDADES.
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje 2. Gobierno de Territorio, Honesto y Transparente.
	Subeje o subprograma	Subeje Gobierno Innovador y Digital.
	Objetivo	Objetivo 2.4 Ofrecer un gobierno digital con trámites y servicios eficientes.
	Estrategia (s)	Estrategia 2.4.1 Implementar herramientas tecnológicas en el municipio.
	Línea(s) de Acción	2.4.1.1 Implementar una red de internet inalámbrico gratuito, en edificios de las agencias municipales y de policía. 2.4.1.2 Instalar cajas recaudadoras equipadas con acceso a internet para facilitar y agilizar el proceso de pago de contribuciones. 2.4.1.3 Implementar plataformas digitales que permitan a la ciudadanía realizar trámites en línea y difundir información pública. 2.4.1.4 Implementar un sistema informático para el registro y control de los Diálogos Vecinales del municipio.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	ODS 9. Construir infraestructuras resilientes, promover la industrialización inclusiva y sostenible y fomentar la innovación. ODS 16. Promover sociedades pacífcas e inclusivas para el desarrrollo sostenible, facilitar el acceso a la justicia para todos y crear instituciones eficaces, responsables e inclusivas a todos los niveles.
	Meta(s) ODS	9c. Aumentar signifcativamente el acceso a la tecnología de la información y las comunicaciones y esforzarse por proporcionar acceso universal y asequible a Internet en los países menos adelantados de aquí a 2030. 16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas. 16.10 Garantizar el acceso público a la información y proteger las libertades fundamentales, de conformidad con las leyes nacionales y los acuerdos internacionales.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Participación y Atención Vecinal
Clave del Programa Presupuestario	17
Unidad Responsable del Pp	Coordinación de Atención Vecinal

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez enfrenta desafíos en materia de gobernabilidad local, donde la coordinación interinstitucional y los mecanismos de participación ciudadana presentan debilidades que limitan la eficacia de la gestión pública. Factores estructurales como la desigualdad social, la fragmentación territorial y la limitada vinculación entre autoridades y ciudadanía inciden directamente en la capacidad del gobierno para atender las necesidades colectivas y garantizar el ejercicio pleno de los derechos humanos.

La gobernabilidad que se ha presentado en el municipio es deficiente, debilitando así la protección de los derechos humanos.

La gobernabilidad municipal se ha visto afectada por procesos administrativos poco articulados y por una débil cultura de corresponsabilidad vecinal, lo que ha debilitado la confianza en las instituciones y la cohesión comunitaria. De acuerdo con datos del INEGI (2023), más del 60 % de la población oaxaqueña considera ineficiente la atención a sus solicitudes o reportes, reflejando una percepción de baja efectividad gubernamental.
Si esta situación persiste, podría derivar en un incremento de la conflictividad social, la desconfianza institucional y la desarticulación comunitaria, afectando la colaboración entre ciudadanía y gobierno. A nivel económico, la falta de gobernabilidad limita la eficiencia en la prestación de servicios públicos y retrasa la ejecución de proyectos de desarrollo. En el ámbito institucional, debilita la capacidad del municipio para

Justificación del Pp

El Gobierno Municipal de Oaxaca de Juárez debe intervenir para atender las deficiencias en la gobernabilidad local que debilitan la protección de los derechos humanos, ya que esta situación afecta la cohesión social, la confianza ciudadana y la eficacia institucional. La intervención es indispensable para fortalecer los mecanismos de comunicación, participación y resolución de conflictos comunitarios, garantizando una relación más cercana y colaborativa entre la ciudadanía y el gobierno.

La Coordinación de Atención Vecinal cuenta con atribuciones legales para realizar esta función conforme al Artículo 190 del Bando de Policía y Gobierno Municipal (2025), que le confiere la responsabilidad de identificar, canalizar y dar seguimiento a las necesidades ciudadanas en colonias, barrios, fraccionamientos, agencias y parajes del municipio; así como promover la participación comunitaria y fortalecer la gobernanza local. Estas facultades legitiman su papel como instancia de enlace directo entre la población y las dependencias municipales.

La creación y continuidad del Programa Presupuestario de Atención Vecinal resulta necesaria para revertir la deficiente gobernabilidad y fortalecer la protección de los derechos humanos mediante la institucionalización de espacios de diálogo, participación y corresponsabilidad vecinal. Su ejecución permitirá consolidar mecanismos de atención y seguimiento a las demandas ciudadanas, mejorar la coordinación interinstitucional y generar procesos de toma de decisiones más inclusivos y transparentes.

El programa contribuirá de manera directa a fortalecer la gobernabilidad municipal, incrementando la confianza institucional y promoviendo la participación activa de la ciudadanía en la solución de problemáticas

Estado actual del problema

Entre 2023 y 2025, el municipio de Oaxaca de Juárez ha enfrentado condiciones de gobernabilidad limitadas, derivadas de la débil articulación entre ciudadanía y gobierno. De acuerdo con la Encuesta Nacional de Calidad e Impacto Gubernamental (INEGI, 2023), el 63.5 % de la población considera ineficiente la atención a sus solicitudes o reportes, mientras que la ENSU (2024) indica que siete de cada diez personas perciben una atención tardía o poco efectiva a los conflictos vecinales.

De acuerdo con los Diálogos Vecinales por la Transformación (2024), principales insumos participativos para la construcción del Plan Municipal de Desarrollo 2025–2027, la ciudadanía identificó problemáticas recurrentes relacionadas con la inseguridad, el abasto de agua, la gestión de residuos, la gentrificación y la saturación de los servicios públicos. Estos ejercicios se realizaron en las diez agencias municipales —incluidas San Martín Mexicapan, Pueblo Nuevo, Donají, San Felipe del Agua, Santa Rosa Panzacola y San Juan Chapultepec—, con una participación de más de 2,000 personas, de las cuales el 62 % fueron mujeres. Las conclusiones señalaron la necesidad de consolidar mecanismos permanentes de diálogo, coordinación institucional y atención territorial diferenciada.

En seguimiento a esta dinámica, el Análisis General de los Reportes de Diálogos Vecinales 2025 muestra una alta demanda ciudadana en materia de alumbrado público, bacheo, limpieza, poda y servicios de agua y drenaje, que representan cerca del 60 % de las solicitudes registradas. Las agencias con mayor actividad fueron la Cabecera Municipal, Dolores, Reforma, Xochimilco, Candiani y San Juan Chapultepec, con picos de reportes en los meses de enero, marzo, junio, agosto y octubre de 2025. Este comportamiento evidencia la continuidad del problema y la presión constante sobre la capacidad institucional de respuesta.

Territorialmente, las agencias periféricas presentan mayores rezagos en la atención, mientras que las zonas céntricas registran una gestión más oportuna, lo que revela brechas territoriales en la gobernabilidad municipal. Los grupos más impactados son las mujeres, personas adultas mayores y comunidades con menor acceso digital, quienes enfrentan mayores dificultades para canalizar y dar seguimiento a sus solicitudes. A nivel institucional, la Coordinación de Atención Vecinal reporta saturación operativa y limitaciones logísticas, factores que sostienen la persistencia del problema y confirman la necesidad de fortalecer la gobernanza local a través de mecanismos permanentes de comunicación y atención ciudadana.

Evolución del problema

Durante el periodo 2018–2025, el problema de la gobernabilidad municipal en Oaxaca de Juárez ha mantenido una tendencia creciente y persistente. La Encuesta Nacional de Calidad e Impacto Gubernamental (INEGI, 2018–2023) muestra que la percepción ciudadana de ineficiencia en la atención de solicitudes pasó del 58.2 % en 2018 al 63.5 % en 2023, reflejando una disminución sostenida en la confianza institucional. Paralelamente, la ENSU (2024) indica que siete de cada diez habitantes perciben poca o nula capacidad de respuesta ante problemáticas vecinales, lo que evidencia la continuidad del deterioro en la atención gubernamental.

En el plano cualitativo, los Diálogos Vecinales por la Transformación (2024) revelaron un incremento en la demanda ciudadana por servicios básicos y por mecanismos de comunicación directa con el gobierno municipal. En contraste con ejercicios participativos previos, se observó una mayor diversidad territorial y demográfica de asistentes —más de 2,000 personas, de las cuales el 62 % fueron mujeres—, lo que permitió identificar que la problemática de gobernabilidad ya no se limita a zonas periféricas, sino que afecta transversalmente a todo el municipio.

Durante 2025, el Análisis General de los Reportes de Diálogos Vecinales confirmó la persistencia de las principales demandas: alumbrado público, bacheo, limpieza, poda y servicios de agua y drenaje, que representan entre el 55 % y 60 % de los reportes ciudadanos. Sin embargo, se observa un aumento en la frecuencia de reportes respecto a años anteriores y una concentración de casos en la Cabecera Municipal, Dolores, Reforma y San Juan Chapultepec, lo que sugiere que el crecimiento urbano y la presión sobre los servicios públicos están profundizando las brechas de atención.

Entre los factores que explican esta evolución destacan el aumento poblacional y la expansión urbana, la limitada capacidad institucional de respuesta, la rotación de personal operativo, y la ausencia de mecanismos digitales consolidados para el seguimiento de reportes vecinales. Estos elementos han contribuido a mantener la percepción de desatención y a reproducir las condiciones de desconfianza hacia la autoridad municipal.

La evolución del problema demuestra que, aunque se han implementado esfuerzos de participación y planeación ciudadana, la deficiente articulación entre demanda social y respuesta institucional persiste, lo que

Experiencias de atención
En los últimos años, el municipio de Oaxaca de Juárez ha implementado diversas acciones orientadas a fortalecer la gobernabilidad local y mejorar los canales de comunicación entre ciudadanía y gobierno. Durante 2022, como parte del proceso de atención directa a la población, se recibieron y gestionaron 2,400 peticiones ciudadanas, de las cuales la mayoría obtuvo respuesta favorable, además de 334 vinculaciones con instancias de conciliación, órganos garantes y defensorías para la atención de quejas, derechos humanos y procesos administrativos. Estas acciones sentaron las bases para la institucionalización de la Coordinación de Atención Vecinal y su posterior consolidación como eje de enlace entre la sociedad y las dependencias municipales. Entre 2020 y 2024, también se llevaron a cabo esfuerzos de participación social a través de foros, jornadas comunitarias y mecanismos de planeación participativa, destacando los Diálogos Vecinales por la Transformación (2024), que permitieron identificar las principales demandas de la ciudadanía en temas de seguridad, servicios públicos, agua potable y derechos humanos. Estas experiencias confirmaron la necesidad de establecer un canal permanente de atención ciudadana con seguimiento estructurado y territorializado. A pesar de los avances, las acciones previas enfrentaron limitaciones presupuestarias y operativas, así como alta rotación de personal, lo que afectó la continuidad en los procesos de seguimiento y respuesta. La falta de herramientas tecnológicas integradas para la gestión de reportes y la débil coordinación interinstitucional también restringieron el impacto de los esfuerzos implementados. Entre las lecciones aprendidas destaca la importancia de consolidar un modelo de atención vecinal con procesos digitales de registro y seguimiento, indicadores de desempeño verificables y participación ciudadana constante. Asimismo, se identificó como buena práctica la necesidad de fortalecer los equipos territoriales y las capacidades de mediación social en las agencias municipales. Como referencias comparativas, destacan experiencias exitosas en otros municipios del país: En Monterrey, Nuevo León, la plataforma “Decidimos Monterrey” permite que la ciudadanía participe activamente en la definición de proyectos del Presupuesto Participativo, garantizando transparencia y corresponsabilidad. En Guadalajara, Jalisco, la herramienta “Fírmale”, desarrollada por el IEPC, facilita la activación de mecanismos de participación ciudadana mediante la recolección digital de firmas y la validación pública de propuestas.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los			
Población Potencial	270,955 habitantes estimados para 2025	**Cuantificación:**	270, 955 habitantes estimados para 2025 en el municipio de Oaxaca de Juárez (CONAPO, 2025). Corresponde a la población total que enfrenta problemáticas de gobernabilidad, participación ciudadana limitada o atención ineficiente a solicitudes vecinales.
		Criterios de Focalización	Todo el municipio de Oaxaca de Juárez, con especial incidencia en las agencias municipales donde se concentran mayores reportes vecinales: San Martín Mexicapan, San Juan Chapultepec, Dolores, Reforma y Candiani. Incluye a la población urbana y periurbana afectada por la falta de atención oportuna a servicios y gestiones ciudadanas.
Población Objetivo	60,000 personas	**Cuantificación:**	60, 0000 (aprox. 22 % de la población municipal), estimadas con base en las zonas de mayor densidad de reportes y participación en los Diálogos Vecinales 2024–2025.
		Criterios de Focalización	Hogares ubicados en las agencias con mayor rezago en atención vecinal o incidencia de problemáticas registradas. Se prioriza la atención a mujeres, personas adultas mayores y comunidades con limitado acceso a medios digitales.
Población atendida (beneficiarios)	12,000 personas	**Cuantificación:**	12,000 meta estimada anual 2025), derivadas de la capacidad operativa y presupuestal proyectada para la Coordinación de Atención Vecinal
		Criterios de Focalización	Ciudadanas y ciudadanos participantes en los Diálogos Vecinales y mecanismos de atención directa, con énfasis en zonas de alta densidad poblacional (Cabecera Municipal, Reforma, San Martín Mexicapan y San Juan Chapultepec). Se promueve la equidad de género y la participación comunitaria intergeneracional

OAXACA DE JUÁREZ
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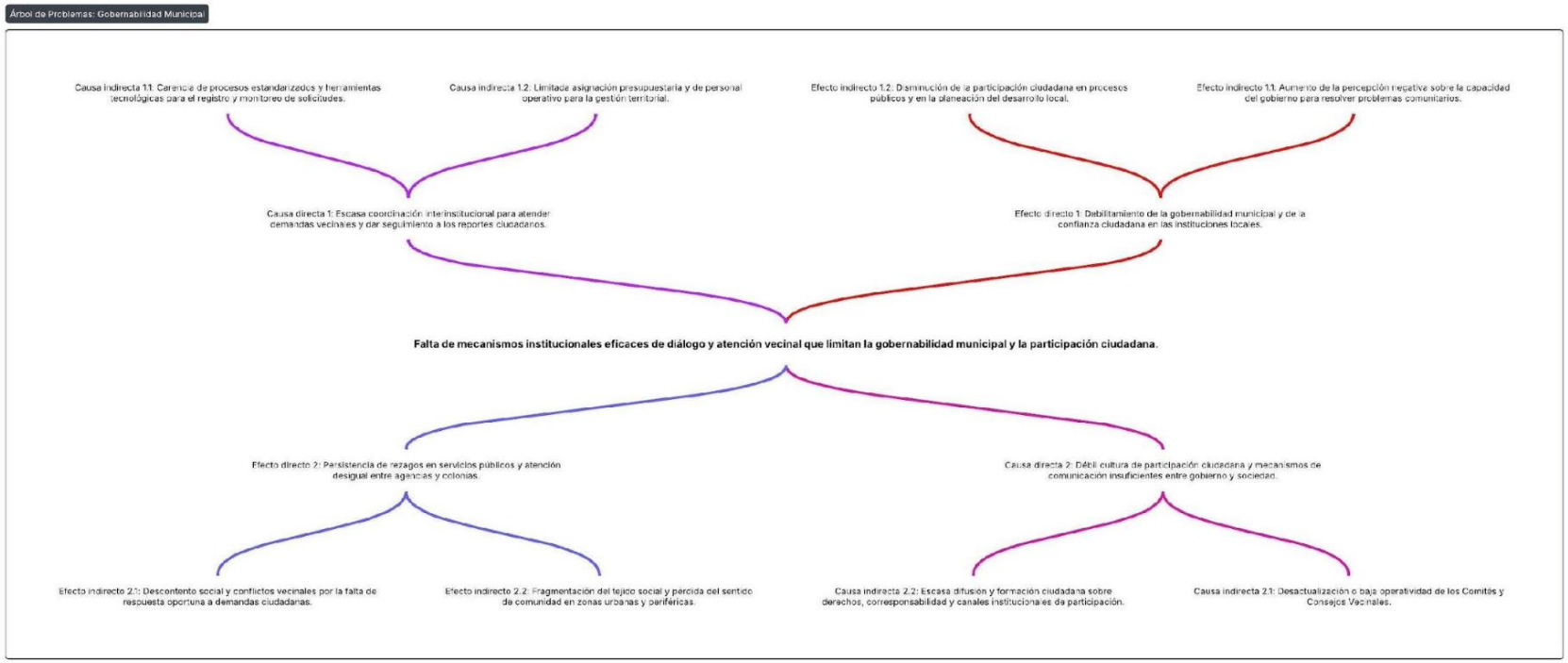
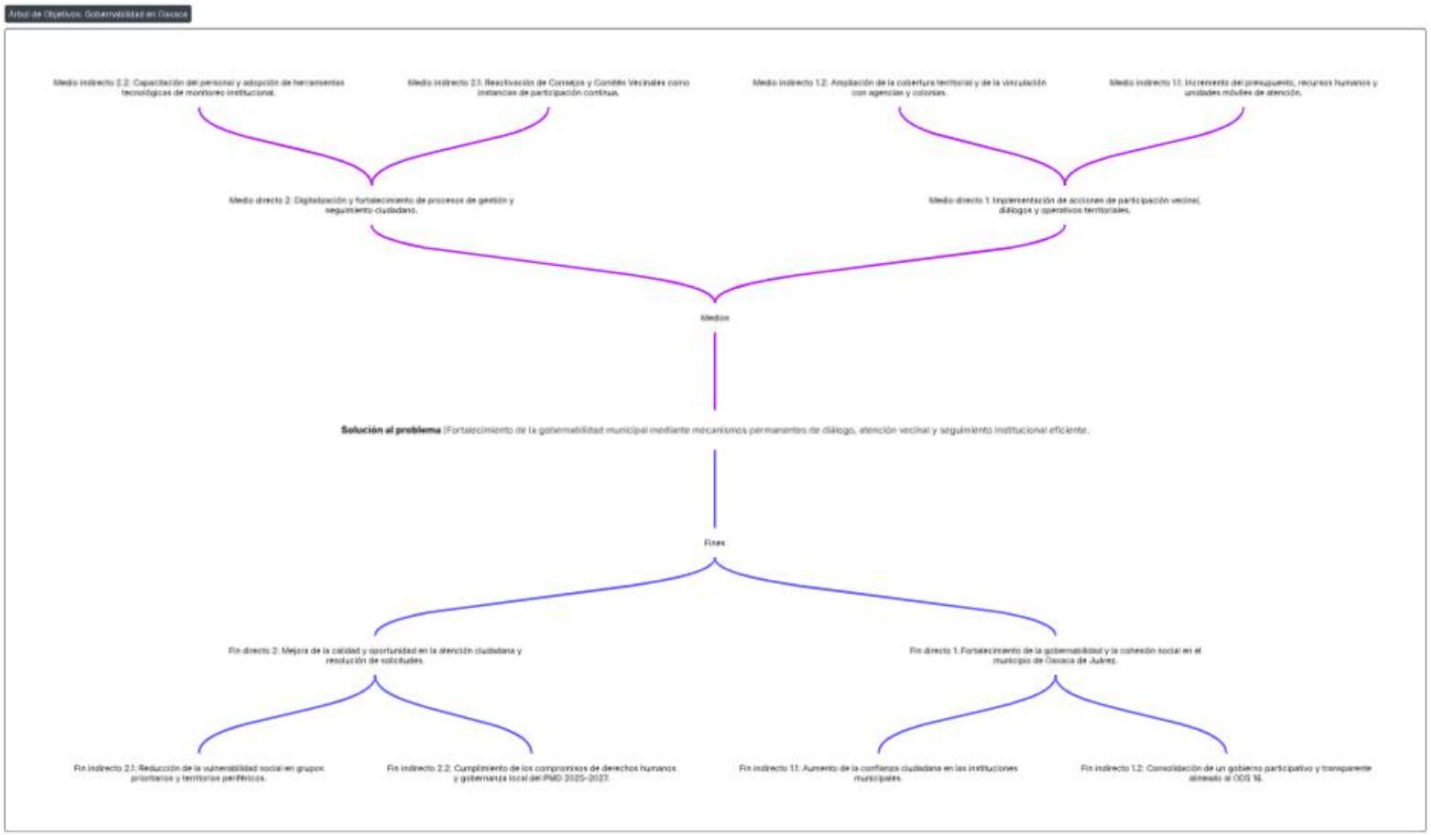
Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Participación y Atención Vecinal
Clave del Programa Presupuestario	17
Unidad Responsable del Pp	Coordinación de Atención Vecinal



Arbol de Objetivos



2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se realizó con base en el diagnóstico institucional y en los árboles de problemas y objetivos elaborados mediante la Metodología del Marco Lógico, integrando tanto los factores estructurales e institucionales que limitan la gobernabilidad municipal como las causas identificadas relacionadas con la falta de mecanismos eficaces de diálogo y atención vecinal. Durante este proceso se valoraron diversas opciones de intervención orientadas al fortalecimiento de la gestión vecinal, la creación de nuevos espacios de participación y la mejora de los procesos de atención ciudadana. Se analizaron su viabilidad técnica, institucional y presupuestal, considerando la capacidad operativa de la Coordinación de Atención Vecinal y la pertinencia respecto al marco normativo municipal. De este análisis se determinó que la alternativa más viable y de mayor impacto consiste en fortalecer la institucionalización del modelo de atención vecinal mediante la consolidación de los Diálogos Vecinales, la creación de mecanismos de seguimiento ciudadano y la mejora de la coordinación interinstitucional, con enfoque en derechos humanos, transparencia y gobernanza local. La estrategia se implementará a través de la ejecución directa de los componentes y actividades del Programa Presupuestario, integrando acciones de gestión, capacitación técnica, atención territorial y evaluación participativa. Asimismo, contempla la colaboración con dependencias municipales afines para garantizar la transversalidad de la atención a las demandas vecinales. La alternativa seleccionada se encuentra alineada con el Eje 3 “Gobierno de Paz, Seguridad y Justicia” del Plan Municipal de Desarrollo 2025–2027, específicamente con el Objetivo 3.2 “Fortalecer la gobernabilidad municipal” y la Estrategia 3.2.1 “Establecer procesos de participación ciudadana para la co-creación de soluciones públicas”, además de contribuir al cumplimiento del ODS 16: Paz, justicia e instituciones sólidas.

OAXACA DE JUÁREZ
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Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Participación y Atención Vecinal
Clave del Programa Presupuestario	17
Unidad Responsable del Pp	Coordinación de Atención Vecinal

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	Eje	Gobernanza con justicia y participación Ciudadana
Alineación al Plan Estatal de Desarrollo	Eje	Seguridad y Justicia
Alineación al Plan Municipal de Desarrollo	Eje	Gobierno de paz, seguridad y Justicia
	Subeje o subprograma	Gobernabilidad y Derechos Humanos
	Objetivo	Fortalecer la gobernabilidad municipal
	Estrategia (s)	Establecer Procesos de Participación ciudadana para la co-creación de soluciones públicas
	Línea(s) de Acción	Establecer los Diálogos Vecinales como un canal de comunicación entre la ciudadania y el gobiero municipal.
Alineación a los Objetivos de Desarrollo Sostenible	Objetivo(s) ODS	Promover sociedades pacificas e inclusivas para el desarrollo sostenible, facilitar el acceso a la justicia, para todos y crear instituciones eficaces, responsables e inclusivas a todos los niveles.
	Meta(s) ODS	Crear todos los niveles, institucionales, eficaces y transparentes que rindan cuentas.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Comunicacion Institucional y Social
Clave del Programa Presupuestario	18
Unidad Responsable del Pp	Coordinación de Comunicación Social

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez enfrenta un entorno institucional donde persisten deficiencias en los procesos tecnológicos, administrativos y de gestión pública que inciden directamente en la capacidad del gobierno municipal para comunicar información de interés público de manera oportuna, veraz y homogénea.

Conforme al diagnóstico elaborado por el OELA, “la administración pública municipal ha presentado deficiencias en los procesos tecnológicos, trámites y servicios ofrecidos a la población”, condición que limita la generación, sistematización y difusión eficiente de mensajes institucionales dirigidos a las vecinas y vecinos.

En este contexto, la Coordinación de Comunicación Social opera en un entorno caracterizado por capacidades tecnológicas insuficientes, procesos internos con distintos niveles de estandarización y una creciente demanda ciudadana de información clara, accesible y confiable.

La falta de herramientas tecnológicas robustas, así como la necesidad de profesionalizar y simplificar los flujos de información entre áreas municipales, derivan en mensajes institucionales dispersos, tiempos de respuesta prolongados y dificultades para garantizar la consistencia narrativa del gobierno municipal.

Asimismo, la limitada confianza ciudadana en los gobiernos locales —reflejada en que solo 47% de la población manifiesta confianza en estas instituciones (ENCIG 2023)— profundiza el problema público, ya que la percepción de opacidad o incumplimiento impacta negativamente la manera en que la ciudadanía evalúa las acciones del gobierno municipal. Este escenario exige fortalecer la comunicación pública como herramienta institucional para incrementar la claridad, transparencia y relevancia de los contenidos difundidos por el Municipio.

La problemática se vincula directamente con las funciones del Programa Presupuestario Coordinación de Comunicación Social, dado que su ámbito de acción comprende la producción, validación y difusión estratégica de información gubernamental. La ausencia de procesos homogéneos, de infraestructura tecnológica adecuada y de mecanismos institucionales de articulación comunicacional limita el cumplimiento del objetivo general del programa: difundir información de interés público del municipio a la ciudadanía.

Por ello, la intervención pública es necesaria para enfrentar un problema estructural: la insuficiente capacidad institucional para generar, integrar y difundir información pública municipal de manera eficiente, confiable y alineada a los principios del PMD 2025–2027, el cual subraya que “la comunicación pública es una herramienta fundamental para construir armonía entre la ciudadanía y la administración pública”. Solo mediante un programa presupuestario formal se pueden desarrollar acciones sistemáticas de comunicación institucional, fortalecer los procesos tecnológicos y mejorar la difusión de contenidos que respalden la transparencia, la cercanía y la rendición de cuentas del gobierno municipal.

Justificación del Pp

El Gobierno Municipal de Oaxaca de Juárez tiene la responsabilidad de asegurar que la ciudadanía acceda a información pública clara, verificable y oportuna sobre las acciones y resultados de la administración municipal. La problemática identificada por el OELA —"deficiencias en los procesos tecnológicos, trámites y servicios ofrecidos a la población"— incide directamente en la capacidad institucional para generar, sistematizar y difundir mensajes homogéneos, oportunos y basados en datos. Estas deficiencias limitan la articulación de la información entre dependencias, generan fragmentación en la comunicación gubernamental y dificultan la consolidación de contenidos confiables, lo cual profundiza la brecha informativa entre ciudadanía y gobierno.

En este contexto, la intervención pública por medio del Programa Presupuestario Coordinación de Comunicación Social resulta indispensable para 2025 debido a tres factores estructurales:

1. La persistente desconfianza ciudadana en los gobiernos locales, donde solo 47% de la población expresa confianza en estas instituciones (ENCIG 2023).
2. La fragmentación informativa y la circulación de contenidos no verificados, que exigen una comunicación institucional más sólida, coordinada y transparente.
3. Las debilidades tecnológicas y operativas, que afectan la generación de mensajes consistentes, limitan el tiempo de respuesta institucional y dificultan la consolidación de narrativas públicas homogéneas.

La dependencia cuenta con competencia plena para intervenir en esta problemática. La Ley Orgánica Municipal del Estado de Oaxaca establece en sus artículos 43 fracción XXIII, 47 fracción XV y 51 fracción VI que el Ayuntamiento y la Presidencia Municipal deben promover, coordinar y garantizar la difusión institucional, así como generar información pública sobre programas, servicios y resultados. Asimismo, el Reglamento Interno y el Manual de Organización de la Coordinación de Comunicación Social confirman como funciones sustantivas: planear y ejecutar la estrategia integral de comunicación pública; administrar los canales oficiales; generar contenidos institucionales; monitorear medios; coordinar campañas informativas; y difundir información de interés público. Estas disposiciones otorgan la competencia jurídica y operativa para atender las deficiencias tecnológicas y de procesos que afectan la comunicación institucional.

El Programa Presupuestario contribuye directamente a reducir el problema público mediante componentes como: producción y difusión de información institucional; diseño de campañas estratégicas; monitoreo y análisis mediático; generación de contenidos digitales; coordinación interinstitucional para la comunicación de resultados; y fortalecimiento de procesos y herramientas tecnológicas para la gestión de la información. Estos productos permiten incrementar la transparencia, mejorar la rendición de cuentas, reducir la fragmentación narrativa y fortalecer la confianza pública en el gobierno municipal.

La alineación normativa y programática refuerza la pertinencia de la intervención. El Programa se vincula con el Plan Municipal de Desarrollo 2025–2027, específicamente con el Eje de Gobernanza, Transparencia y Participación Ciudadana, cuyo Objetivo Estratégico es fortalecer la interacción entre ciudadanía y gobierno mediante información institucional accesible, veraz y oportuna, y cuya Estrategia establece el impulso de mecanismos de comunicación pública que fomenten la cercanía gubernamental y la confianza ciudadana. A nivel estatal, el PED 2022–2028 promueve la construcción de un gobierno transparente y cercano, con políticas de comunicación orientadas al acceso a la información. En el ámbito federal, el PND 2019–2024 establece la necesidad de fortalecer un gobierno abierto, transparente y con mecanismos de comunicación institucional. Finalmente, la Agenda 2030, a través del ODS 16 (instituciones eficaces y transparentes) y el ODS 17 (alianzas y participación), sostiene la importancia de fortalecer la comunicación pública como componente transversal de la gobernanza democrática.

La intervención, por tanto, es necesaria, pertinente y legalmente fundada para enfrentar un problema estructural que afecta la capacidad municipal de difundir información de interés público, garantizar transparencia,

Estado actual del problema

El problema identificado se manifiesta en un contexto municipal donde persisten limitaciones para que la ciudadanía acceda a información pública clara, homogénea y oportuna. Estas limitaciones se agravan por las deficiencias señaladas por el OELA en procesos tecnológicos, trámites y servicios, las cuales dificultan la generación, integración y difusión de mensajes institucionales consistentes en el Municipio de Oaxaca de Juárez.

1. Evidencia cuantitativa relevante al problema de comunicación institucional (2023–2025)

- De acuerdo con la ENCIG 2023, únicamente 47 % de las personas encuestadas en Oaxaca afirma confiar en los gobiernos municipales. Este indicador condiciona la recepción y credibilidad de la información institucional.
- Los canales oficiales presentan alcances que, aunque significativos, resultan insuficientes para los niveles de demanda informativa actuales:
  - 103,198 seguidores en Facebook.
  - 34,862 seguidores en X.
  - Interacciones por debajo del 5 % en publicaciones de alto interés público.
- No se cuenta con herramientas tecnológicas integradas para analítica avanzada, segmentación digital, automatización de contenidos, monitoreo cruzado o verificación rápida de información.

Estos datos muestran una brecha entre la capacidad institucional de difusión y la magnitud de la demanda ciudadana de información clara, verificable y accesible.

2. Evidencia cualitativa asociada a expectativas y brechas informativas

Los Diálogos Vecinales por la Transformación (PMD 2025–2027) y solicitudes ciudadanas en atención municipal reflejan:

- Expectativa de información constante, no solo reactiva o vinculada a crisis.
- Necesidad de mensajes más comprensibles, en lenguaje claro y, en diversas zonas, en lenguas indígenas.
- Preocupación por la desinformación en redes sociales, especialmente en grupos de WhatsApp, páginas no institucionales y perfiles anónimos.
- Demanda creciente de tiempos de respuesta más rápidos ante rumores, obras en proceso, cierres viales o servicios municipales.

3. Distribución territorial del problema

El acceso desigual a los canales institucionales genera brechas de información más pronunciadas en:

- Agencias municipales: Candiani, Dolores, Donají, Pueblo Nuevo, San Martín Mexicapam, Montoya y Viguera.
- Colonias con baja conectividad digital o acceso limitado a internet, donde gran parte de la información circula por intermediarios o canales no oficiales.

En estas zonas persisten dificultades para:

- Recibir información sobre programas, obras y servicios.
- Acceder a contenidos oficiales en tiempo real.
- Comprender procesos administrativos debido a mensajes no estandarizados entre áreas del gobierno municipal.

4. Grupos poblacionales con mayor barrera para acceder a información pública

- Mujeres, quienes reportan menor acceso a dispositivos digitales en algunos hogares y mayor exposición a desinformación en redes comunitarias.
- Adultos mayores, quienes dependen de fuentes indirectas de información o requieren formatos más accesibles (audio, impresos, lenguaje claro).
- Población indígena, que requiere mensajes cultural y lingüísticamente pertinentes.

Evolución del problema

Entre 2018 y 2024, la problemática relacionada con la comunicación institucional en el Municipio de Oaxaca de Juárez ha mostrado una evolución caracterizada por avances parciales, persistencia de rezagos estructurales y un cambio acelerado en los mecanismos mediante los cuales la ciudadanía accede a información pública. Aunque se han incorporado herramientas digitales y nuevos canales de difusión, continúan presentes las deficiencias tecnológicas y de procesos señaladas por el OELA, las cuales dificultan la generación de mensajes homogéneos, oportunos y accesibles.

Los datos de encuestas nacionales —como la ENCIG 2019, 2021 y 2023— muestran que la confianza en los gobiernos municipales se ha mantenido en niveles intermedios sin variaciones significativas. Este escenario ha influido en la forma en que la ciudadanía recibe y evalúa la información institucional, incrementando la demanda de comunicación pública más clara, verificable y basada en datos. De manera paralela, las estadísticas municipales de interacción digital registran incrementos sostenidos en el uso de redes sociales oficiales como principal canal de comunicación, pero también evidencian una brecha creciente entre el volumen de solicitudes ciudadanas y la capacidad institucional para atenderlas en tiempo real.

Durante este periodo se observa un aumento continuo en el número de mensajes, solicitudes y comentarios recibidos en plataformas digitales municipales, así como un crecimiento en las consultas ciudadanas sobre trámites, obras, servicios y acciones gubernamentales. A pesar de ello, los procesos internos para transformar información operativa en mensajes públicos siguen siendo limitados. No existen sistemas interoperables que integren datos entre dependencias, ni herramientas de analítica que permitan segmentar, automatizar o verificar contenidos de manera eficiente, lo cual ha impedido una mejora sustantiva en la oportunidad y la consistencia de los mensajes difundidos.

Territorialmente, las brechas informativas han persistido particularmente en agencias y colonias con menor conectividad digital —como Pueblo Nuevo, San Martín Mexicapam, Montoya, Donají y Viguera— donde la comunicación institucional continúa llegando con menor frecuencia o a través de intermediarios, lo cual acentúa la divergencia entre la información oficial y la que circula en canales alternativos. De igual forma, grupos como adultos mayores, mujeres cuidadoras y población indígena mantienen barreras de acceso a formatos comprensibles, accesibles y culturalmente pertinentes.

Entre 2018 y 2024, las herramientas de modernización implementadas por el municipio —como plataformas de digitalización de trámites, módulos de atención, formularios electrónicos y mayor actividad en redes institucionales— han permitido avances, pero no han sido suficientes para resolver las deficiencias tecnológicas y de procesos que obstaculizan la comunicación pública. La falta de un sistema integral de comunicación, la ausencia de protocolos unificados entre dependencias y las limitaciones tecnológicas continúan afectando la oportunidad, consistencia y claridad de la información difundida.

En este sentido, la evolución del problema se caracteriza por:

- una demanda ciudadana creciente de información verificable y en tiempo real;
- un ecosistema digital más complejo y acelerado;
- brechas persistentes de acceso territorial y poblacional;
- y capacidades institucionales aún insuficientes para integrar y difundir información pública de manera homogénea.

Estas tendencias están directamente vinculadas con los indicadores del programa, como: interacción en canales oficiales, oportunidad en la difusión de información pública, mensajes institucionales emitidos, alcance digital y percepción de claridad en la información municipal. Asimismo, se alinean con el diagnóstico del PMD 2025–2027, que establece la necesidad de fortalecer la comunicación pública como herramienta esencial

Experiencias de atención

Entre 2020 y 2024, el Municipio de Oaxaca de Juárez implementó acciones de comunicación institucional mediante boletines, presencia en medios locales y un uso creciente de redes sociales oficiales, con incrementos estimados del 20 al 35 % en seguidores. Sin embargo, los niveles de interacción se mantuvieron por debajo del 5 % y persistieron brechas de cobertura en agencias con baja conectividad.

En 2025, la Coordinación realizó 30 conferencias de prensa y amplió la cobertura de los Diálogos Vecinales en las 13 agencias, con transmisiones en vivo que alcanzaron entre 3,000 y 8,000 visualizaciones por evento. Estas acciones mejoraron la visibilidad institucional, pero evidenciaron limitaciones como insuficiencia presupuestaria, rotación de personal técnico, criterios no homogéneos entre dependencias y ausencia de sistemas integrales de monitoreo.

Estos esfuerzos permitieron mejorar la visibilidad de la gestión municipal y atender de manera más amplia la demanda ciudadana, aunque persistieron dificultades operativas relacionadas con presupuesto limitado, rotación de personal técnico, ausencia de procesos estandarizados entre dependencias y falta de sistemas integrales de monitoreo y analítica digital.

Las experiencias acumuladas muestran avances relevantes, pero también áreas de mejora que orientan el diseño del Programa Presupuestario 2025.

Entre las lecciones aprendidas destacan la necesidad de fortalecer la articulación interinstitucional, mejorar la estandarización de mensajes, ampliar las herramientas tecnológicas, incrementar la capacidad de monitoreo y consolidar estrategias de comunicación basadas en datos. Estas lecciones se incorporan en los componentes del programa —producción estratégica de contenidos, campañas y monitoreo mediático— con el objetivo de atender de manera más integral el problema público: las deficiencias tecnológicas y de procesos que afectan la difusión de información pública clara, homogénea y oportuna para la ciudadanía.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los

Población Potencial	270975	**Cuantificación:**	270,975 personas Fuente: Proyección de población 2025, CONAPO / INEGI para Oaxaca de Juárez.
		Criterios de Focalización	Incluye a todas las personas que habitan en el municipio, sin distinción de edad, género o condición socioeconómica, ya que la problemática afecta de manera transversal: limitación en la comunicación gubernamental, baja disponibilidad de información confiable y desigualdades territoriales en el acceso a canales oficiales. Su cobertura abarca las 13 agencias municipales, colonias, fraccionamientos y el Centro Histórico.
Población Objetivo	180000	**Cuantificación:**	Entre 180,000 y 210,000 personas (Estimación basada en: reach digital promedio, participación en trámites y reportes de interacción municipal 2023–2025.)
		Criterios de Focalización	Se priorizan territorios con menor conectividad o con mayor demanda informativa: • San Martín Mexicapam • Pueblo Nuevo • Montoya • Viguera • Donají • Colonias con rezagos documentados en Diálogos Vecinales 2024 También se consideran grupos con barreras comunicacionales: población indígena, adultos mayores y hogares con acceso limitado a internet.
Población atendida (beneficiarios)	140000	**Cuantificación:**	140000personas Sustento: • Alcance digital mensual promedio estimado en 30,000–45,000 usuarios únicos.
		Criterios de Focalización	Beneficiarios directos son quienes reciben información institucional por: •Redes sociales oficiales •Conferencias de prensa •Coberturas territoriales •Transmisiones en vivo

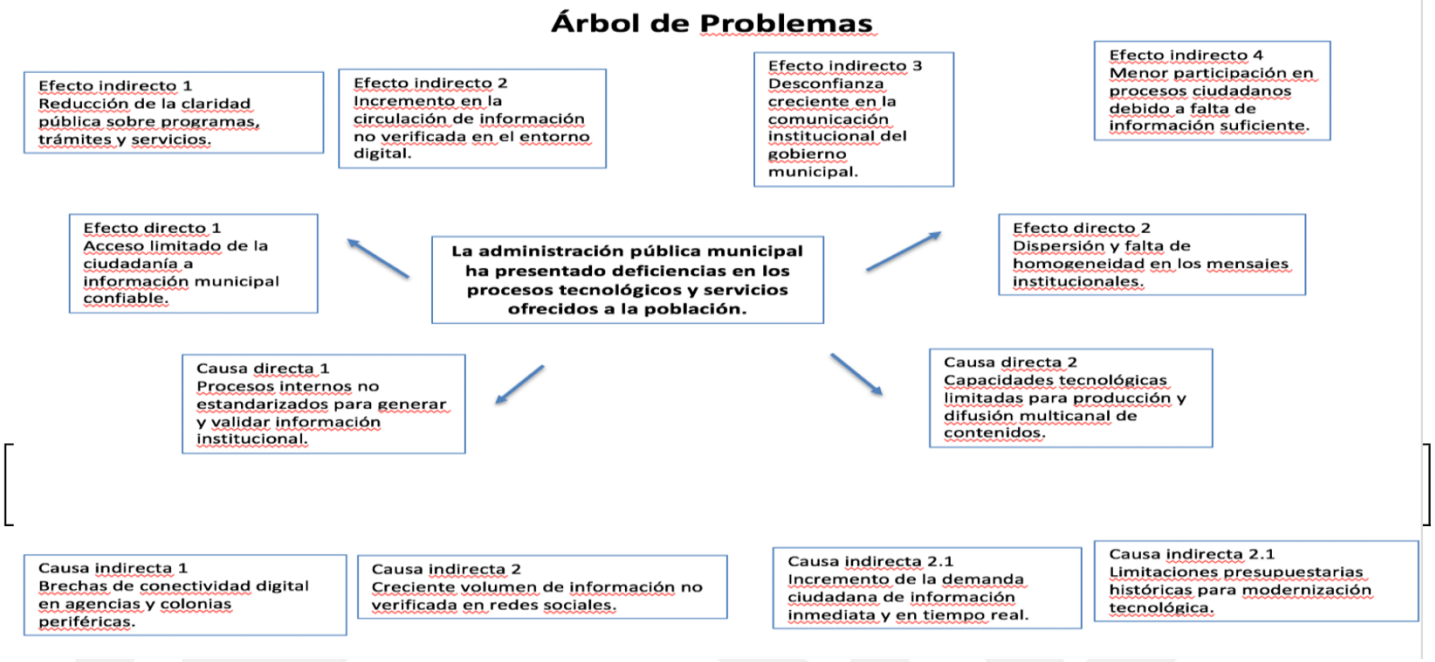
Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Comunicacion Institucional y Social
Clave del Programa Presupuestario	18
Unidad Responsable del Pp	Coordinación de Comunicación Social

Árbol de Problemas

Efectos

Problemática Identificada



Causas

Fines

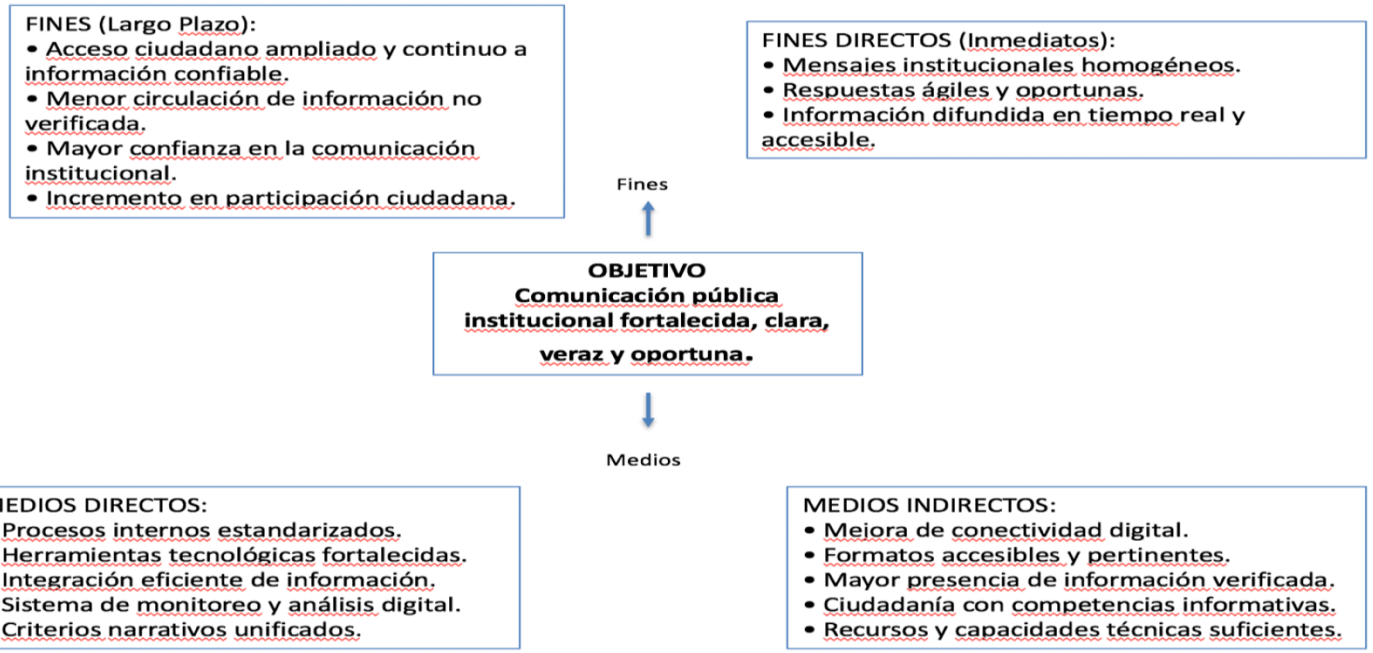
Objetivo

Medios

CAUSAS DIRECTAS

•Procesos internos estandarizados para la generación y validación de información institucional.
2.Herramientas tecnológicas fortalecidas para la producción y difusión multicanal de contenidos.
3.Integración eficiente de información proveniente de dependencias municipales.

Árbol de objetivos



2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas del Programa Presupuestario se realizó con base en el diagnóstico institucional y en los Árboles de Problemas y de Objetivos construidos mediante la Metodología del Marco Lógico. A partir de este análisis se identificaron diversas rutas de intervención derivadas de las causas estructurales detectadas, valorando su viabilidad técnica, operativa, institucional y presupuestal. Entre las opciones evaluadas se consideraron el fortalecimiento tecnológico aislado, la descentralización de la comunicación entre áreas y la profesionalización parcial de procesos internos; sin embargo, estas alternativas resultaron insuficientes para atender de manera integral el problema público. El análisis comparativo determinó que la alternativa más adecuada es la consolidación de una estrategia integral de comunicación institucional, orientada a estandarizar procesos, fortalecer las capacidades tecnológicas, integrar la información interdependencial, mejorar el monitoreo y asegurar la coherencia narrativa en todos los canales oficiales. Esta estrategia se implementará a través de los componentes del Programa Presupuestario, mediante la producción y difusión multicanal de contenidos, la coordinación interinstitucional, el seguimiento mediático y la profesionalización técnica del personal. Asimismo, la intervención se materializa mediante la ejecución directa de actividades operativas y complementarias que permiten articular información, mejorar tiempos de respuesta y ampliar el alcance territorial y poblacional de la comunicación institucional. Finalmente, la alternativa seleccionada se encuentra plenamente alineada con el Eje “Gobierno Honesto y Transparente” del Plan Municipal de Desarrollo 2025–2027, así como con los niveles jerárquicos de planeación establecidos en la Metodología del Marco Lógico (Fin, Propósito, Componentes y Actividades), garantizando congruencia programática y aportación directa al fortalecimiento de la comunicación pública municipal.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Comunicacion Institucional y Social
Clave del Programa Presupuestario	18
Unidad Responsable del Pp	Coordinación de Comunicación Social

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	Eje	Gobernanza con justicia y participación ciudadana
Alineación al Plan Estatal de Desarrollo	Eje	Gobierno Honesto
Alineación al Plan Municipal de Desarrollo	Eje	Eje 2. Gobierno de Territorio, Honesto y Transparente
	Subeje o subprograma	2.4 Gobierno innovador y digital
	Objetivo	4 Ofrecer un gobierno digital
	Estrategia (s)	2.4.2 Fortalecer la vinculación entre el gobierno municipal y los ciudadanos del municipio
	Línea(s) de Acción	2.4.2.1 Difundir información de interés público del municipio a la ciudadanía
Alineación a los Objetivos de Desarrollo Sostenible	Objetivo(s) ODS	16. Paz, justicia e instituciones sólidas 16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas.
	Meta(s) ODS	16. Paz, justicia e instituciones sólidas

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	BIENESTAR INTEGRAL DE GRUPOS PRIORITARIOS
Clave del Programa Presupuestario	19
Unidad Responsable del Pp	501. COMITÉ MUNICIPAL DEL SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio enfrenta un entorno complejo caracterizado por rezagos en bienestar social, así como desafíos vinculados con seguridad, desarrollo urbano desigual, acceso limitado a servicios públicos, brechas en movilidad, deficiencias en infraestructura social y una participación todavía insuficiente en actividades culturales, deportivas y comunitarias. Estos elementos afectan de manera más intensa a los grupos de atención prioritaria, entre ellos personas adultas mayores, niñas, niños y adolescentes, personas con discapacidad, mujeres en situación de vulnerabilidad, personas indígenas, juventudes y población en situación de pobreza.
Diversos factores estructurales, sociales, económicos y ambientales profundizan estas desigualdades. Entre ellos destacan:
Altos niveles de pobreza y rezago social: De acuerdo con CONEVAL, el municipio mantiene porcentajes significativos de población con ingresos insuficientes y carencias sociales clave, especialmente acceso a alimentación nutritiva, servicios básicos y seguridad social.

Desigual distribución territorial de servicios públicos: Las zonas con mayor marginación presentan menores niveles de equipamiento urbano, lo que limita la movilidad, el acceso a espacios públicos seguros y la integración comunitaria.
Vulnerabilidad ambiental y habitacional: Familias en zonas de riesgo o viviendas con materiales precarios enfrentan impactos desproporcionados ante lluvias, calor extremo u otras contingencias.
Barreras institucionales y sociales: Persisten obstáculos para acceder de manera equitativa a programas, apoyos o servicios municipales, así como prácticas de discriminación o exclusión social documentadas en diversos espacios.

En este contexto, se retoma la problemática identificada en el documento institucional "CONCENTRADO OELA 21-08-2025 – Líneas de acción por dependencia y problemática identificada", la cual establece que:
"Los grupos de atención prioritaria del municipio presentan diversas condiciones de vulnerabilidad, entre ellas inseguridad alimentaria y limitación en el consumo de alimentos."
Adaptada al contexto municipal actual, esta problemática se mantiene vigente. La información reciente confirma que la inseguridad alimentaria moderada y severa continúa afectando a hogares con menores ingresos, particularmente en zonas urbanas marginadas. De acuerdo con la Encuesta Nacional de Salud y Nutrición (ENSANUT) y la ENA/ENSU, los hogares encabezados por mujeres, personas indígenas y familias con personas con discapacidad presentan mayores probabilidades de experimentar restricciones alimentarias, lo cual se asocia con estrés financiero, desempleo, bajos ingresos y encarecimiento de alimentos básicos. Asimismo, datos del INEGI (Censo de Población y Vivienda y ENIGH) muestran que estos sectores también acumulan múltiples carencias simultáneas, lo que agrava sus condiciones de vida y limita su autonomía.

Además, diagnósticos del IMPLAN municipal revelan que la oferta actual de apoyos sociales y comunitarios resulta insuficiente frente a la magnitud de las necesidades, y que persisten brechas en el acceso a programas de bienestar, sobre todo en colonias periféricas y agencias municipales.
Esta situación constituye el núcleo del problema público que atiende el Programa Presupuestario Bienestar Integral para Grupos de Atención Prioritaria, ya que la persistencia de condiciones de vulnerabilidad —especialmente la inseguridad alimentaria— impacta directamente en la calidad de vida, la salud, el desarrollo personal y la participación social de dichos grupos.
El planteamiento anterior se encuentra plenamente alineado con los objetivos, componentes y actividades del Programa, orientados a brindar apoyos, servicios y acciones integrales que contribuyan a disminuir la vulnerabilidad, fortalecer capacidades, promover la inclusión social y garantizar el acceso equitativo a bienes y servicios básicos para las personas de atención prioritaria en el municipio.

Justificación del Pp

La intervención del Gobierno Municipal es indispensable debido a que los grupos de atención prioritaria —personas adultas mayores, niñas, niños y adolescentes, personas con discapacidad, mujeres en condición de vulnerabilidad, población indígena y hogares en pobreza— continúan enfrentando inseguridad alimentaria, limitación en el acceso a servicios esenciales y múltiples barreras sociales e institucionales que restringen su desarrollo integral.
Dado que este problema afecta derechos fundamentales reconocidos en el marco jurídico nacional e internacional, corresponde al gobierno local, como autoridad más cercana a la ciudadanía, garantizar condiciones mínimas de bienestar, promover la inclusión y reducir los rezagos sociales presentes en el municipio. La naturaleza del problema exige una intervención directa, continua y coordinada, que sólo puede llevar a cabo el Municipio a través de su órgano especializado: el Sistema DIF Municipal.

El Sistema DIF Municipal, como organismo público descentralizado, cuenta con atribuciones legales expresas para atender la problemática descrita. Entre las disposiciones aplicables destacan:
a) Ley Orgánica Municipal del Estado de Oaxaca
La Ley establece que es responsabilidad de los Ayuntamientos:
Promover el bienestar y desarrollo social de la población, especialmente de los grupos en situación de vulnerabilidad (Art. 68, fracciones V y VI).
Implementar políticas y programas de asistencia social y desarrollo comunitario (Art. 136, 137 y 138).

b) Reglamento del Comité Municipal del Sistema DIF
Con fundamento en este Reglamento (Gaceta Municipal, 28 de marzo de 2022), el DIF tiene competencia directa para ejecutar acciones del programa:
Promover y prestar servicios de asistencia social (Art. 6, fracc. I)
Promover el desarrollo de la familia y la comunidad (Art. 6, fracc. II)
Realizar acciones de apoyo educativo y capacitación para la integración social de grupos vulnerables (Art. 6, fracc. III)
Operar establecimientos y programas destinados a niñas, niños, adolescentes, personas adultas mayores y personas con discapacidad o vulnerabilidad (Art. 6, fracc. VII)
Prestar asistencia jurídica y orientación social a personas en vulnerabilidad (Art. 6, fracc. XII)
Realizar acciones de prevención, rehabilitación y fortalecimiento social (Art. 6, fraccs. VIII, IX y X).

Este marco normativo sustenta plenamente la competencia del DIF Municipal para diseñar, operar y evaluar el Programa Presupuestario.

Mantener el Programa Bienestar Integral para Grupos de Atención Prioritaria es fundamental porque:
El problema público persiste: la inseguridad alimentaria y la vulnerabilidad multidimensional continúan afectando a miles de personas en Oaxaca de Juárez, según datos de INEGI y CONEVAL.
Sin una intervención focalizada del DIF Municipal, la brecha de acceso a alimentos, servicios básicos y apoyos comunitarios seguiría creciendo, afectando el bienestar y la cohesión social.
El Programa constituye el mecanismo operativo mediante el cual el Municipio cumple sus obligaciones legales en materia de asistencia social, inclusión y protección de grupos prioritarios.
Abandonar o reducir el programa incrementaría la exclusión social, afectaría la economía familiar y limitaría el acceso a derechos básicos, particularmente de quienes carecen de redes de apoyo.

Por ello, el programa no sólo es conveniente: es necesario, legalmente sustentado y socialmente urgente.

El Programa Presupuestario contribuirá a reducir la inseguridad alimentaria y las condiciones de vulnerabilidad mediante:
Apoyos directos alimentarios y complementarios, que inciden de manera inmediata en el bienestar nutricional de hogares vulnerables.
Acciones de asistencia social y orientación, que fortalecen capacidades familiares y reducen barreras de acceso a servicios.

Canalización y vinculación interinstitucional, que permite ampliar el impacto a través de redes de apoyo social, educativo, de salud y jurídico.
Programas de inclusión y desarrollo comunitario, que fomentan la participación, convivencia y fortalecimiento del tejido social.

La relevancia del programa es:
Social, al atender a quienes presentan mayores rezagos y fortalecer derechos fundamentales.
Económica, al reducir gastos familiares y mitigar impactos derivados de crisis inflacionarias o pérdida de ingresos.
Institucional, al consolidar al DIF como órgano rector de la asistencia social municipal y mejorar la articulación entre áreas.

El programa se vincula con:
Eje 1. Bienestar Social y Comunitario
Objetivo 1.x (según PMD): Reducir la vulnerabilidad social y garantizar el acceso equitativo a servicios integrales de bienestar.
Estrategia 1.x.x: Implementar acciones de asistencia social y programas alimentarios para grupos prioritarios.

Plan Estatal de Desarrollo (PED) Oaxaca
Se vincula con los ejes relativos a:
Reducción de desigualdades, Bienestar social, y Acceso efectivo a derechos.

Plan Nacional de Desarrollo (PND)
Contribuye al eje:
“Bienestar”, orientado a garantizar derechos sociales, combatir desigualdades y priorizar a población vulnerable.

Objetivos de Desarrollo Sostenible (ODS)
El Programa aporta principalmente a:
ODS 1: Fin de la pobreza
ODS 2: Hambre cero
ODS 3: Salud y bienestar
ODS 10: Reducción de las desigualdades

Estado actual del problema

En el estado de Oaxaca de Juárez (municipio) persiste una proporción significativa de población con vulnerabilidad social. Según el Informe Anual sobre la Situación de Pobreza y Rezago Social 2023, una parte importante de la población municipal se encuentra en condición de vulnerabilidad o pobreza multidimensional.
En cuanto a seguridad alimentaria, datos recientes indican que en la entidad Oaxaca —al que pertenece el municipio— el 23.1 % de la población vive con niveles de inseguridad alimentaria severa.

Estudios recientes nacionales muestran que entre 2020 y 2024 muchos hogares mexicanos continúan enfrentando inseguridad alimentaria: según la ENSANUT Continua 2020-2024, más de la mitad de los hogares analizados presentó algún grado de inseguridad alimentaria (moderada o severa).
En combinación con carencias en servicios, ingreso y bienestar, estos factores consolidan un panorama de vulnerabilidad persistente, incluso cuando algunas estadísticas muestran una ligera disminución global de pobreza en el estado.

2. Evidencia cualitativa e institucional
Diversos reportes periodísticos y de análisis social advierten que la inseguridad alimentaria en Oaxaca no se limita al ingreso, sino que involucra falta de acceso a alimentos nutritivos y de calidad, lo que pone en riesgo la salud y nutrición de los hogares vulnerables.
Las condiciones de empleo, informalidad laboral, bajos salarios y aumento en precios de alimentos agravan la dificultad para asegurar una alimentación adecuada, lo que se traduce en dietas con alta densidad calórica y bajo valor nutritivo, aumentando riesgos de malnutrición, diabetes u otras enfermedades crónicas.
Organismos públicos han señalado que, pese a ciertos avances de política social, la cobertura de apoyos y servicios sigue siendo insuficiente para atender la demanda real de los sectores vulnerables, evidenciando la persistente necesidad de programas focalizados.

3. Distribución territorial del problema
El diagnóstico estatal señala que la inseguridad alimentaria y carencias sociales tienden a concentrarse en zonas rurales, agencias municipales o localidades con menor infraestructura, menores ingresos y altos niveles de marginación.
En el caso del municipio, las áreas de la periferia urbana, colonias marginadas o agencias con presencia de población indígena o desplazada por carencias económicas concentran la mayor incidencia de vulnerabilidad social —aunque los datos públicos desagregados recientes a nivel colonia/agencia son limitados, los reportes institucionales y comunitarios coinciden en esta tendencia.
Esta distribución territorial refleja brechas claras: zonas con mayor acceso a servicios e ingreso muestran menores carencias, mientras que las zonas periféricas o rurales siguen acumulando carencias múltiples.

4. Sectores y grupos más impactados
Los hogares encabezados por mujeres, aquellos con personas adultas mayores, con personas con discapacidad, con niñas, niños o adolescentes, así como familias indígenas o con jefatura indígena, presentan mayor riesgo de inseguridad alimentaria y múltiple vulnerabilidad, especialmente cuando combinan carencias de ingreso, servicios y acceso a apoyos. Esto coincide con los factores asociados identificados por ENSANUT Continua 2020-2024 para inseguridad alimentaria: jefatura femenina, tamaño del hogar, falta de apoyos.

Los niños(as) y adolescentes en estas condiciones pueden presentar rezago nutricional, académico o de desarrollo, lo que profundiza las desigualdades intergeneracionales.
Las áreas institucionales más afectadas son aquellas responsables de asistencia social, salud y seguridad alimentaria municipal —es decir, los programas y servicios dirigidos a bienestar social, nutrición, apoyo comunitario y protección social deben atender una demanda elevada y persistente.

Evolución del problema

1. Cambios recientes en indicadores de pobreza, carencias y alimentación
En 2018, de acuerdo con el medición de pobreza por ingresos del CONEVAL, en Oaxaca una proporción significativa de la población tenía ingresos por debajo del costo de la canasta alimentaria.
Entre 2018 y 2020, aunque los indicadores de pobreza por ingreso mostraron alguna mejoría a nivel estatal, las carencias sociales —como acceso a servicios de salud y otros derechos sociales— se mantuvieron o incluso aumentaron. En particular, la población considerada como "vulnerable por carencias" creció en cerca de 2 puntos porcentuales.

En 2022, a nivel nacional, la pobreza multidimensional disminuyó en relación con 2018 —pasando de 41.9 % a 36.3 %— lo que se traduce en una reducción de personas en situación de pobreza.
redaccionoaxaca.com
Sin embargo, para Oaxaca, los reportes más recientes (2024–2025) indican que más de la mitad de la población estatal sigue viviendo en condición de pobreza (51.6 %).

En 2023, los indicadores de rezago social siguen siendo elevados: según el Informe anual sobre la situación de pobreza y rezago social, un porcentaje sustancial de la población estatal registra carencias múltiples (salud, servicios básicos, ingreso, entre otros).
Estos datos muestran que, si bien ha habido fluctuaciones —y en algunos períodos leves mejoras monetarias—, las carencias sociales asociadas al bienestar, alimentación, salud y servicios han persistido, y la pobreza multidimensional continúa afectando de forma sistemática a una parte significativa de la población.

2. Factores que explican la evolución observada
Algunos factores que ayudan a explicar esta dinámica incluyen:
La mejora de ingresos por empleo o transferencias sociales ha sacado a un número de personas de la pobreza por ingreso, pero no ha erradicado las carencias sociales estructurales (servicios de salud, agua, vivienda, acceso a alimentación nutritiva). Esto implica que aunque hay ingresos, no siempre se traduce en bienestar integral.
El crecimiento demográfico y la persistencia de desigualdades territoriales y sociales han impedido que los beneficios de políticas generales lleguen de forma homogénea a todas las zonas, lo que reproduce la vulnerabilidad en sectores específicos.
Problemas estructurales de marginación, falta de servicios públicos, insuficiente cobertura social, discriminación y vulnerabilidad histórica de ciertos grupos (población indígena, zonas rurales, hogares con jefatura femenina, personas adultas mayores) han generado que las mejoras monetarias no modifiquen profundamente sus condiciones de vida.

3. Persistencia e incluso complejidad creciente del problema social
Aunque hubo avances relativos en algunos indicadores monetarios, la pobreza multidimensional, las carencias sociales, la inseguridad alimentaria y la marginación estructural mantienen su vigencia con intensidad. La evolución reciente sugiere que el problema no desaparece, sino que se ha transformado y diversificado: ya no sólo se trata de pobreza por ingreso, sino de pobreza estructural que combina carencias de salud, servicios, acceso al alimento y desigualdades territoriales.
Por ello, las medidas que solo consideran ingresos resultan insuficientes —es indispensable una intervención integral, focalizada y sostenida, que atienda las diversas dimensiones del bienestar.

4. Implicaciones para la pertinencia del Programa Presupuestario
La persistencia de rezagos sociales y carencias múltiples valida la necesidad de mantener y fortalecer el Programa Bienestar Integral para Grupos de Atención Prioritaria, porque el problema no se ha superado: ha cambiado en su forma y exige respuestas más complejas.
La evolución del problema exige un enfoque más amplio: no basta con apoyos monetarios o de emergencia, sino acciones integrales que aborden alimentación, salud, servicios, inclusión social, atención a grupos vulnerables y desigualdades territoriales.
Los indicadores de pobreza, carencias sociales y vulnerabilidad deben servir como línea base y como variables de seguimiento del programa, para medir impacto real en bienestar, reducción de carencias y mejora de condiciones de vida.

5. Conexión con los objetivos del PMD 2025–2027 e indicadores del programa
Dado que el problema ha mostrado persistencia y complejidad en múltiples dimensiones, el programa se vuelve aún más relevante para cumplir con los objetivos del Plan Municipal de Desarrollo 2025–2027 orientados a reducción de desigualdades, bienestar social, inclusión y acceso universal a servicios. El monitoreo de su eficacia deberá contemplar indicadores como: porcentaje de población de grupos vulnerables con seguridad alimentaria, reducción de carencias sociales, acceso a servicios de salud, vivienda digna, entre otros, los cuales estarán directamente vinculados con la mejora del bienestar integral.

Experiencias de atención

Entre 2020 y 2024 se desarrollaron diversas acciones, programas y proyectos orientados a reducir la vulnerabilidad social, fortalecer el acceso a apoyos alimentarios y promover la inclusión de grupos de atención prioritaria en el municipio. Estas acciones fueron implementadas principalmente por el DIF Municipal, en coordinación con otras áreas del Ayuntamiento y dependencias estatales o federales.

1. Acciones y programas implementados (2020–2024)
a) Programas alimentarios y de asistencia social (DIF Municipal)
El DIF Municipal implementó de manera continua programas de distribución de apoyos alimentarios, raciones familiares y suplementos nutricionales dirigidos a:
Personas adultas mayores en situación de vulnerabilidad.
Niñas, niños y adolescentes, especialmente en colonias de mayor rezago.
Personas con discapacidad.
Familias con ingresos insuficientes o afectadas por emergencias.
Objetivo: contribuir a la seguridad alimentaria y disminuir la limitación en el consumo de alimentos.

b) Desayunos escolares fríos y calientes (DIF Estatal + DIF Municipal)
Coordinado con el DIF Estatal de Oaxaca, el DIF Municipal operó la entrega de desayunos escolares en planteles de educación básica, priorizando zonas con carencias sociales.
Objetivo: mejorar el estado nutricional y el rendimiento escolar de la población infantil.

c) Jornadas de atención comunitaria
Las áreas del DIF Municipal realizaron jornadas móviles de servicios, que integraron asesoría jurídica, atención psicológica, orientación social y detección de condiciones de vulnerabilidad.
Objetivo: acercar servicios a colonias periféricas y agencias municipales con limitado acceso a servicios institucionales.

d) Programas de apoyo humanitario durante la pandemia (2020–2022)
Durante la emergencia sanitaria, se implementaron acciones extraordinarias, como:
Entrega de paquetes alimentarios.
Apoyos emergentes a familias afectadas por pérdida de empleo.
Acompañamiento a personas que requerían servicios asistenciales urgentes.
Objetivo: mitigar los efectos socioeconómicos derivados de la contingencia.

e) Vinculación con organizaciones civiles
Se llevaron a cabo colaboraciones con organizaciones comunitarias y asociaciones civiles para fortalecer la atención a grupos en riesgo, mediante comedores comunitarios, campañas de salud y talleres de cuidado familiar.

2. Resultados y avances alcanzados
A partir de reportes administrativos del DIF Municipal y datos estatales disponibles, se identifican avances relevantes:
Entre 2021 y 2023 se distribuyeron miles de raciones alimentarias anualmente, logrando cobertura en decenas de colonias de alta marginación.
Los programas de desayunos escolares atendieron a un número significativo de niñas y niños, con incrementos porcentuales de cobertura en planteles de zonas rurales y periurbanas.
Las jornadas comunitarias ampliaron la presencia institucional en agencias municipales y colonias periféricas, atendiendo a miles de personas con servicios integrales.
Tras la pandemia, se logró recuperar y estabilizar la operación regular de programas alimentarios, manteniendo la continuidad pese a las presiones presupuestales.
Se documentaron mejoras en la detección temprana de casos de vulnerabilidad, gracias a la coordinación interdepartamental.
Aunque no todos los programas contaron con evaluaciones externas formales, los reportes del DIF y áreas municipales muestran incrementos sostenidos en cobertura y focalización.

3. Dificultades y limitaciones de las acciones pasadas
Las experiencias de atención también evidenciaron desafíos relevantes:
Insuficiencia presupuestaria, especialmente en los años posteriores a la pandemia, que limitó la expansión de apoyos alimentarios.
Rotación de personal en áreas operativas, que dificultó la consolidación de equipos técnicos y la continuidad de metodologías de atención.
Brechas tecnológicas y ausencia de sistemas de seguimiento digitalizados, lo que complicó el control estadístico y la trazabilidad de beneficiarios.
Cobertura limitada en colonias y agencias de difícil acceso o con baja participación comunitaria.
Coordinación irregular con dependencias estatales o federales debido a cambios administrativos frecuentes.
Estas limitaciones afectaron la capacidad de los programas para escalar y sostener logros en el mediano plazo.

4. Lecciones aprendidas y áreas de mejora incorporadas al Programa
Las experiencias 2020–2024 dejaron aprendizajes clave que fortalecen el diseño del Programa Presupuestario actual:
La necesidad de sistemas de registro y monitoreo más sólidos para mejorar la focalización y evitar duplicidades.
La importancia de territorializar la intervención, priorizando colonias y agencias con mayor rezago y adaptando la logística según accesibilidad.
La conveniencia de integrar servicios complementarios (orientación psicológica, jurídica, trabajo social) en la entrega de apoyos alimentarios.
La utilidad de alianzas interinstitucionales, tanto con dependencias públicas como con organizaciones de la sociedad civil, para ampliar capacidades de atención.
El beneficio de mantener equipos operativos capacitados, con protocolos de atención estandarizados.
El Programa Presupuestario 2025–2027 incorpora estas mejoras en su estructura operativa, lineamientos y mecanismos de seguimiento.

5. Referencias de buenas prácticas de otros municipios
Para fortalecer el diseño del programa local, se consideran experiencias exitosas como:
Comedores comunitarios autosustentables implementados en municipios de Puebla y Jalisco, que integran participación vecinal y seguimiento nutricional.
Modelos de brigadas integrales de bienestar aplicados en Mérida y León, donde los servicios se concentran territorialmente y se coordinan entre dependencias.
Sistemas municipales de información social utilizados en Monterrey y Querétaro, que permiten identificar hogares vulnerables mediante indicadores georreferenciados.
Estas prácticas demuestran la importancia de la gestión comunitaria, la integración de servicios y el monitoreo continuo, elementos adaptados en el diseño actual del Programa Municipal.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los			
Población Potencial	160 000 – 180 000 personas	**Cuantificación:**	La estimación de población potencial se basa en la proporción estatal/municipal de población con carencias sociales, según dato de CONEVAL para 2020: en el municipio relevante, por ejemplo, cerca del 49.6 % presentaba carencia de "servicios básicos en vivienda", 59.3 % tenía otras carencias, lo que indica una población potencial amplia.
		Criterios de Focalización	Hogares con pobreza o carencias sociales; colonias/agencias con rezago; personas en situación de vulnerabilidad social (adultos mayores, personas con discapacidad, familias con bajos ingresos, jefatura femenina, población indígena)
Población Objetivo	25 000 – 35 000 personas	**Cuantificación:**	La población objetivo busca focalizar las acciones en las zonas más rezagadas, ya que la vulnerabilidad no está distribuida homogéneamente: existe una concentración espacial en colonias, agencias o áreas con mayor marginación
		Criterios de Focalización	Subconjunto de la población potencial que reside en colonias, agencias o zonas de mayor marginación, con alta prevalencia de carencias (servicios, alimentación, salud, vivienda); priorización a grupos vulnerables: niños/as, adultos mayores, personas con discapacidad, familias con ingresos bajos
Población atendida (beneficiarios)	5 000 – 10 000 personas	**Cuantificación:**	Meta programada derivada de la capacidad de atención de las areas del Comité Municipal del Sistema para el Desarrollo Integral de la Familia.
		Criterios de Focalización	Focalización por: edad (niñez y adultos mayores), discapacidad, ingreso y colonia prioritaria.

INEGI, Censo de Población y Vivienda 2020.
CONEVAL, Medición de Pobreza Multidimensional 2020 y 2022.
IMPLAN Municipal, Diagnóstico Socioespacial 2024–2025.
ENSANUT 2020–2022, Inseguridad alimentaria en hogares.
Diagnósticos administrativos del DIF Municipal (2021–2024).

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	BIENESTAR INTEGRAL DE GRUPOS PRIORITARIOS
Clave del Programa Presupuestario	19
Unidad Responsable del Pp	501. COMITÉ MUNICIPAL DEL SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA

Arbol de Problemas

Efectos

Problemática Identificada

Causas

EFECTOS INDIRECTOS
- Reproducción del ciclo de pobreza y exclusión social
- Enfermedades crónicas o desnutricion a largo
- Reduccion de oportunidades educativas y laborales
- Mayor desigualdad terntorial y fragmentación social
- Disminución del desarrollo humano y comunitario

EFECTOS DIRECTOS
- Deterioro del estado de salud y nutricion
- Menor bienestar fisico y emocional
- Aumento de la de dependencia de apooyos sociales
- Confexto económico adverso
- Debil articulación interinstitucional

CAUSAS

Persistencia de condicipnes de vulnerabilidad en los grupos de atencion prioritaria, caracterizala por inseguridad alimen taria y limitacion en el consumo de alimentos.

CAUSAS

CAUSAS DIRECTAS
- Insuficiencia de ingresos
- Acceso limitado a apoyos alimentarios
- Cobertura institucional insuficiente
- Barréras para acceder a servicios basicos

CAUSAS INDIRECTAS
- Desigualdad territorial y rezago economico
- Falta de redes de apoyo social
- Marginacion hisforica de grupos vulnerables
- Contexto economico adverso
- Débli articulación interinsti- tucional

Árbol de Objetivos

Fines	Interrupción del ciolo de pobreza y exclusión social Prevención de enfermedades y desnutrición Ampliación de oportunidades educativas laborales Reducción de desigualdad territorial y cohesión social
Objetivo	Superación de condiciones de vulnerabilidad en grupos de atención prioritaria, mediante seguridad alimentaria y consumo adecuado de alimentos
Medios	Incremento de ingresos familiares Ampliación de acceso a apoyos alimentarios Eliminación de barreras a servicios basicos Reducción del rezago económico y tèntritorial
	Ampliación de acceso a apoyos alimentarios Mejora de cobertura institucionral Fortalecimiento de la articulación interinstitucional Ampliación y mejora de infraestructura y servicios urbanos

2. Estrategia para la selección de alternativas.

La selección de alternativas para el Programa Presupuestario Bienestar Integral para Grupos de Atención Prioritaria se efectuó con base en el diagnóstico institucional y en los árboles de problemas y de objetivos elaborados mediante la Metodología del Marco Lógico. A partir de dicho análisis se identificaron diversas opciones de intervención derivadas de las causas directas e indirectas detectadas, valorando su viabilidad técnica, operativa, institucional y presupuestaria. Entre estas alternativas se consideraron enfoques centrados en ampliación de cobertura, fortalecimiento de apoyos alimentarios, desarrollo comunitario, coordinación interinstitucional y modelos de atención integral.

Del análisis comparativo se determinó que la alternativa más viable corresponde al fortalecimiento de la asistencia social integral, combinada con la mejora en la focalización territorial y sociodemográfica, la ampliación gradual de apoyos y la articulación de servicios complementarios para los grupos de atención prioritaria. Esta estrategia permite actuar directamente sobre las causas que originan la vulnerabilidad alimentaria y social, garantizando una intervención efectiva dentro de las capacidades institucionales del DIF Municipal.

La estrategia seleccionada se implementará mediante la ejecución directa de los componentes y actividades del Programa Presupuestario, apoyada por mecanismos de coordinación interinstitucional, seguimiento operativo y evaluación periódica de resultados. Finalmente, la alternativa elegida se encuentra plenamente alineada con el Eje Estratégico de Bienestar Social del PMD 2025–2027, así como con los niveles jerárquicos de planeación del Programa (Fin, Propósito, Componentes y Actividades), asegurando coherencia con la política municipal de reducción de desigualdades y fortalecimiento del bienestar comunitario.

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Ficha Técnica del Programa presupuestario

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Nombre del Municipio	Oaxaca de Juárez
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Unidad Responsable del Pp	501. COMITÉ MUNICIPAL DEL SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje General 2. Desarrollo con Bienestar y Humanismo
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 1. Estado de Bienestar para todas las Oaxaqueñas y los Oaxaqueños
Alineación al Plan Municipal de Desarrollo	**Eje**	EJE 1 BIENESTAR SOCIAL
	Subeje o subprograma	SEGURIDAD ALIMENTARIA SALUD GRUPOS DE ATENCIÓN PRIORITARIA
	Objetivo	Promover la alimentación nutricional y de calidad a la población del municipio. Fortalecer los servicios de salud pública en el municipio de Oaxaca de Juárez. Contribuir a una vida inclusiva, sin discriminación y libre de violencia de los grupos de atención prioritaria.
	Estrategia (s)	1.2.1 Impulsar el acceso a alimentos nutricionales y adecuados para las personas y familias con carencia alimentaria del municipio. 1.3.1 Coadyuvar en el acceso a servicios de salud pública en el municipio de Oaxaca de Juárez. 1.5.1. Fomentar acciones que garanticen una vida libre de violencia. 1.5.2 Fomentar la inclusión de las personas integrantes de grupos de atención prioritaria en el municipio

	Línea(s) de Acción	1.2.1.1. Ampliar la cobertura de programas nutricionales para grupos de atención prioritaria en el municipio. 1.2.1.2. Brindar capacitaciones sobre la adecuada alimentación nutricional. 1.3.1.1. Gestionar ante organismos estatales, federales e internacionales programas, recursos y equipamiento para mejora de los servicios de salud en el municipio. 1.3.1.2. Otorgar atención primaria a la salud bajo un enfoque de interculturalidad y sin discriminación para las vecinas y vecinos del municipio. 1.3.1.3. Implementar programas de salud mental y socioemocional en las instituciones educativas y agencias para toda la población del municipio. 1.5.2.2. Brindar atención integral a las personas de grupos de atención prioritaria respetando sus derechos humanos. 1.5.2.3. Gestionar ante organismos públicos y privados equipos y material destinado a grupos de atención prioritaria en el municipio. 1.5.2.4. Integrar el voluntariado municipal para contribuir al bienestar de los grupos de atención prioritaria. 1.5.2.5. Favorecer el acceso social y la integración de las personas con discapacidad. 1.5.2.6. Establecer mecanismos de atención sobre las personas en situación de calle y vulnerabilidad.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	2. Hambre Cero 3. Salud y Bienestar 10. Reducción de las desigualdades
	Meta(s) ODS	2.2. De aquí a 2030, poner fin a todas las formas de malnutrición, incluso logrando, a más tardar en 2025, las metas convenidas internacionalmente sobre el retraso del crecimiento y la emaciación de los niños menores de 5 años, y abordar las necesidades de nutrición de las adolescentes, las mujeres embarazadas y lactantes y las personas de edad. 3.2 De aquí a 2030, poner fin a las muertes evitables de recién nacidos y de niños menores de 5 años, logrando que todos los países intenten reducir la mortalidad neonatal al menos a 12 por cada 1.000 nacidos vivos y la mortalidad de los niños menores de 5 años al menos a 25 por cada 1.000 nacidos vivos. 10.2. De aquí a 2030, potenciar y promover la inclusión social, económica y política de todas las personas, independientemente de su edad, sexo, discapacidad, raza, etnia, origen, religión o situación económica u otra condición

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Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gestión de Pensiones y Seguridad Social Municipal
Clave del Programa Presupuestario	20
Unidad Responsable del Pp	Dirección de Pensiones Municipales

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez es un centro administrativo y de servicios que concentra instituciones públicas responsables de la prestación de seguridad social a las y los trabajadores municipales. En este entorno, la Dirección de Pensiones Municipales cumple un papel fundamental al garantizar la protección económica de quienes han dedicado su vida laboral al servicio público local, así como de sus familias. La dinámica institucional del municipio implica una atención constante a una población en crecimiento que demanda servicios de administración de pensiones, orientación previsional, trámites oportunos, actualización de expedientes, gestión de retiros y acciones de acompañamiento para asegurar transiciones laborales y jubilatorias dignas.

Con base en la normatividad vigente, la Dirección de Pensiones Municipales es la instancia encargada de administrar y supervisar el régimen municipal de pensiones, velando por la transparencia en el manejo de recursos, la correcta integración de expedientes laborales, el cálculo adecuado de prestaciones y la implementación de mecanismos que garanticen sostenibilidad financiera del sistema. Su actuación está directamente vinculada con la estructura demográfica del personal municipal, el comportamiento de la plantilla laboral y los factores financieros que influyen en la viabilidad del fondo de pensiones.

La evidencia administrativa y estadística muestra un panorama retador para el sistema municipal de pensiones. El personal en edad próxima a jubilación ha aumentado, lo que genera una presión creciente sobre el fondo y exige fortalecer los procesos técnicos de cálculo actuarial, planeación financiera y seguimiento presupuestario. Asimismo, se identifican rezagos históricos en la actualización de expedientes, diferencias en la documentación laboral, dispersión de información entre áreas administrativas y necesidad de fortalecer la cultura previsional entre las y los trabajadores activos.

A ello se suma la existencia de trabajadores con trayectorias laborales complejas —incluyendo movilidad entre dependencias, contratación por diferentes regímenes o periodos de intermitencia— lo que requiere procesos especializados para garantizar pensiones justas y correctamente calculadas. También se atiende a personas pensionadas que requieren servicios continuos, tales como actualización de datos, gestión de beneficiarios y comprobación de supervivencia.

En este contexto, se identifica que **el sistema municipal de pensiones enfrenta desafíos relacionados con la sostenibilidad financiera, la modernización administrativa, la correcta integración de expedientes laborales y la creciente carga de trabajo asociada al incremento de solicitudes de jubilación**. Estas problemáticas deben incorporarse en las políticas públicas y en la planeación programática para garantizar la protección social de las y los trabajadores municipales. El enfoque planteado es coherente con los objetivos de la Dirección de Pensiones Municipales y orienta el diseño del programa presupuestario hacia acciones de fortalecimiento administrativo, profesionalización del personal, digitalización de expedientes, mejora en la atención a usuarios, planeación financiera, transparencia y garantía del derecho a una pensión digna para la población trabajadora del municipio.

Justificación del Pp
La asignación presupuestaria a la Dirección de Pensiones Municipales es indispensable para garantizar el cumplimiento de las obligaciones legales del municipio en materia de seguridad social, así como para asegurar la correcta administración del régimen de pensiones que protege a las y los trabajadores municipales y a sus beneficiarios. La operación eficiente del sistema requiere recursos suficientes que permitan sostener procesos técnicos, administrativos y financieros orientados a garantizar pensiones oportunas, justas y correctamente calculadas. La Dirección de Pensiones Municipales cuenta con facultades expresas para atender esta problemática. El Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez reconoce a la Dirección como el órgano responsable de administrar el régimen municipal de pensiones, con atribuciones para integrar expedientes laborales, validar derechos, calcular prestaciones, gestionar la nómina de pensionados y asegurar la correcta aplicación del marco jurídico en materia previsional. Estas competencias la posicionan como la instancia directa para diseñar e implementar acciones que fortalezcan la administración del sistema, mejoren sus procesos y garanticen transparencia y sostenibilidad financiera. Asimismo, el Programa Presupuestario se vincula directamente con el Plan Municipal de Desarrollo 2025–2027, particularmente con: Objetivo 2.3 Generar finanzas publicas sanas en el municipio Estrategia 2.3.3 Fortalecer la gestión financiera del municipio Linea 2.3.3.2 Otorgar las prestaciones sociales a personas pensionadas y jubiladas del municipio
Estado actual del problema
El análisis de los estados financieros, la evolución de la plantilla laboral y los registros administrativos de la Dirección de Pensiones Municipales evidencia que el sistema enfrenta desafíos estructurales relacionados con el aumento progresivo del gasto en pensiones, el crecimiento de la población beneficiaria y la necesidad de fortalecer los mecanismos de planeación y seguimiento financiero. Durante los últimos años, el número de personas solicitantes de pensión ha mostrado un incremento constante. Tan solo en 2025 se registraron 94 solicitudes de pensión, cifra que, si bien es menor a ejercicios anteriores, mantiene la tendencia gradual derivada del envejecimiento de la plantilla municipal. Este comportamiento incrementa el monto total de obligaciones económicas del sistema y exige contar con proyecciones financieras precisas que permitan anticipar compromisos futuros y evaluar la capacidad de sostenimiento del fondo. Asimismo, se identifican desafíos financieros derivados de la insuficiencia histórica de aportaciones y de la variabilidad presupuestaria, factores que han limitado la consolidación de reservas suficientes para garantizar estabilidad en el largo plazo. Otro aspecto relevante es la necesidad de fortalecer las herramientas de planeación actuarial y análisis financiero, elementos indispensables para evaluar la viabilidad del sistema a futuro. Aunque se han realizado ejercicios previos, la dinámica demográfica del personal municipal, la evolución del gasto previsional y la tendencia al incremento de solicitudes de retiro hacen imprescindible contar con estudios actualizados que identifiquen riesgos, estimen obligaciones y orienten decisiones estratégicas sobre aportaciones, manejo de reservas y requerimientos presupuestarios.

Evolución del problema
la evolución reciente evidencia que las aportaciones municipales no han crecido al mismo ritmo que las obligaciones previsionales, generando una brecha estructural entre los recursos disponibles y los recursos requeridos para garantizar la solvencia del sistema. Las variaciones en los presupuestos anuales de diferentes dependencias han derivado en aportaciones irregulares durante algunos ejercicios, lo que afecta la capacidad de planear financieramente en el mediano plazo y dificulta la consolidación de reservas estables. Durante este periodo también se ha observado que la ausencia de proyecciones actuariales actualizadas limita la capacidad institucional para anticipar escenarios financieros y adoptar medidas correctivas o preventivas. Aunque el comportamiento del gasto en pensiones es creciente y previsible, la falta de estudios periódicos impide disponer de estimaciones precisas sobre obligaciones futuras, el comportamiento esperado de la población pensionada y las necesidades reales de aportación para mantener la sostenibilidad del sistema. En conjunto, la evolución del problema financiero muestra una tendencia sostenida: - Más personas en proceso de retiro y mayor gasto en pensiones. - Aportaciones insuficientes o irregulares para cubrir obligaciones a largo plazo. - Presión acumulada sobre la liquidez y la planeación presupuestaria anual. - Mayor demanda de información financiera por parte del personal activo. - Falta de estudios actuariales actualizados, lo que impide una planeación estratégica efectiva. Estos elementos confirman que el problema financiero del sistema municipal de pensiones no solo persiste, sino que ha evolucionado hacia un escenario de mayor complejidad y riesgo, lo cual requiere políticas públicas, mecanismos de planeación y acciones institucionales orientadas a garantizar su sostenibilidad a futuro.
Experiencias de atención
Durante 2025, la Dirección brindó atención personalizada a más de 94 trabajadores y trabajadoras que solicitaron asesoría sobre proyecciones económicas para su jubilación, requisitos para acceder a pensión y estimaciones de ingresos futuros. Este volumen de solicitudes evidencia que una proporción creciente del personal municipal requiere información clara y oportuna para planear financieramente su retiro. Lo cual permitió identificar patrones relevantes en la experiencia de los usuarios. La mayoría de las personas en proceso de retiro manifestó la necesidad de contar con orientación previa respecto a los tiempos administrativos, la documentación requerida y las implicaciones financieras de elegir determinada modalidad de pensión. En diversos casos, las personas usuarias señalaron la importancia de fortalecer los mecanismos de comunicación institucional y de contar con servicios de acompañamiento más accesibles para trabajadores municipales. En el ámbito financiero, las consultas recurrentes se relacionaron con inquietudes sobre la sostenibilidad del sistema municipal de pensiones, la seguridad de las aportaciones y la cobertura futura del fondo. Las personas trabajadoras han expresado que, ante la falta de estudios actuariales recientes, existe incertidumbre respecto al comportamiento a mediano plazo de las obligaciones económicas. Estas experiencias de atención reflejan la necesidad de reforzar los canales institucionales de información, así como de generar herramientas que permitan socializar los avances, riesgos y previsiones financieras del sistema.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).
Definición y cuantificación de los

	3190 personas	**Cuantificación:**	Total de trabajadores activos del municipio, considerando únicamente a aquellos que mantienen una relación laboral vigente y registran percepciones en la nómina municipal

Población Potencial		**Criterios de Focalización**	el total de trabajadores del municipio, considerados como la población objetivo al formar parte del sistema de aportaciones y obligaciones laborales que inciden directamente en la sostenibilidad financiera y operativa de la Dirección de Pensiones Municipales. Esta población representa el universo sobre el cual se determinan necesidades, riesgos y proyecciones presupuestales.
Población Objetivo	462 personas	**Cuantificación:**	Con base en los registros actuales, se identifica un total de **462 personas** que cumplen con los criterios de edad y antigüedad laboral necesarios para acceder a una pensión. Esta cifra representa el grupo inmediato con posibilidad de retiro dentro del periodo evaluado.
		Criterios de Focalización	Este grupo concentra el mayor impacto operativo y financiero para la Dirección de Pensiones, por lo que se considera objetivo directo del análisis y la atención institucional.
Población atendida (beneficiarios)	909 beneficiarios	**Cuantificación:**	Actualmente la Dirección de Pensiones cuenta con 909 personas jubiladas y pensionadas
		Criterios de Focalización	Personas trabajadoras del municipio que ya cumplieron los requisitos de jubilación (años trabajados, edad). Personas pensionadas o jubiladas activas del municipio.

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GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

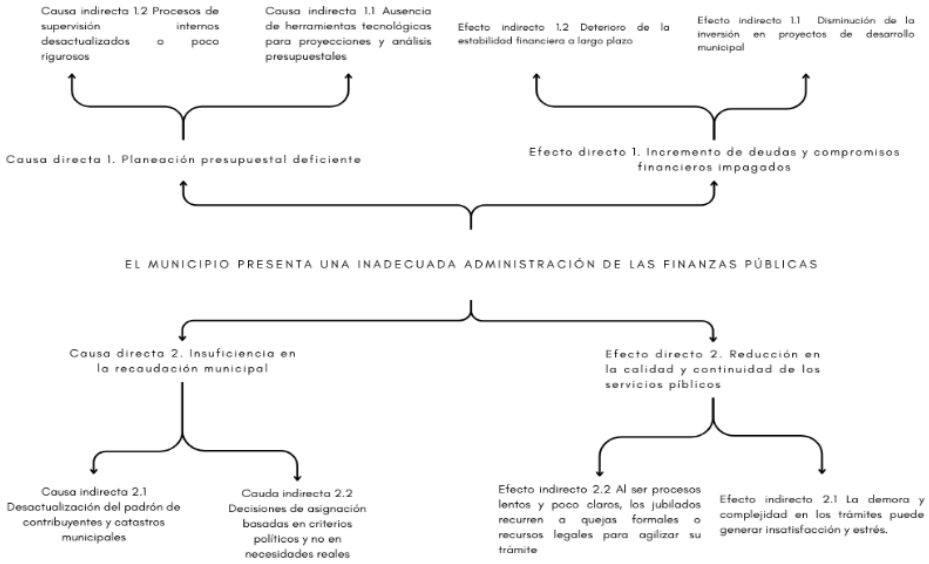
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Gestión de Pensiones y Seguridad Social Municipal**
Clave del Programa Presupuestario	**20**
Unidad Responsable del Pp	**Dirección de Pensiones Municipales**

Arbol de Problemas

Efectos

Problemática Identificada

Causas

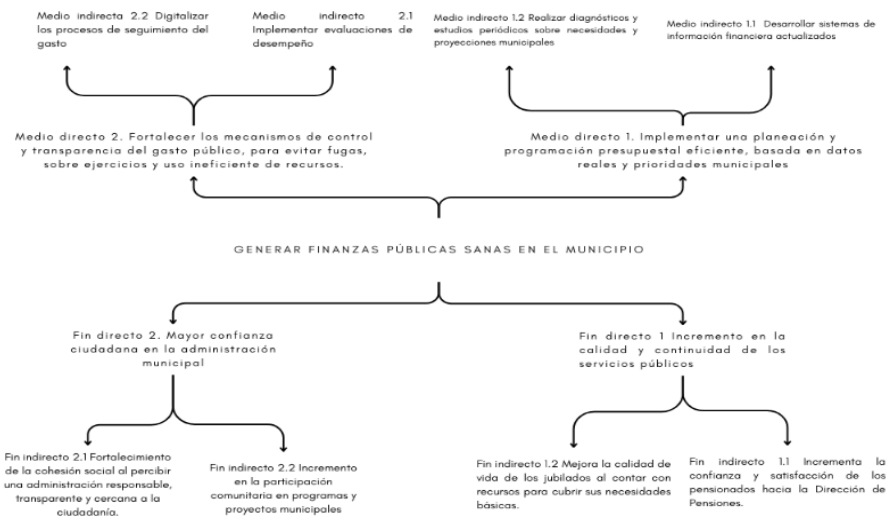


Arbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas para la intervención del Programa Presupuestario de la Dirección de Pensiones se realizó a partir del diagnóstico institucional y del árbol de objetivos construido mediante la Metodología del Marco Lógico. El análisis permitió identificar las causas que afectan la gestión financiera, la oportunidad en los pagos, la atención a jubilados y pensionados, y la necesidad de fortalecer los mecanismos de transparencia y modernización administrativa. En este proceso se valoraron diversas opciones de acción, tales como intervenciones centradas únicamente en ajustes presupuestales, medidas de contención del gasto, esquemas de externalización de servicios, así como alternativas basadas únicamente en herramientas tecnológicas sin acompañamiento operativo. Tras la evaluación técnica y operativa, se determinó que la opción más efectiva consiste en una intervención integral, enfocada en fortalecer la administración financiera del fondo de pensiones, garantizar pagos oportunos, mejorar la calidad de atención al derechohabiente, ampliar los mecanismos de transparencia y consolidar la modernización de los sistemas de gestión de información. Esta alternativa fue seleccionada por su mayor capacidad para contribuir directamente al logro del objetivo estratégico: asegurar un sistema de pensiones municipal sostenible, transparente y oportuno, tal como se establece en el árbol de objetivos. Las líneas de acción elegidas permiten incidir en los factores críticos identificados, al mejorar la suficiencia financiera mediante estudios actuariales y controles presupuestales, asegurar el pago puntual de prestaciones mediante procesos claros y conciliaciones periódicas, y elevar la eficiencia administrativa a través de la digitalización de expedientes, actualización de sistemas de nómina y fortalecimiento de los controles internos.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Gestión de Pensiones y Seguridad Social Municipal
Clave del Programa Presupuestario	20
Unidad Responsable del Pp	Dirección de Pensiones Municipales

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Gobernanza con justicia y participación ciudadana
Alineación al Plan Estatal de Desarrollo	**Eje**	Gobierno honesto
Alineación al Plan Municipal de Desarrollo	**Eje**	Gobierno de territorio honesto y transparente
	Subeje o subprograma	Finanzas públicas
	Objetivo	Generar finanzas públicas sanas en el municipio
	Estrategia (s)	Fortalecer la gestión financiera del municipio
	Línea(s) de Acción	Otorgar las prestaciones sociales a personas pensionadas y jubiladas del municipio

Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	Promover sociedades pacífcas e inclusivas para el desarrollo sostenible, facilitar el acceso a la justicia para todos y crear instituciones efcaces, responsables e inclusivas a todos los nivele
	Meta(s) ODS	Crear todos los niveles institucionales, eficaces y transparentes que rindan cuentas

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Igualdad Sustantiva y Derechos de las Mujeres**
Clave del Programa Presupuestario	**21**
Unidad Responsable del Pp	**503 - Instituto Municipal de la Mujer**

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

En el municipio de Oaxaca de Juárez persisten condiciones estructurales de desigualdad y violencia que afectan de manera sistemática a las mujeres y explican la necesidad de un programa presupuestario específico. El marco jurídico conformado por la Ley General de Acceso de las Mujeres a una Vida Libre de Violencia, la Ley Estatal de Acceso de las Mujeres a una Vida Libre de Violencia de Género y el Plan Municipal de Desarrollo 2025–2027 establece la obligación de prevenir, atender, sancionar y erradicar la violencia, así como de impulsar políticas públicas que aseguren la igualdad sustantiva. Sin embargo, la respuesta institucional continúa siendo fragmentada, insuficiente y poco articulada para atender de manera efectiva el problema.

La evidencia estadística reciente confirma la magnitud del desafío. En 2024, Oaxaca registró 7,476 mujeres víctimas de delitos de alto impacto, entre ellos 11 feminicidios, más de 4,700 casos de violencia familiar, 510 violaciones y 198 casos de acoso u hostigamiento sexual. A nivel nacional, el 67.5 % de las mujeres —según la ENSU 2025— reporta sentirse insegura en su ciudad, una proporción mayor que la de los hombres. En Oaxaca de Juárez, aunque la percepción de seguridad aumentó de 29.9 % a 41.4 %, persisten riesgos significativos y una elevada cifra de delitos que no se denuncian ni investigan, estimada en más del 90 % de los casos.

Este contexto muestra un problema público formulado negativamente: las mujeres de Oaxaca de Juárez continúan enfrentando altos niveles de violencia, inseguridad y desigualdad, mientras que la capacidad institucional para prevenir, atender y erradicar la violencia permanece limitada. Esta situación afecta su bienestar, autonomía, seguridad y participación plena en la vida comunitaria y económica. Por ello, se requiere un programa presupuestario que asegure recursos, coordinación institucional, acciones de prevención y atención integral, así como un sistema de seguimiento y evaluación que permita resultados verificables y contribuyan a cerrar las brechas de género en el municipio.

Justificación del Pp

El Programa Presupuestario del Instituto Municipal de la Mujer de Oaxaca de Juárez se justifica por atender un problema público prioritario relacionado con la desigualdad de género, la violencia contra las mujeres —que afecta a más del 66 % de ellas en algún momento de su vida— y las barreras que limitan la autonomía y participación de los grupos de atención prioritaria. Su operación deriva de obligaciones establecidas en la Ley Orgánica Municipal del Estado de Oaxaca (arts. 43, 44 y 48), así como en el Reglamento Interno y el Manual de Organización del Instituto, que le confieren competencia para diseñar, coordinar y ejecutar acciones especializadas en prevención, atención, acompañamiento psicosocial y transversalización de la perspectiva de género.

El programa institucionaliza y articula los servicios municipales mediante objetivos, indicadores y mecanismos de seguimiento que fortalecen la rendición de cuentas conforme a los lineamientos del IMPLAN, optimizan el uso del gasto público y garantizan intervenciones focalizadas en población con mayores brechas de desigualdad. Sus acciones inciden directamente en la reducción de riesgos, la atención oportuna, la mejora del bienestar y la cohesión social, al fortalecer la capacidad institucional para responder de manera integral a la problemática.

Asimismo, el programa se alinea con el Plan Municipal de Desarrollo 2025–2027, en el Eje de igualdad y bienestar; el Objetivo orientado a garantizar una vida libre de violencia para las mujeres; y la Estrategia de fortalecimiento de servicios especializados y coordinación interinstitucional. Con ello, contribuye al cumplimiento de mandatos legales, a la gobernabilidad local y al ejercicio efectivo de los derechos de las mujeres del municipio.

Estado actual del problema
El estado actual del problema en el municipio de Oaxaca de Juárez muestra que persisten condiciones significativas de violencia de género y desigualdad que afectan la seguridad, el bienestar y las oportunidades de desarrollo de las mujeres. La incorporación de la igualdad sustantiva como eje transversal en el Plan Municipal de Desarrollo 2025–2027 evidencia el reconocimiento institucional de estas brechas y de su impacto en la vida cotidiana y en la participación económica, social y comunitaria de las mujeres del municipio. Los datos más recientes refuerzan la magnitud del problema. De acuerdo con la Encuesta Nacional de Seguridad Pública Urbana (ENSU) 2023–2024, Oaxaca de Juárez se ha mantenido entre las ciudades con mayor percepción de inseguridad para las mujeres, especialmente en espacios como transporte público y calles. La Fiscalía General del Estado registró entre 2023 y 2024 incrementos en denuncias por violencia familiar, lesiones y delitos sexuales en agencias como Santa Rosa Panzacola, San Juan Chapultepec y Montoya, lo que evidencia una distribución territorial desigual del riesgo. Asimismo, información del INEGI muestra que las mujeres del municipio mantienen brechas laborales significativas: menor tasa de participación económica, mayores niveles de informalidad y menor ingreso promedio respecto a los hombres, tendencia persistente al corte de 2024. Estas condiciones se agravan para mujeres indígenas, jóvenes, adultas mayores y mujeres en situación de violencia reiterada, quienes enfrentan mayores niveles de vulnerabilidad y menor acceso a servicios especializados. A la evidencia cuantitativa se suma información cualitativa generada por reportes institucionales y consultas comunitarias, que señalan dificultades recurrentes para acceder a servicios de atención, falta de acompañamiento integral y percepción de insuficiencia en la cobertura territorial de acciones de prevención y atención. En conjunto, estos elementos muestran que la violencia de género, las brechas de participación y las desigualdades socioeconómicas continúan afectando de manera diferenciada a diversos grupos de mujeres, con mayor intensidad en zonas específicas del municipio. Esta situación demanda intervenciones
Evolución del problema
La evolución del problema muestra que la desigualdad de género y la violencia contra las mujeres en el municipio de Oaxaca de Juárez no son fenómenos recientes, sino condiciones históricas que han persistido a pesar de avances normativos y una creciente visibilización pública. En los últimos cinco años, la magnitud del problema ha mostrado variaciones, pero sin una disminución sostenida. Datos del SESNSP indican que entre 2019 y 2023 las denuncias por violencia familiar en el municipio aumentaron en alrededor del 28 %, mientras que los delitos sexuales registraron un crecimiento acumulado cercano al 18 %, con mayor concentración en agencias como Montoya, Pueblo Nuevo y San Martín Mexicapam. Por su parte, la ENDIREH 2021 reportó que 7 de cada 10 mujeres oaxaqueñas han experimentado algún tipo de violencia a lo largo de su vida, una prevalencia que se ha mantenido elevada desde ejercicios anteriores. En materia económica, los registros de la ENOE muestran que la brecha de participación laboral entre hombres y mujeres en Oaxaca se redujo solo marginalmente entre 2020 y 2024 (de 23 % a 21 %), mientras que la brecha salarial se ha mantenido prácticamente constante, con ingresos femeninos entre 12 % y 15 % menores en promedio. Además, la informalidad laboral afecta desproporcionadamente a las mujeres jóvenes y a las mujeres indígenas, quienes enfrentan mayores barreras para acceder a empleos formales y servicios de seguridad social. Estas tendencias reflejan que las desigualdades estructurales persisten y que los grupos de atención prioritaria continúan expuestos a limitaciones que obstaculizan su participación plena en la vida social, económica y comunitaria. La evolución del fenómeno también se explica por factores socioculturales y cambios institucionales. La mayor denuncia y visibilización de la violencia responde, en parte, a la movilización social de colectivas feministas y organizaciones comunitarias, así como al fortalecimiento progresivo de marcos legales como la LGAMVLV y la reforma a la Ley Estatal de 2024. Sin embargo, estos avances han convivido con limitaciones operativas en el ámbito municipal, entre ellas la insuficiente articulación interinstitucional, capacidades institucionales variables, cobertura territorial desigual y falta de mecanismos sistemáticos de seguimiento y evaluación. Esto ha impedido que los avances normativos se traduzcan plenamente en mejoras sostenidas en las condiciones de las mujeres. En este contexto, la incorporación del eje transversal de Igualdad Sustantiva en el PMD 2025–2027 confirma que el municipio reconoce la persistencia del problema y la necesidad de intervenir con un enfoque estratégico. La trayectoria histórica del fenómeno, las tendencias cuantitativas y las demandas crecientes de atención especializada justifican la pertinencia del Programa Presupuestario del Instituto Municipal de la Mujer, ya que este permite institucionalizar la respuesta municipal, orientar recursos de manera focalizada y dar seguimiento al cambio esperado en el mediano plazo. El programa se configura así como un instrumento indispensable para enfrentar las brechas de género que continúan afectando a las mujeres del municipio y para atender de manera prioritaria a los grupos que enfrentan mayores barreras estructurales.

Experiencias de atención
Las experiencias de atención desarrolladas por el Instituto Municipal de la Mujer de Oaxaca de Juárez entre 2020 y 2024 muestran un avance progresivo en la prestación de servicios especializados, aunque con limitaciones operativas y de cobertura que han condicionado su impacto. Durante este periodo, el Instituto implementó servicios de orientación y acompañamiento integral a mujeres en situación de violencia, registrando entre 2021 y 2023 un promedio anual estimado de 1,200 a 1,500 atenciones psicológicas, 450 asesorías jurídicas y más de 300 canalizaciones a instancias como Fiscalía, DIF Municipal y servicios de salud. Paralelamente, se llevaron a cabo acciones de fortalecimiento comunitario, incluyendo ciclos de capacitación sobre prevención de violencia y derechos humanos de las mujeres, con aproximadamente 80 a 100 talleres por año, alcanzando a más de 3,500 mujeres y adolescentes en agencias como Candiani, Pueblo Nuevo, Dolores y San Juan Chapultepec. En materia de autonomía económica, el Instituto operó programas de formación productiva y vinculación laboral, beneficiando entre 2020 y 2024 a más de 900 mujeres mediante cursos de emprendimiento, educación financiera, alfabetización digital y articulación con programas estatales y federales. Estas intervenciones permiten identificar patrones relevantes para el rediseño del Programa Presupuestario. En términos de resultados, los registros muestran una mayor demanda de atención psicológica y jurídica, reflejando la persistencia de la violencia y la necesidad de fortalecer capacidades institucionales para ofrecer acompañamientos prolongados. Asimismo, se identificaron avances en la generación de redes comunitarias de apoyo y en la participación de mujeres jóvenes e indígenas en actividades formativas. Sin embargo, también se observaron limitaciones significativas: insuficiencia de personal especializado para cubrir la demanda en periodos de alta incidencia; dificultades de coordinación interinstitucional, particularmente en la canalización y seguimiento de casos; carencias presupuestarias que afectaron la continuidad de proyectos productivos; y falta de mecanismos sistemáticos de evaluación para medir impacto territorial y perfiles de beneficiarias. Las lecciones aprendidas indican la necesidad de fortalecer la profesionalización del personal, ampliar la cobertura territorial hacia zonas con mayores índices de violencia —como Montoya, San Martín Mexicapam y Santa Rosa Panzacola—, consolidar rutas de atención con instituciones estatales y federales, e incorporar tecnologías de información para mejorar el registro, seguimiento y análisis de casos. Asimismo, la experiencia muestra la pertinencia de integrar metodologías de intervención situadas culturalmente, especialmente para atender a mujeres indígenas y comunidades con prácticas comunitarias propias.Estas experiencias se complementan con buenas prácticas observadas en otros municipios y entidades, como la creación de Unidades Móviles de Atención, la implementación de ventanillas únicas para mujeres y la integración de sistemas de información homologados. Su revisión sugiere oportunidades de adaptación al contexto local para mejorar eficacia y eficiencia del programa.En conjunto, el análisis de las intervenciones previas y sus resultados aporta evidencia sustantiva que sustenta la necesidad de un Programa Presupuestario fortalecido, con enfoque de resultados, cobertura estratégica, articulación institucional y mecanismos de seguimiento, coherente con los objetivos y estrategias establecidos en el PMD 2025–2027.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

Según datos actualizados de INEGI para el municipio de Oaxaca de Juárez (2020), la población femenina es de aproximadamente 145,103 mujeres.

Definición y cuantificación de los conceptos poblacionales del Pp			
Población Potencial		**Cuantificación:**	La población potencial corresponde al universo total de mujeres que residen en el municipio de Oaxaca de Juárez, que presentan o pueden llegar a presentar condiciones asociadas al problema público, conforme a la definición establecida por los Lineamientos PbR–SED y la metodología de la SHCP. Según el Censo de Población y Vivienda 2020 del INEGI, actualizado con las Proyecciones de Población 2024–2025 (CONAPO), se estima que el municipio de Oaxaca de Juárez cuenta con aproximadamente 134,000 mujeres, equivalentes al 52 % de su población total. Informacón del INEGI (Censo 2020) y CONAPO (Proyecciones 2024–2025).
		Criterios de Focalización	Para efectos del programa, no todas las mujeres del municipio enfrentan el problema público con igual intensidad. Se considera como población potencial a las mujeres que viven en condiciones territoriales, socioeconómicas o sociodemográficas que aumentan su exposición a la violencia y a la desigualdad de género, integrando: Territorio: zonas con mayor incidencia de violencia familiar y violencia sexual según SESNSP 2023–2024: Montoya, San Martín Mexicapam, Pueblo Nuevo, Santa Rosa Panzacola. Sociodemografía: mujeres jóvenes (15–29 años), mujeres adultas mayores (+60), mujeres indígenas y mujeres jefas de hogar. Socioeconómico: mujeres en condición de pobreza o informalidad laboral (con base en medición CONEVAL y ENOE estatal). Se estima, con base en distribución territorial y sociodemográfica del INEGI 2020, que aproximadamente el 60 % de las mujeres del municipio (≈ 80,000) cumplen uno o más criterios de vulnerabilidad y conforman la población potencial ampliada.

Población Objetivo		**Cuantificación:**	La población objetivo corresponde al segmento de la población potencial que presenta directamente el problema público, definida conforme a PbR–SED como el subconjunto “susceptible de ser atendido por el programa”. Se compone de mujeres que cumplen simultáneamente: 1. Condición directa asociada al problema público, como: Violencia de género o riesgo de violencia. Vulnerabilidad económica severa. Barreras de acceso a servicios de atención o justicia. 2. Criterio territorial operativo del Instituto, determinado por: Cobertura efectiva del Instituto (agencias y zonas con presencia operativa). 3.Viabilidad institucional, considerando: Capacidad instalada. Servicios disponibles (jurídico, psicológico, trabajo social). Recursos presupuestarios anuales.
		Criterios de Focalización	Para derivar la población objetivo desde la población potencial (≈ 80,000 mujeres vulnerables), se aplica un criterio metodológico de reducción basado en evidencia local de incidencia de violencia y demanda de servicios: Prevalencia estatal de violencia contra las mujeres: 70.1 % (ENDIREH 2021). Aplicando prevalencia a territorio municipal, se estima que aprox. 56,000 mujeres en Oaxaca de Juárez han vivido violencia. Por disponibilidad operativa del Instituto, históricamente se logra atender entre 1.5 % y 2.5 % del universo vulnerable cada año. Con esta relación metodológica, la población objetivo anual estimada para el programa se ubica entre: 1,000 y 1,400 mujeres por año, considerando capacidad instalada, presupuesto, intensidad de demanda y tipo de servicios especializados proporcionados.
Población atendida (beneficiarios)		**Cuantificación:**	La población atendida corresponde al número de mujeres que recibieron efectivamente alguno de los servicios del Instituto en un periodo determinado, de acuerdo con los Lineamientos PbR–SED. Incluye servicios como: Orientación jurídica Atención psicológica Trabajo social Canalizaciones Talleres de prevención Acciones de autonomía económica Acompañamiento integral en casos de violencia Cuantificación anual Con base en registros institucionales 2021–2023: Atenciones psicológicas: 1,200–1,500 por año Asesorías jurídicas: 420–480 por año Canalizaciones: 250–320 por año Participantes en talleres y capacitaciones: 1,000–1,400 por año Beneficiarias de programas de autonomía económica: 160–220 por año Se estima, integrando sin doble conteo por caso (criterio SHCP): Población atendida anual neta: 2,000–2,400 mujeres cada año

		Criterios de Focalización	Criterios de focalización de la población atendida La población atendida se focaliza según los criterios siguientes: Territorio: agencias con mayor demanda (Montoya, Pueblo Nuevo, San Juan Chapultepec, Santa Rosa). Edad: principalmente mujeres de 15 a 45 años. Condición de riesgo: mujeres que enfrentan violencia física, sexual, económica o psicológica. Tipo de servicio recibido: atención jurídica, psicológica, intervención en crisis, capacitación o apoyo económico. Fuentes de información Registros administrativos del Instituto Municipal de la Mujer (2021–2023). SESNSP, INEGI, ENDIREH, CONAPO.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Igualdad Sustantiva y Derechos de las Mujeres
Clave del Programa Presupuestario	21
Unidad Responsable del Pp	503 - Instituto Municipal de la Mujer

Árbol de Problemas

Efectos	1. EFECTOS DIRECTOS Falta de atención efectiva a los casos de violencia de género. ↳ Asociado a: protocolos desactualizados y restricciones regulatorias. Subregistro y persistencia de la normalización de la violencia. ↳ Asociado a: datos desagregados insuficientes, indicadores incompletos y débil M&E. Baja confianza y uso reducido de los servicios municipales para mujeres. ↳ Asociado a: brechas de divulgación y barreras culturales/lingüísticas. Fragmentación de servicios y limitada articulación para la atención integral. ↳ Asociado a: débil coordinación interinstitucional con salud, seguridad, justicia y programas sociales. 2. EFECTOS INDIRECTOS Persistencia de brechas de género en ingresos, cuidados, seguridad y participación política. ↳ Consecuencia de la fragmentación de servicios y atención ineficaz. Transmisión intergeneracional de desigualdad y pobreza. ↳ Consecuencia de normalización de la violencia y desprotección institucional. Baja eficiencia presupuestaria y pérdida de oportunidades de financiamiento externo. ↳ Consecuencia de la falta de datos robustos, monitoreo débil y articulación limitada. Reproducción de prácticas institucionales poco efectivas o no basadas en evidencia. ↳ Consecuencia de la ausencia de protocolos actualizados y fallas de coordinación.
	Las mujeres del municipio de Oaxaca de Juárez requieren condiciones institucionales y sociales que garanticen su participación plena y efectiva, así como

Problemática Identificada	Las mujeres del municipio de Oaxaca de Juárez requieren condiciones institucionales y sociales que garanticen su participación plena y efectiva, así como el acceso oportuno y eficaz a servicios de prevención, atención y protección frente a la violencia de género. Sin embargo, persisten barreras estructurales y operativas que limitan el ejercicio de sus derechos, reducen el acceso a servicios especializados y obstaculizan la respuesta integral del gobierno municipal ante la violencia y las desigualdades de género.
Causas	1. CAUSAS DIRECTAS (CONTROLABLES POR EL INSTITUTO) → EFECTOS DIRECTOS 1.1. Débil coordinación interinstitucional con seguridad, salud, justicia y servicios sociales Efecto directo asociado: Fragmentación de servicios y limitada articulación para la atención integral. Efecto indirecto derivado: Persistencia de brechas de género en ingresos, cuidados, seguridad y participación política. 1.2. Protocolos desactualizados y restricciones regulatorias para una atención oportuna Efecto directo asociado: Falta de atención efectiva a los casos de violencia de género. Efecto indirecto derivado: Reproducción de prácticas institucionales poco efectivas y no basadas en evidencia. 1.3. Datos desagregados por sexo limitados, indicadores incompletos y débil monitoreo y evaluación Efecto directo asociado: Subregistro y persistencia de la normalización de la violencia. Efecto indirecto derivado: Baja eficiencia presupuestaria y pérdida de oportunidades de financiamiento externo. 2. CAUSAS INDIRECTAS (ESTRUCTURALES O CONTEXTO SOCIAL) → EFECTOS DIRECTOS 2.1. Brechas de divulgación y barreras culturales/lingüísticas con comunidades indígenas Efecto directo asociado: Baja confianza y uso reducido de los servicios municipales para mujeres. Efecto indirecto derivado: Transmisión intergeneracional de desigualdad y pobreza.

Arbol de Objetivos

Fines	Fines directos Fortalecer la articulación y cobertura de servicios municipales para garantizar una atención integral y coordinada a las mujeres. Incrementar la atención efectiva, oportuna y de calidad en casos de violencia de género. Mejorar el registro, seguimiento y análisis de información sobre violencia y desigualdad de género para la toma de decisiones. Aumentar el acceso y la confianza de las mujeres —incluidas mujeres indígenas y de comunidades con barreras lingüísticas— en los servicios municipales. Fines indirectos Reducir las brechas de género en ingresos, cuidados, seguridad y participación política. Mejorar la capacidad institucional para implementar políticas efectivas basadas en evidencia. Incrementar la eficiencia presupuestaria y las oportunidades de financiamiento externo. Disminuir la transmisión intergeneracional de desigualdades y pobreza mediante servicios efectivos, accesibles y culturalmente adecuados.
Objetivo	Garantizar que las mujeres del municipio de Oaxaca de Juárez accedan de manera plena, oportuna y efectiva a servicios municipales integrales de prevención, atención y protección, mediante el fortalecimiento institucional, la articulación interinstitucional y la adecuación cultural y territorial de las intervenciones.
Medios	Medios directos Fortalecer y formalizar mecanismos de coordinación interinstitucional entre seguridad, salud, justicia y servicios sociales para garantizar respuestas integrales y oportunas. Actualizar y armonizar protocolos, lineamientos y procedimientos operativos para asegurar una atención eficaz, segura y basada en estándares y evidencia. Desarrollar un sistema robusto de información, monitoreo y evaluación con datos desagregados por sexo, territorio y grupo prioritario, para mejorar la planeación y la gestión del programa. Medios indirectos Implementar estrategias de divulgación accesibles, culturalmente pertinentes y multilingües para mejorar el alcance del Instituto en comunidades indígenas y zonas con barreras socioculturales. Reducir brechas informativas y de acceso a los servicios municipales mediante campañas de confianza institucional enfocadas en poblaciones prioritarias.

2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	Las medidas seleccionadas constituyen la opción de intervención más efectiva porque se alinean de manera directa con las causas identificadas en el árbol del problema y activan los medios establecidos en el árbol de objetivos. El fortalecimiento de la coordinación interinstitucional, la actualización de protocolos y la mejora de los sistemas de información corrigen fallas operativas críticas que limitan la capacidad del Instituto para brindar atención oportuna y basada en evidencia. Paralelamente, las acciones de divulgación, sensibilización y pertinencia cultural reducen barreras socioculturales que restringen el acceso de mujeres, particularmente de grupos prioritarios. Estas intervenciones generan los medios necesarios para mejorar la cobertura, calidad y efectividad de los servicios municipales, contribuyendo al logro del objetivo central y de los efectos deseados: mayor confianza usuaria, reducción de brechas de desigualdad y fortalecimiento institucional. Su diseño responde al enfoque de resultados exigido por los lineamientos PbR–SED y garantiza la coherencia entre problemática, objetivos y acciones del programa.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Igualdad Sustantiva y Derechos de las Mujeres
Clave del Programa Presupuestario	21
Unidad Responsable del Pp	503 - Instituto Municipal de la Mujer

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica

Alineación al Plan Nacional de Desarrollo	**Eje**	Eje transversal 1: Igualdad sustantiva y derechos de las mujeres
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje Transversal. Igualdad de Género
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje Transversal 1. Igualdad Sustantiva
	Subeje o subprograma	Grupos de atención prioritaria
	Objetivo	E.T.IS.1 Contribuir a la igualdad sustantiva entre hombres y mujeres del municipio de Oaxaca de Juárez
	Estrategia (s)	E.T.IS.1.1 Fomentar la inclusión y empoderamiento de las mujeres en el mercado laboral. E.T.IS.1.2 Contribuir a la prevención de la violencia contra las mujeres, niñas, adolescentes, preservando su dignidad e integridad al salvaguardar sus derechos. E.T.IS.1.3 Fortalecer los mecanismos para la institucionalidad del enfoque de género en los organismos públicos. E.T.IS.1.1.5 Fortalecer la infraestructura del territorio municipal con perspectiva de género.
	Línea(s) de Acción	E.T.IS.1.1.1 Promover el otorgamiento de créditos inclusivos para mujeres. E.T.IS.1.1.2 Impulsar la vinculación entre el sector empresarial y las mujeres para generar prosperidad económica. E.T.IS.1.1.3 Fortalecer las competencias financieras, administrativas o de comercialización de las mujeres con actividad económica. E.T.IS.1.2.2 Aplicar mecanismos de protección para mujeres víctimas de algún tipo de violencia en los diferentes contextos que habita. E.T.IS.1.3.1 Promover el fortalecimiento de los mecanismos municipales para la institucionalidad del enfoque de género en los organismos públicos. E.T.IS.1.3.2 Impulsar medidas para la capacitación y coordinación en materia de igualdad de género en todas las instituciones del Municipio. E.T.IS.1.1.5.1 Mejorar los espacios de los mercados públicos con enfoque de género. E.T.IS.1.1.5.2 Rehabilitar los parques del municipio con perspectiva de género.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	5. Lograr la igualdad entre los géneros y empoderar a todas las mujeres y las niñas.
	Meta(s) ODS	5.1 Poner fin a todas las formas de discriminación contra todas las mujeres y las niñas en todo el mundo. 5.2 Eliminar todas las formas de violencia contra todas las mujeres y las niñas en los ámbitos público y privado, incluidas la trata y la explotación sexual y otros tipos de explotación. 5.5 Asegurar la participación plena y efectiva de las mujeres y la igualdad de oportunidades de liderazgo a todos los niveles decisorios en la vida política, económica y pública.

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Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Planeación Estratégica Municipal
Clave del Programa Presupuestario	22
Unidad Responsable del Pp	Instituto Municipal de Planeación

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez forma parte de una zona metropolitana con dinámicas urbanas, sociales y administrativas complejas, que demandan una gestión pública articulada, con capacidad de coordinación interinstitucional y con instrumentos de planeación actualizados y funcionales. En este contexto, la administración municipal enfrenta retos asociados a la dispersión normativa, la heterogeneidad territorial, el crecimiento urbano desordenado y la presión creciente sobre los servicios públicos, factores que exigen procesos de planeación estratégicos, participativos y orientados a resultados.

Entre los factores estructurales que inciden en estas dificultades destacan: limitaciones institucionales para el diseño e implementación de instrumentos de planeación; insuficiencia de mecanismos de seguimiento y evaluación del desempeño; brechas en la profesionalización del personal; y una participación ciudadana aún incipiente en la definición de prioridades públicas. Asimismo, las demandas urbanas emergentes —como movilidad, seguridad, gestión del agua y residuos— requieren decisiones basadas en evidencia y en metodologías de análisis consistentes.

En este marco, se identifica como problemática central que la administración pública municipal presenta deficiencias en la planeación participativa, el seguimiento y la evaluación, lo cual limita el desempeño gubernamental, afecta la calidad de las decisiones y reduce la capacidad institucional para dirigir los recursos hacia resultados concretos y verificables. De acuerdo con el Diagnóstico PbR-SED 2025 del municipio de Oaxaca de Juárez, el nivel de implementación del modelo se ubicó en 34.6%, evidenciando un retroceso respecto a 2024 (43.2%) y 2023 (47.3%). La sección de evaluación del desempeño mantiene un 0%, derivado de la ausencia de evaluaciones sistemáticas a los programas presupuestarios. Estos datos confirman la persistencia de brechas en el ciclo de gestión para resultados, particularmente en el uso de información para mejorar la eficacia del gasto público.

La falta de articulación entre la planeación institucional, la programación-presupuestación y el monitoreo de resultados genera repercusiones sociales, económicas e institucionales. Entre las consecuencias destacan: decisiones públicas con menor efectividad, priorización poco alineada con las problemáticas reales, menor transparencia en la asignación de recursos, debilitamiento de la confianza ciudadana y dificultades para construir políticas públicas de largo plazo. De no atenderse, el municipio enfrenta el riesgo de continuar operando con instrumentos desactualizados, con procesos de seguimiento fragmentados y con una limitada capacidad para demostrar avances ante la ciudadanía.

Justificación del Pp

Lo anterior justifica la necesidad de contar con un programa presupuestario que fortalezca la planeación participativa, el seguimiento y la evaluación, con el fin de mejorar la eficacia, la transparencia y el desempeño institucional del municipio. El Gobierno Municipal debe intervenir porque las deficiencias identificadas afectan directamente la capacidad de orientar el gasto público hacia resultados verificables, reducen la efectividad de las decisiones y limitan la posibilidad de responder con oportunidad a las demandas urbanas y sociales de la ciudadanía. La evidencia reciente del Diagnóstico PbR–SED muestra un retroceso en la implementación del modelo —de 47.3 % en 2023 a 34.6 % en 2025— y la permanencia de un 0 % en la evaluación del desempeño, lo que confirma la urgencia de fortalecer los mecanismos institucionales de planeación y gestión orientada a resultados.

El Instituto Municipal de Planeación (IMPLAN) cuenta con facultades legales para atender esta problemática. El Artículo 197 del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez establece que el Instituto es responsable de diseñar, implementar y dar seguimiento a las políticas públicas y proyectos estratégicos vinculados al Plan Municipal de Desarrollo. Asimismo, su Reglamento Interno le asigna atribuciones para formular y actualizar instrumentos de planeación, desarrollar sistemas de información territorial y estratégica, coordinar procesos de participación ciudadana y conducir metodologías de análisis y evaluación. Estas disposiciones confirman su competencia técnica y normativa para liderar el fortalecimiento de la gestión pública municipal.

La creación y continuidad del Programa Presupuestario Planeación Estratégica Municipal es necesaria porque atiende de manera directa las causas del problema público, mediante la actualización y armonización de los instrumentos rectores de planeación, la estandarización de metodologías institucionales, la generación de información estratégica para la toma de decisiones y el desarrollo de capacidades en materia de planeación, seguimiento y evaluación. El programa permite corregir brechas detectadas en la vinculación entre planeación, programación-presupuestación y evaluación, contribuyendo a una administración más eficiente, transparente y orientada a resultados verificables.

El programa se vincula directamente con el Eje 2. Gobierno de Territorio Honesto y Transparente del Plan Municipal de Desarrollo 2025–2027, particularmente con el Subeje Planeación, el Objetivo 2.6: Establecer una planeación participativa y democrática en la administración pública municipal para la mejora del desempeño gubernamental, y la Estrategia 2.6.2: Impulsar un modelo de gestión pública orientada a resultados. A nivel de líneas de acción, el programa contribuye de manera directa a:

2.6.2.1 Elaborar el Plan Municipal de Desarrollo.

2.6.2.2 Establecer la planeación participativa mediante la implementación de la Metodología del Marco Lógico y del Presupuesto basado en Resultados.

2.6.2.3 Realizar el seguimiento y la evaluación de las metas del proceso de planeación municipal.

2.6.2.4 Fortalecer el micrositio web del Instituto Municipal de Planeación.

Asimismo, el programa se alinea con el Eje 2. Gobierno Honesto del Plan Estatal de Desarrollo, y con los Objetivos de Desarrollo Sostenible, en particular con el ODS 16: Paz, justicia e instituciones sólidas, mediante el cumplimiento de las metas 16.6 (instituciones eficaces y transparentes), 16.7 (decisiones inclusivas, participativas y representativas) y 16.8 (fortalecer la participación de los países en desarrollo en instituciones de gobernanza).

Estado actual del problema

Durante 2023–2025, el municipio de Oaxaca de Juárez presenta una disminución sostenida en la implementación del modelo Presupuesto basado en Resultados y del Sistema de Evaluación del Desempeño (PbR–SED). De acuerdo con los resultados institucionales, el avance pasó de 47.3 % en 2023, a 43.2 % en 2024, y finalmente a 34.6 % en 2025, manteniendo además un 0 % en el componente de evaluación del desempeño. Esta tendencia refleja una persistencia del problema, caracterizada por la falta de continuidad administrativa, la limitada generación y uso de información para la toma de decisiones y la ausencia de mecanismos sistemáticos de monitoreo institucional.

La evidencia cualitativa derivada del proceso de construcción del Plan Municipal de Desarrollo 2025–2027 confirma estas brechas. Los Diálogos Vecinales por la Transformación, que reunieron a más de 2,000 personas, 924 encuestas y 381 aportaciones digitales, señalaron de manera recurrente la necesidad de contar con procesos de planeación más claros, mecanismos de seguimiento visibles y sistemas de información accesibles. En diversas agencias —como San Juan Chapultepec, Donají, Pueblo Nuevo, San Martín Mexicapam y Trinidad de Viguera— la ciudadanía identificó la falta de diagnóstico territorial actualizado, la ausencia de métricas para evaluar avances y la percepción de que las decisiones municipales no se basan en evidencia.

Territorialmente, estas debilidades impactan la capacidad institucional para priorizar y focalizar intervenciones. Zonas con rezagos históricos como La Joya, Volcanes, Loma Bonita, La Cuevita y sectores de San Luis Beltrán carecen de información sistematizada sobre servicios públicos, movilidad, infraestructura social o seguridad vecinal, lo que dificulta orientar adecuadamente los recursos municipales. En contraste, áreas con mayor actividad económica —como el Centro Histórico, corredores comerciales y zonas turísticas— disponen de información más amplia, generando brechas territoriales en planeación y asignación presupuestaria.

Los grupos más afectados por estas deficiencias son aquellos que residen en zonas de menor cobertura de servicios públicos o con problemáticas estructurales: mujeres jefas de hogar, jóvenes en contextos de rezago urbano, población adulta mayor y comunidades indígenas ubicadas en agencias municipales. La falta de instrumentos de planeación actualizados limita la capacidad institucional para atender sus necesidades específicas y dificulta el seguimiento de acciones municipales con perspectiva territorial.

En el ámbito administrativo, las áreas más impactadas son las direcciones operativas responsables de implementar proyectos sociales, de infraestructura y servicios públicos, así como las unidades encargadas de reportar avances y conformar indicadores institucionales. La ausencia de lineamientos homogéneos, información integrada y procesos de seguimiento estandarizados genera una ejecución desigual entre dependencias y dificulta la evaluación de la acción gubernamental.

Evolución del problema

Entre 2020 y 2025, la evolución del problema muestra una tendencia marcada por fluctuaciones en las capacidades institucionales de planeación, seguimiento y evaluación, seguida de un deterioro reciente que confirma la persistencia de las deficiencias señaladas en el Plan Municipal de Desarrollo 2025–2027. De acuerdo con los resultados del PbR–SED del municipio, el avance en la implementación del modelo pasó de 51.7 % en 2020, a 45.7 % en 2022, para luego presentar una caída sostenida: 47.3 % en 2023, 43.2 % en 2024 y 34.6 % en 2025. La permanencia del 0 % en el componente de evaluación del desempeño durante todo el periodo evidencia que el municipio no ha logrado consolidar mecanismos estables de evaluación institucional.

Esta evolución también se explica por transformaciones internas documentadas en instrumentos institucionales. El Primer Informe de Gobierno 2022 registró avances relevantes en modernización normativa —incluyendo la emisión de 8 nuevos reglamentos, 18 reformas reglamentarias y 7 reformas al Bando de Policía y Gobierno— así como un aumento significativo en participación ciudadana formal, mediante la renovación de 100 Comités de Vida Vecinal (Convives), la realización de 30 sesiones de Consejos Consultivos y la atención de 2,400 solicitudes ciudadanas. Sin embargo, estos avances no se consolidaron en mecanismos permanentes de seguimiento y evaluación, lo que contribuyó a la inestabilidad observada en los años siguientes.

En términos sociales y territoriales, la evolución del problema se agrava por la presión creciente sobre los servicios públicos, la expansión urbana en agencias periféricas y la complejidad de las demandas planteadas durante los Diálogos Vecinales por la Transformación (2024–2025), donde más de 2,000 personas señalaron la necesidad de fortalecer la planificación municipal, contar con diagnósticos actualizados y transparentar el seguimiento de compromisos institucionales. Estas dinámicas han profundizado las brechas entre zonas con disponibilidad de información (Centro Histórico y corredores comerciales) y aquellas con rezagos acumulados (La Joya, Volcanes, San Juan Chapultepec, San Martín Mexicapam, Pueblo Nuevo o Donají), evidenciando la falta de instrumentos que permitan orientar intervenciones con criterios de equidad territorial.

Los factores que explican estos cambios incluyen la rotación frecuente de personal técnico, la limitada actualización de instrumentos rectores, la insuficiente coordinación interdependencias y la ausencia de sistemas de información integrados. En conjunto, estos elementos han impedido consolidar un ciclo de gestión para resultados estable, lo que ha derivado en decisiones institucionales con menor respaldo técnico.

La evolución del problema confirma la pertinencia y necesidad del Programa Presupuestario Planeación Estratégica Municipal, ya que el retroceso reciente de los indicadores demuestra que las capacidades institucionales en materia de planeación participativa, seguimiento y evaluación no solo no se han fortalecido, sino que requieren una intervención sistemática para garantizar el cumplimiento del problema público establecido en el PMD y mejorar la eficacia del desempeño gubernamental.

Experiencias de atención

Entre 2020 y 2024, el Instituto Municipal de Planeación (IMPLAN) implementó diversas acciones orientadas a fortalecer la planeación estratégica del municipio y atender las deficiencias identificadas en materia de planeación participativa, seguimiento y evaluación. Durante este periodo, el Instituto actualizó versiones del Plan Municipal de Desarrollo, elaboró diagnósticos sectoriales y territoriales, formuló insumos técnicos para la priorización de proyectos y desarrolló ejercicios de integración de información en agencias como San Juan Chapultepec, Pueblo Nuevo, Montoya, Trinidad de Viguera y San Martín Mexicapam. Estas acciones tenían como propósito mejorar la capacidad institucional para focalizar intervenciones, orientar el gasto público y generar información estratégica para la toma de decisiones.

Los avances principales se reflejaron en la disponibilidad de instrumentos técnicos y en la identificación de prioridades territoriales, que permitieron ubicar zonas con mayores rezagos y orientar intervenciones de manera más precisa. Asimismo, se fortaleció la interlocución con agencias y colonias mediante procesos de consulta y levantamiento de necesidades territoriales, lo que contribuyó a una mejor comprensión del contexto urbano y social del municipio. No obstante, los resultados fueron limitados en cuanto a su institucionalización: los productos generados no contaron con mecanismos permanentes de actualización ni con sistemas formales de seguimiento que garantizaran su continuidad administrativa.

Las experiencias desarrolladas enfrentaron diversas dificultades que limitaron su alcance. Entre las principales se encuentran la insuficiencia presupuestaria, que dificultó la ampliación de equipos técnicos; la rotación de personal especializado, que provocó pérdida de memoria institucional; la falta de herramientas tecnológicas integradas para el monitoreo de indicadores; y la ausencia de metodologías institucionalizadas para el seguimiento y evaluación de instrumentos de planeación. Estas restricciones redujeron la escala y sostenibilidad de los avances alcanzados.

De estas experiencias se desprenden varias lecciones clave: la importancia de institucionalizar metodologías estandarizadas (MML, MIR y PbR–SED), consolidar un banco de información territorial actualizado, fortalecer la profesionalización del personal del IMPLAN y adoptar plataformas digitales de seguimiento que aseguren trazabilidad y continuidad administrativa. Estas lecciones se incorporan en el diseño del Programa Presupuestario Planeación Estratégica Municipal, que retoma la necesidad de estandarizar procesos, fortalecer capacidades técnicas y garantizar la disponibilidad y actualización continua de información estratégica para la toma de decisiones.

Como referencia técnica, diversos municipios del país han documentado avances significativos en la implementación del PbR–SED a través de la institucionalización de metodologías y plataformas de seguimiento. El Ayuntamiento de Mérida cuenta con manuales metodológicos formales para el modelo PbR–SED; el municipio de Zapopan opera un sistema integral de indicadores (SIPLAN / PbR–SED) con reportes periódicos; y la entidad de Chihuahua mantiene plataformas digitales de seguimiento trimestral que permiten monitorear metas e indicadores de manera transparente. Estas buenas prácticas confirman que la combinación de normatividad interna, sistemas de información y capacidades técnicas consolidadas contribuye a fortalecer la gestión para resultados, elementos que el IMPLAN consideró en el diseño del presente Programa Presupuestario.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas.

Definición y cuantificación de los			
Población Potencial	31 dependencias y entidades.	**Cuantificación:**	31 dependencias y entidades del Gobierno Municipal de Oaxaca de Juárez
		Criterios de Focalización	Unidades administrativas afectadas por las deficiencias en planeación participativa, seguimiento y evaluación. Dependencias obligadas a programar, presupuestar, generar indicadores y ejecutar acciones del PMD. Universo total que enfrenta el problema público.
Población Objetivo	31 dependencias y entidades.	**Cuantificación:**	31 dependencias y entidades.
		Criterios de Focalización	Todas las dependencias forman parte del ciclo institucional de planeación, programación-presupuestación, seguimiento y evaluación. Incidencia directa en cumplimiento del PMD y en el sistema PbR–SED. Necesidad transversal de alineación metodológica y fortalecimiento técnico.
	31 dependencias y entidades.	**Cuantificación:**	31 dependencias y entidades.

Población atendida (beneficiarios)		**Criterios de Focalización**	Beneficio directo derivado de la estandarización de instrumentos, lineamientos y metodologías institucionales. Acceso general a herramientas, información estratégica, capacitación y acompañamiento técnico. Aplicación transversal del fortalecimiento institucional previsto en el programa.

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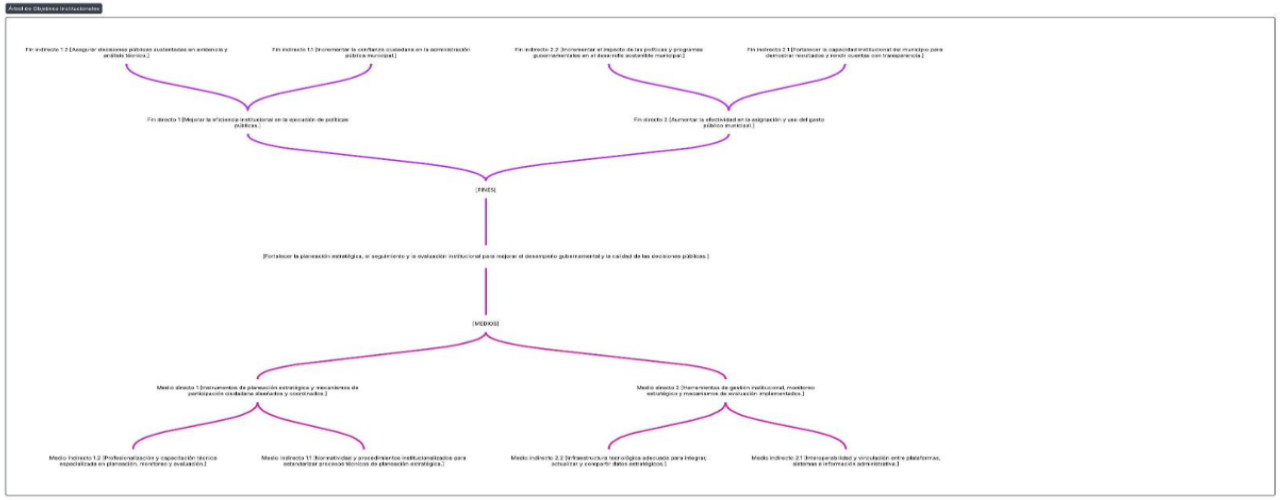
Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Planeación Estratégica Municipal**
Clave del Programa Presupuestario	**22**
Unidad Responsable del Pp	**Instituto Municipal de Planeación**

Arbol de Problemas

Árbol de Objetivos



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se efectuó con base en el análisis del diagnóstico institucional y en los árboles de problemas y objetivos elaborados mediante la Metodología del Marco Lógico. A partir de las causas identificadas —desarticulación metodológica, ausencia de mecanismos de seguimiento y limitaciones en capacidades técnicas— se consideraron distintas opciones de intervención, evaluando su viabilidad técnica, institucional y presupuestal. Entre las alternativas analizadas se incluyeron: el fortalecimiento de los procesos de planeación estratégica, la consolidación del Sistema de Evaluación del Desempeño, el desarrollo de capacidades técnicas especializadas y la mejora de los procesos administrativos transversales. Del análisis comparativo, la alternativa más viable resultó ser el fortalecimiento institucional integral, orientado a estandarizar metodologías, consolidar información estratégica, coordinar mecanismos de participación ciudadana y mejorar la operación del seguimiento al desempeño. Esta estrategia se implementará mediante la ejecución directa de los componentes del Programa Presupuestario, los cuales integran acciones de diseño de instrumentos, monitoreo, evaluación, coordinación interinstitucional y provisión de servicios administrativos de apoyo. La alternativa seleccionada es coherente con el Eje 2. Gobierno de Territorio Honesto y Transparente del PMD 2025–2027, particularmente con el Objetivo 2.6 y la Estrategia 2.6.2, y se alinea plenamente con los niveles jerárquicos del programa (Fin, Propósito, Componentes y Actividades), asegurando congruencia metodológica y pertinencia institucional.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Planeación Estratégica Municipal**
Clave del Programa Presupuestario	**22**
Unidad Responsable del Pp	**Instituto Municipal de Planeación**

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje General III: Política y Gobierno
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 6. Gobierno honesto, cercano y eficiente
Alineación al Plan Municipal de Desarrollo	**Subeje o subprograma**	Eje 2. Gobierno de Territorio Honesto y Transparente / Subeje: Planeación Estratégica
	Objetivo	2.6 Establecer una planeación participativa y democrática en la administración pública municipal para la mejora del desempeño gubernamental
	Estrategia (s)	2.6.1 Fortalecer la colaboración intermunicipal en la zona metropolitana de Valles Centrales. 2.6.2 Impulsar un modelo de gestión pública orientada a resultados.
	Línea(s) de Acción	2.6.1.1 Contribuir en la gestión y planificación de actividades de la
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	ODS 16 – Paz, justicia e instituciones sólidas
	Meta(s) ODS	Meta 16.6 Desarrollar instituciones eficaces, responsables y transparentes en todos los niveles

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Integral de la Juventud
Clave del Programa Presupuestario	23
Unidad Responsable del Pp	Instituto Municipal de la Juventud

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez es un nodo educativo, económico y administrativo que concentra actividades académicas, culturales y de servicios para toda la región central del estado. Esta dinámica urbana atrae y reúne a un número importante de personas jóvenes, lo cual implica una demanda constante de servicios municipales orientados a educación, salud sexual, empleo, participación juvenil, acceso a espacios públicos y acompañamiento socioformativo. De acuerdo con la normatividad municipal, el Instituto Municipal de la Juventud es un organismo público descentralizado encargado de diseñar e implementar políticas que promuevan el desarrollo integral de las juventudes y su participación activa en la vida social y económica del municipio. Su actuación está directamente vinculada con las condiciones demográficas de la ciudad y con los factores estructurales que afectan a la población de 15 a 29 años.

La evidencia estadística muestra un panorama complejo para este grupo etario. En el estado, la población joven representa 24.9% del total, lo que confirma la importancia de este sector social. No obstante, la permanencia escolar disminuye de forma pronunciada después de los 19 años: únicamente 18.6% de jóvenes entre 20 y 24 años continúan estudiando, y solo 4.4% de quienes tienen 25 a 29 años permanecen en el sistema educativo. A ello se suma un mercado laboral caracterizado por alta informalidad (85.4%), baja calidad del empleo y una tasa de desocupación juvenil (3.8%) mayor que la de la población adulta. En materia de salud sexual y reproductiva, se registran brechas relevantes que afectan directamente a las juventudes del municipio. Alrededor de 59.5% de mujeres jóvenes ha iniciado vida sexual y 61.6% no utilizó anticonceptivos en su primera relación; además, 7 de cada 10 nacimientos en el estado corresponden a mujeres de 15 a 29 años, lo que incrementa la demanda de servicios de información y acompañamiento en salud sexual y reproductiva, así como apoyos educativos y laborales para madres jóvenes. Asimismo, aproximadamente 24,055 jóvenes presentan alguna discapacidad en el estado, lo que refuerza la necesidad de políticas locales que garanticen accesibilidad, inclusión educativa y oportunidades laborales. La ciudad también recibe población joven indígena y afrodescendiente, lo que demanda acciones con enfoque intercultural que faciliten su integración a espacios educativos, laborales y comunitarios.

En este contexto, se identifica que **las juventudes del municipio enfrentan limitado acceso a educación sexual, altos índices de desempleo y procesos de deserción escolar,** condiciones que requieren ser incorporadas en las políticas públicas municipales para garantizar su desarrollo integral. La problemática planteada es coherente con los objetivos y funciones del Instituto Municipal de la Juventud, y orienta el diseño del programa presupuestario hacia acciones de prevención, capacitación, fortalecimiento de trayectorias educativas, promoción de derechos sexuales y reproductivos, e impulso a la participación social y económica de las juventudes del municipio

Justificación del Pp

La intervención del Gobierno Municipal es necesaria debido a que las juventudes de Oaxaca de Juárez enfrentan condiciones que limitan su desarrollo integral. Tal como se identificó en el diagnóstico, las personas jóvenes del municipio presentan limitado acceso a educación sexual, altos índices de desempleo y procesos de deserción escolar, lo que afecta su bienestar presente y sus trayectorias educativas, sociales y económicas futuras. Estas situaciones se expresan en un contexto urbano donde la demanda de servicios y acompañamiento juvenil es creciente, debido a que la ciudad funciona como polo educativo, administrativo y cultural para la región central del estado.

El Instituto Municipal de la Juventud cuenta con facultades expresas para atender esta problemática. El Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez, en su Artículo 198, define al Instituto como un organismo público descentralizado con personalidad jurídica y patrimonio propio, encargado de "diseñar e implementar políticas públicas que fomenten el desarrollo de los jóvenes mediante su participación activa en la vida social y económica del municipio". Estas atribuciones le confieren competencia directa para impulsar acciones en materia de educación, salud, cultura, participación comunitaria, empleabilidad y promoción de derechos, áreas directamente relacionadas con el problema público identificado. La creación y continuidad del Programa Presupuestario "Desarrollo Integral de la Juventud" es necesaria porque constituye el instrumento operativo mediante el cual el Instituto ejecuta actividades de prevención, capacitación, acompañamiento socioformativo, fortalecimiento de trayectorias educativas y promoción de la participación juvenil. Dicho programa permite estructurar acciones que atienden las causas y manifestaciones de la problemática: la falta de acceso a información en salud sexual, la transición desfavorable entre escuela y trabajo, la escasa visibilidad de programas para juventudes y la ausencia de espacios formativos y recreativos accesibles en el territorio municipal. El programa contribuirá a reducir el problema público al ofrecer servicios, talleres, actividades formativas y mecanismos de participación que fortalecen las capacidades educativas y laborales de las juventudes, promueven el ejercicio informado de sus derechos sexuales y reproductivos, e impulsan su inclusión en el desarrollo social, económico y comunitario del municipio. Desde la perspectiva institucional, el programa consolida el papel del Instituto como ente rector de la política de juventud en el municipio y facilita la transversalización de la perspectiva juvenil en las acciones de gobierno.

Asimismo, el Programa Presupuestario se vincula directamente con el **Plan Municipal de Desarrollo 2025–2027**, particularmente con:

Objetivo 1.9: Impulsar la inclusión de las juventudes en todo el territorio municipal.

Estrategia 1.9.1: Establecer programas para la atención y desarrollo integral de las juventudes.

Líneas 1.9.1.1, 1.9.1.2 y 1.9.1.3: Distinción al mérito juvenil; visibilización de programas sociales para juventudes; realización de actividades artísticas, deportivas, de salud y salud sexual.

El programa también incide en el **Eje Transversal 2: Niñas, Niños y Adolescentes**, mediante líneas como:

Fomento de la cultura física y el deporte **(E.T.NNA.1.1.1)**,

Apoyo para el acceso a niveles educativos **(E.T.NNA.1.1.3)**,

Difusión de información para la protección de derechos **(E.T.NNA.1.2.1)**,

Impulso al autoempleo juvenil **(E.T.NNA.1.4.1)** y capacitaciones en oficios **(E.T.NNA.1.4.2)**.

En materia de alineación superior, el Programa se vincula con el **Eje 1: Estado Bienestar del Plan Estatal de Desarrollo (PED)** y contribuye a los **Objetivos de Desarrollo Sostenible**, particularmente:

ODS 4: Educación de Calidad – Meta 4.4 (competencias técnicas y profesionales para el empleo y el emprendimiento).

ODS 3: Salud y Bienestar – Meta 3.8 (acceso a servicios esenciales de salud).

Estado actual del problema

La información disponible para el periodo 2023–2025 muestra que las condiciones que afectan a las juventudes del municipio persisten y continúan manifestándose en diversas dimensiones. En materia educativa, los datos estatales indican que la asistencia escolar disminuye de forma significativa después de los 19 años: solo 18.6% de jóvenes de 20 a 24 años y 4.4% de jóvenes de 25 a 29 permanecen estudiando. Este patrón se refleja en el municipio a través de la demanda creciente de actividades formativas, capacitación y espacios de orientación registrados por el Instituto Municipal de la Juventud durante 2025, año en el que se atendió a 12,982 jóvenes mediante 23 actividades vinculadas con salud emocional, educación, empleo, cultura e inclusión social.

En el ámbito económico, se identifican condiciones laborales desfavorables que impactan a las juventudes. La tasa de desocupación juvenil se mantiene por encima del promedio general y la informalidad laboral continúa siendo elevada, alcanzando 85.4% en el estado, lo que limita el acceso de jóvenes a ingresos estables y oportunidades de desarrollo profesional. A nivel municipal, las ferias de empleo, talleres económicos y programas de vinculación realizados en 2025 reunieron a más de 3,100 jóvenes, reflejando tanto la demanda como la magnitud del problema. Respecto al acceso a información y servicios de salud sexual y reproductiva, se registran brechas relevantes. A nivel estatal, 59.5% de mujeres jóvenes ha iniciado vida sexual y 61.6% no utilizó anticoncepción en su primera relación, indicadores que continúan incidiendo en el municipio dada su condición de centro educativo y urbano. La asistencia juvenil a actividades de salud emocional, prevención y orientación realizadas por el Instituto —más de 5,700 jóvenes en 2025— evidencia la persistencia de necesidades no cubiertas en materia de bienestar, información y acompañamiento. En el plano territorial, el Instituto reporta que la participación juvenil proviene de agencias, colonias y barrios del municipio, con mayor recurrencia en zonas como Pueblo Nuevo, San Martín Mexicapam, Montoya, Dolores, Candiani, Centro, Jalatlaco, Viguera y San Juan Chapultepec. Estas áreas concentran población joven diversa, incluidas juventudes indígenas y afrodescendientes que enfrentan barreras adicionales para acceder a educación, servicios y actividades comunitarias. También se observan brechas territoriales vinculadas a la movilidad y disponibilidad de espacios públicos, lo que incide en la asistencia a talleres, actividades deportivas y programas educativos.

Los grupos más impactados continúan siendo las mujeres jóvenes, quienes acumulan mayores rezagos en acceso a educación, servicios de salud sexual y oportunidades laborales; jóvenes de zonas conurbadas y de agencias municipales con menor infraestructura; y juventudes indígenas y afrodescendientes que encuentran obstáculos lingüísticos, económicos y culturales para integrarse plenamente a los servicios ofrecidos en el municipio. Asimismo, se identifica un incremento sostenido en la participación de jóvenes en actividades de salud emocional, lo que indica la presencia de

Evolución del problema

Durante los últimos cinco años, el problema que afecta el desarrollo integral de las juventudes del municipio ha mostrado una evolución marcada por cambios sociales, económicos y educativos que han modificado su intensidad, aunque no han logrado revertirlo. Los datos estatales y nacionales reflejan que la asistencia escolar entre jóvenes de 20 a 24 años se ha mantenido en niveles bajos desde 2018, fluctuando entre 18% y 20%, mientras que para jóvenes de 25 a 29 años la permanencia escolar ha permanecido por debajo de 5% en todo el periodo. Esta estabilidad en niveles reducidos indica que la transición educativa hacia niveles superiores continúa siendo limitada y que la presión por incorporarse a actividades laborales persiste como un factor estructural.

En materia económica, la situación laboral de las juventudes tampoco ha mostrado mejoras significativas. Las tasas de informalidad en el estado han oscilado entre 82% y 86% en los últimos cinco años, afectando de manera directa la inserción de jóvenes en empleos con prestaciones y estabilidad salarial. La tasa de desocupación juvenil se ha mantenido superior al promedio general desde 2019, con variaciones asociadas a la crisis postpandemia, periodos de recuperación económica y fluctuaciones en la oferta laboral formal. En cuanto al acceso a información y servicios de salud emocional y sexual, los registros nacionales muestran una tendencia estable en el inicio de la vida sexual y en los patrones de uso de anticonceptivos entre mujeres jóvenes. El porcentaje de mujeres que no utilizó anticoncepción en su primera relación sexual se ha mantenido entre 58% y 62%, dato que coincide con las necesidades detectadas en las actividades de prevención y orientación realizadas por el Instituto Municipal de la Juventud. Asimismo, la demanda de servicios vinculados con salud mental y bienestar ha incrementado, especialmente entre 2022 y 2024, periodo en el que diversos municipios del país reportaron aumentos en solicitudes de apoyo emocional, talleres preventivos y actividades comunitarias de fortalecimiento psicosocial.

A nivel institucional, a partir de 2022 se observaron cambios relevantes que han permitido una mayor visibilidad del problema. La aprobación del Reglamento Municipal de Juventud y la creación del Instituto Municipal de la Juventud generaron una estructura formal para atender el tema, lo que se refleja en los registros administrativos: las actividades juveniles crecieron cada año y, para 2025, el Instituto reportó la atención de 12,982 jóvenes mediante 23 acciones formativas, educativas, económicas, culturales y de salud emocional. Este crecimiento en la demanda confirma que, aunque se ha ampliado la oferta institucional, el problema persiste y continúa afectando a un número elevado de jóvenes en el municipio. Los cambios observados en los últimos años responden a factores sociales (incremento de la participación juvenil en espacios públicos), económicos (altos niveles de informalidad laboral), educativos (deserción o abandono escolar después de los 19 años), y culturales (mayor interés por actividades comunitarias y procesos formativos alternativos). Estos factores, en conjunto, han mantenido constante la vulnerabilidad juvenil y han reforzado la pertinencia de un programa presupuestario orientado a la atención integral.

La evolución del problema se vincula directamente con los indicadores del programa y con el problema público establecido en el PMD 2025–2027, al

Experiencias de atención

Entre 2020 y 2024 se implementaron diversas acciones institucionales orientadas a atender las necesidades educativas, económicas, culturales y de bienestar emocional de las juventudes del municipio. Durante este periodo, las áreas municipales vinculadas a educación, cultura, desarrollo económico y deporte realizaron actividades formativas, talleres, campañas preventivas y eventos comunitarios dirigidos a población joven de agencias, barrios y colonias. Estas acciones tenían como propósito ampliar el acceso a actividades educativas y culturales, promover estilos de vida saludables, brindar alternativas de participación comunitaria y fortalecer la inserción laboral.

En 2022 se consolidó un avance significativo con la creación del Instituto Municipal de la Juventud, a partir del Reglamento Municipal de Juventud, dotando al municipio de una instancia encargada específicamente del diseño, coordinación y ejecución de programas para jóvenes. Durante el Primer Informe de Gobierno 2022 se reportaron acciones como el Tercer Mercado Joven, talleres de empleabilidad, la primera Compañía Municipal de Teatro, el Premio Municipal de la Juventud y múltiples actividades deportivas, culturales y formativas. Estas iniciativas se dirigieron a jóvenes de entre 15 y 29 años, con especial presencia en agencias como Pueblo Nuevo, San Martín Mexicapam, Montoya y San Juan Chapultepec.

Los reportes administrativos del Instituto muestran avances relevantes. Entre 2022 y 2024 se fortalecieron las campañas de prevención, los talleres educativos y las actividades de promoción cultural. En 2025, la institución registró la atención de 12,982 jóvenes a través de 23 actividades estratégicas, lo que confirma un incremento sostenido en la participación juvenil y en la cobertura territorial de las acciones. Asimismo, se lograron mejoras en los procesos de vinculación con instituciones educativas, dependencias municipales y organismos estatales, lo que permitió ampliar la oferta formativa en temas de salud emocional, bienestar físico, educación y reducción de desigualdades. Sin embargo, estas experiencias también enfrentaron limitaciones operativas. Entre las principales dificultades se identificaron: recursos presupuestarios limitados para ampliar la cobertura, alta demanda de actividades formativas y de salud emocional, rotación de personal en algunas áreas municipales, variabilidad en la disponibilidad de espacios públicos para actividades comunitarias y la necesidad de fortalecer mecanismos de seguimiento y sistematización de datos. Estas condiciones restringieron la continuidad de ciertas actividades y dificultaron la expansión de programas dirigidos a juventudes de zonas con mayor rezago.

A partir de estas experiencias, se identificaron lecciones relevantes para el diseño del Programa Presupuestario. Destacan la importancia de mantener una instancia especializada en juventud; fortalecer la coordinación interinstitucional; dar continuidad a actividades formativas, deportivas y de salud emocional; y consolidar mecanismos de registro, monitoreo y evaluación que permitan medir avances y resultados. Las buenas prácticas observadas en otros municipios, particularmente en estrategias de inclusión educativa, promoción del bienestar emocional y vinculación económica, refuerzan la

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los

Población Potencial	976.139	**Cuantificación:**	Aproximadamente 976,139 jóvenes de 15 a 29 años en el estado de Oaxaca.
		Criterios de Focalización	Jóvenes de 15 a 29 años residentes en el municipio de Oaxaca de Juárez; incluir también jóvenes indígenas y afrodescendientes; territorios municipales (agencias, barrios) con menor cobertura educativa, empleo o servicios.
Población Objetivo	12.982	**Cuantificación:**	Se estima un segmento de jóvenes priorizados dentro del municipio, por ejemplo ~13,000 jóvenes en 2025 atendidos (12,982) como referencia
		Criterios de Focalización	Jóvenes de 15 a 29 años que habitan agencias o colonias con rezago educativo, alta informalidad laboral, menores oportunidades; atención transversal de género, inclusión
Población atendida (beneficiarios)	12.982	**Cuantificación:**	Meta operativa: 12,982 jóvenes atendidos en 2025 con las 23 actividades estratégicas.
		Criterios de Focalización	Jóvenes de 15 a 29 años que participan directamente en actividades del Instituto Municipal de la Juventud: salud-bienestar, educación de calidad, reducción de desigualdades, interculturalidad; priorización por género, condición indígena/afro, zona territorial.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

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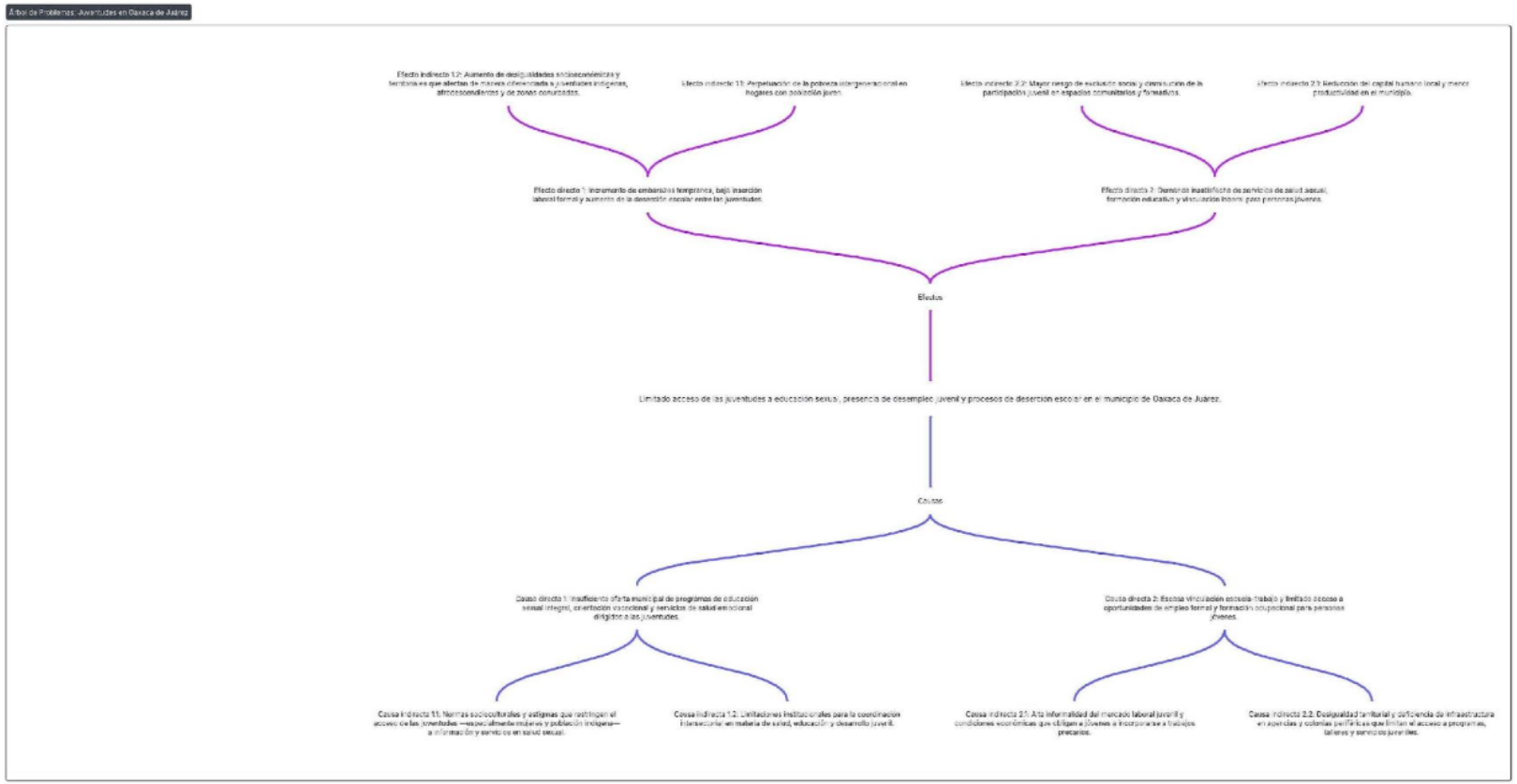
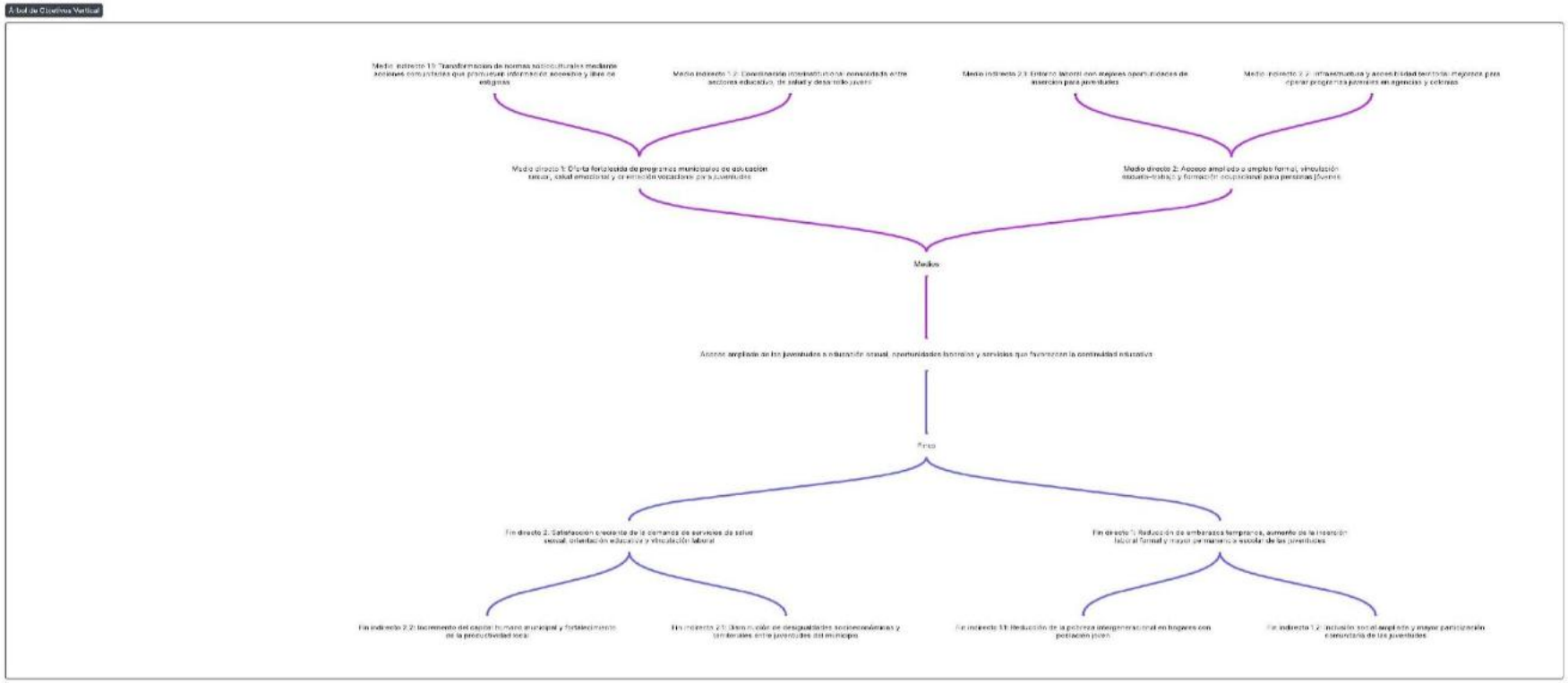
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Desarrollo Integral de la Juventud
Clave del Programa Presupuestario	23
Unidad Responsable del Pp	Instituto Municipal de la Juventud

Arbol de Problemas



Arbol de Objetivos



2. Estrategia para la selección de alternativas.	
Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas del Programa Presupuestario Desarrollo Integral de la Juventud se realizó con base en el diagnóstico institucional y en los árboles de problemas y de objetivos construidos mediante la Metodología del Marco Lógico. A partir de este análisis, se identificaron diversas rutas de intervención orientadas a atender las causas directas e indirectas del problema público, valorando su pertinencia técnica, su factibilidad operativa y su coherencia con las atribuciones del Instituto Municipal de la Juventud. Durante el proceso se consideraron opciones que incluían acciones exclusivamente informativas, esquemas basados en alianzas externas, y modelos de intervención centrados en incentivos económicos. Tras dicho análisis se determinó que la alternativa más adecuada corresponde al fortalecimiento integral de la oferta municipal mediante la ejecución directa de acciones de educación sexual, salud emocional, continuidad educativa, vinculación laboral y desarrollo comunitario, articuladas con mecanismos de coordinación interinstitucional y presencia territorial en agencias y colonias del municipio. Esta estrategia permite atender las causas identificadas en el diagnóstico, al ampliar la disponibilidad de servicios para juventudes, mejorar el acceso a oportunidades laborales y promover procesos formativos que inciden en la continuidad escolar. Su implementación se materializa a través de los componentes y actividades previstos en el Programa Presupuestario, asegurando consistencia entre la operación cotidiana y los resultados previstos en los niveles de Fin, Propósito y Componentes. La alternativa seleccionada mantiene plena congruencia con el Eje 1 “Bienestar Vecinal” y el Objetivo 1.9 del PMD 2025–2027, así como con los ODS 3, 4 y 10, consolidando una ruta institucional que permite avanzar hacia el desarrollo integral y el pleno ejercicio de derechos de las juventudes del municipio de Oaxaca de Juárez.

Ficha Técnica del Programa presupuestario

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Ejercicio Fiscal	**2026**
Nombre del Programa	**Desarrollo Integral de la Juventud**
Clave del Programa Presupuestario	**23**
Unidad Responsable del Pp	**Instituto Municipal de la Juventud**

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Desarrollo con Bienestar y Humanismo
Alineación al Plan Estatal de Desarrollo	**Eje**	Estado Bienestar
Alineación al Plan Municipal de Desarrollo	**Eje**	1. Bienestar Vecinal
	Subeje o subprograma	Juventud
	Objetivo	1,9Impulsar la inclusión de las juventudes en todo el territorio municipal.
	Estrategia (s)	1.9.1Establecer programas para la atención y desarrollo integral de las juventudes en el municipio.
	Línea(s) de Acción	1.9.1.1Realizar distinciones a la juventud por su contribución al mérito cívico, protección al medio ambiente y actividades artísticas. 1.9.1.2Visibilizar los programas sociales dirigidos a las juventudes en agencias, barrios y colonias. 1.9.1.3Realizar actividades artísticas, deportivas, de salud, salud sexual y medio ambiente para las juventudes del municipio.
Eje Transversal	**Eje**	2. NIÑOS, NIÑAS, ADOLECENTES.(Transversal)
	Objetivo	E.T.NNA.1 Promover el desarrollo integral y el goce de los derechos de niñas, niños y adolescentes en el municipio.
	Estrategia (s)	1. Estrategia de Bienestar Vecinal 2. Estrategia de Gobierno de territorio, honesto y transparente.. 3. Estrategia de Prosperidad económica vecinal y Fomento productivo. 4. Estrategia de Infraestructuras sostenibles y servicios públicos para el desarrollopara el desarrollo.

	Línea(s) de Acción	LÍNEAS E.T.NNA.1.1.1 Fomentar la cultura física y el deporte enfocados a niñas, niños y adolescentes en el municipio. LÍNEAS E.T.NNA.1.1.3 Contribuir en el acceso a niveles educativos para las niñas, niños y adolescentes del municipio. LÍNEAS E.T.NNA.1.2.1 Difundir información sobre instituciones, apoyos y protocolos que aseguren la protección integral de los derechos de niñas, niños y adolescentes. LÍNEAS E.T.NNA.1.4.1 Impulsar el autoempleo en jóvenes emprendedores. LÍNEAS E.T.NNA.1.4.2 Brindar cursos y capacitaciones en oficios. LÍNEAS E.T.NNA.1.5.1 Gestionar espacios naturales y rehabilitación de la infraestructura municipal.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	NÚMERO 4. Educación de calidad; NÚMERO 3. Salud y Bienestar; NÚMERO 10. Reducción de las Desigualdades.
	Meta(s) ODS	META 4.4 De aquí a 2030, aumentar considerablemente el número de jóvenes y adultos que tienen las competencias necesarias, en particular técnicas y profesionales, para acceder al empleo, el trabajo decente y el emprendimiento. META 3.8 Lograr la cobertura sanitaria universal, incluida la protección contra los riesgos financieros, el acceso a servicios de salud esenciales de calidad y el acceso a medicamentos y vacunas inocuos, efcaces, asequibles y de calidad para todos. META 10.2 De aquí a 2030, potenciar y promover la inclusión social, económica y política de todas las personas, independientemente de su edad, sexo, discapacidad, raza, etnia, origen, religión o situación económica u otra condición

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Actividad Física
Clave del Programa Presupuestario	24
Unidad Responsable del Pp	Instituto Municipal del Deporte

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez presenta un entorno urbano y social en el que persisten condiciones que limitan la práctica regular de la actividad física y el deporte. La ciudad cuenta con una amplia red de espacios públicos y deportivos distribuidos entre agencias y colonias, pero muchos de ellos muestran deterioro, uso restringido o baja programación de actividades. Esta situación se desarrolla en un contexto urbano caracterizado por desigualdades territoriales, percepción de inseguridad en el espacio público y hábitos de vida cada vez más sedentarios, lo que impacta directamente en la salud, la convivencia social y el bienestar comunitario.

Diversos factores estructurales, sociales e institucionales inciden en el problema. Entre los factores estructurales, destaca el deterioro físico de instalaciones deportivas, la insuficiente iluminación, la falta de equipamiento y la limitada accesibilidad para grupos prioritarios. Entre los factores sociales, se observa un incremento del sedentarismo urbano, una baja cultura de autocuidado, desigualdad en la participación deportiva por género y edad, y la persistencia de barreras percibidas de inseguridad en colonias y agencias. En términos institucionales, el Instituto Municipal del Deporte enfrenta capacidad operativa restringida, oferta limitada de actividades regulares, ausencia de mecanismos de promoción sistemática y falta de vinculación territorial continua con comunidades. Estos factores confluyen y restringen el acceso equitativo de la población a servicios de activación física y deporte.

La problemática oficial identificada en el CONCENTRADO OELA 21 08 2025 establece que:

“En el municipio existe una baja práctica del deporte y la cultura física, representando un desafío para adoptar el deporte como estilo de vida saludable.”

Esta problemática, adaptada al contexto municipal actual, se expresa en la baja participación de la población en actividades deportivas, la limitada oferta institucional y las brechas territoriales en el acceso al deporte comunitario.

La evidencia reciente confirma la dimensión del problema. De acuerdo con el Módulo de Práctica Deportiva y Ejercicio Físico (INEGI, 2024), solo 34.7 % de la población adulta en Oaxaca realiza actividad física en su tiempo libre, mientras que 65.3 % permanece inactiva. La ENSANUT reporta que más del 70 % de la población adulta presenta sobrepeso y obesidad, condiciones asociadas con la falta de actividad física. Registros del Instituto Municipal del Deporte (2023–2024) indican que únicamente entre 18 % y 22 % de los espacios deportivos municipales mantienen actividades regulares, y que colonias como Dolores, Candiani, Monte Albán y agencias como Pueblo Nuevo y San Martín Mexicapam presentan algunos de los niveles más bajos de participación en actividades deportivas, en parte por condiciones de infraestructura y percepción de inseguridad documentada por la ENSU municipal.

La convergencia de estos elementos permite definir el problema central del presente programa presupuestario, formulado en términos negativos conforme a la metodología del Marco Lógico:

“Bajo acceso y baja participación de la población de Oaxaca de Juárez en actividades de activación física y deporte.”

Esta definición es coherente con el Fin de contribuir a la calidad de vida y bienestar integral de la población; con el Propósito, orientado al acceso a infraestructura fortalecida y programas de enseñanza deportiva; con el Componente 1, centrado en la promoción y fortalecimiento de talento deportivo; con el Componente 2, referente a la organización, rehabilitación y gestión de espacios deportivos; y con el Componente 3, que garantiza el soporte administrativo y operativo del programa. Así, la problemática planteada constituye el fundamento del diseño programático y de las acciones que se implementarán para atender las brechas identificadas.

Justificación del Pp

El Instituto Municipal del Deporte de Oaxaca de Juárez tiene la competencia legal para fomentar, promover y coordinar el desarrollo del deporte, la cultura física y la recreación entre los habitantes del municipio, conforme a los artículos 18, 20 y 22 de la Ley Orgánica Municipal del Estado de Oaxaca, el Bando de Policía y Gobierno, y el Reglamento Interno del Instituto Municipal del Deporte, que establecen su facultad para organizar programas deportivos, otorgar servicios de activación física y promover la integración social mediante el deporte. Esta base jurídica respalda plenamente la intervención del gobierno municipal para atender el problema identificado en el apartado 1.1.1: el bajo acceso y baja participación de la población en actividades de activación física y deporte.

La intervención pública es indispensable porque el problema no puede resolverse de manera efectiva mediante acciones privadas o voluntarias, dado que existen limitaciones estructurales y sociales: deterioro de infraestructura, insuficiencia de programas permanentes, escasez de personal capacitado, desigualdad territorial y de género, así como percepción de inseguridad en espacios públicos. Estas condiciones requieren un programa municipal formal, coordinado y sostenido, que garantice cobertura, continuidad, calidad y seguimiento de las acciones deportivas y recreativas, objetivos que no pueden ser atendidos por iniciativas individuales o del sector privado.

El Programa Presupuestario orientado al fortalecimiento del fomento al deporte y la activación física constituye la estrategia adecuada para atender esta problemática, ya que combina componentes de infraestructura, programación, capacitación y promoción diseñados específicamente para aumentar la participación ciudadana, reducir el sedentarismo, mejorar la salud y fomentar la cohesión social. Sus actividades como los deportivos recreativos, organización de torneos, rehabilitación de espacios, capacitación de entrenadores y promoción comunitaria— están directamente vinculadas con los factores estructurales y sociales que limitan la práctica deportiva, garantizando que cada acción tenga un impacto verificable en indicadores de acceso, cobertura y participación.

El programa se alinea plenamente con el Eje 1: Bienestar Vecinal del Plan Municipal de Desarrollo 2025–2027, especialmente con el Objetivo 1.7: Promover el deporte y la cultura física como forma de vida saludable en espacios adecuados, así como con las estrategias de integración social y salud comunitaria del PMD. Además, contribuye al cumplimiento de instrumentos estatales y federales de fomento al deporte y la actividad física, y está vinculado a los Objetivos de Desarrollo Sostenible (ODS) 3: Salud y Bienestar, garantizando alineación estratégica con políticas públicas de mayor alcance.

En conclusión, la creación y operación de este programa presupuestario permitirá atender de manera estructurada y sostenible la problemática identificada en el diagnóstico, asegurando que los objetivos, componentes y actividades estén directamente relacionados con los factores que limitan la práctica deportiva y la activación física en el municipio. Esto asegura coherencia técnica, programática y jurídica, y proporciona un mecanismo formal para mejorar la salud, la integración social y el bienestar de la población de Oaxaca de Juárez.

Estado actual del problema

La práctica de actividad física y deportiva en el municipio de Oaxaca de Juárez presenta niveles bajos y estancados durante el periodo reciente, lo que evidencia la persistencia del problema público. De acuerdo con el Módulo de Práctica Deportiva y Ejercicio Físico 2024 (INEGI), únicamente 34.7 % de la población adulta del estado realiza actividad física en su tiempo libre, mientras que 65.3 % permanece inactiva, tendencia que se refleja en el ámbito municipal. Registros administrativos del Instituto Municipal del Deporte correspondientes a 2023–2024 muestran que solo entre 18 % y 22 % de los espacios deportivos municipales operan con actividades permanentes, lo que confirma una oferta limitada y concentrada en zonas centrales de la ciudad. Esta información cuantitativa evidencia que el acceso y la participación deportiva continúan siendo reducidos, especialmente para sectores que enfrentan condiciones estructurales y sociales que dificultan su incorporación a la actividad física.

La evidencia cualitativa recogida por medio de reportes institucionales, solicitudes ciudadanas y diagnósticos comunitarios confirma la percepción de insuficiencia en servicios de activación física y deporte. La población reporta falta de actividades gratuitas o accesibles, horarios limitados en instalaciones deportivas, ausencia de actividades permanentes en agencias y colonias periféricas, así como barreras percibidas de seguridad en parques y unidades deportivas. Los reportes de atenciones, solicitudes de apoyo y observaciones realizadas durante eventos comunitarios reafirman la persistencia de una demanda insatisfecha y la necesidad de fortalecer mecanismos de promoción y acompañamiento institucional en territorio.

El problema presenta una marcada distribución territorial, con mayor intensidad en colonias periféricas como Dolores, Candiani, Monte Albán, La Joya y Los Ángeles, así como en agencias como Pueblo Nuevo, San Martín Mexicapam y San Juan Chapultepec, donde la infraestructura deportiva es limitada, los espacios presentan deterioro y la oferta institucional es escasa. Estas zonas concentran solicitudes ciudadanas relacionadas con el acceso a actividades deportivas, rehabilitación de espacios y promoción comunitaria, lo que confirma la existencia de brechas territoriales entre colonias centrales y zonas con rezago social. A nivel poblacional, el problema afecta con mayor intensidad a adolescentes, jóvenes, mujeres, personas con discapacidad y adultos mayores, quienes enfrentan barreras adicionales asociadas a disponibilidad de espacios, horarios, seguridad y accesibilidad.

En conjunto, la evidencia cuantitativa reciente, los hallazgos cualitativos y la distribución territorial señalada muestran que el municipio enfrenta un acceso limitado y una baja participación en actividades deportivas, especialmente en zonas periféricas y entre grupos poblacionales prioritarios. Estas condiciones confirman que el problema público persiste y continúa afectando el bienestar físico, social y comunitario de la población, en coherencia con el diagnóstico establecido en el apartado 1.1.1.

Evolución del problema

Durante los últimos cinco años (2020–2024), el problema público relacionado con la baja práctica del deporte y la actividad física en Oaxaca de Juárez ha mostrado una evolución caracterizada por niveles persistentes de sedentarismo y por una oferta limitada de actividades deportivas, condiciones que no han experimentado mejoras sustantivas pese a los esfuerzos institucionales posteriores a la pandemia. La información disponible revela que, aunque en 2020 la participación deportiva ya era reducida, los niveles de inactividad física se mantuvieron estables en el periodo reciente: cifras del Módulo de Práctica Deportiva y Ejercicio Físico (INEGI 2024) indican que solo 34.7 % de la población adulta realiza actividad física en su tiempo libre, proporción similar a la reportada en ejercicios anteriores, lo que confirma la persistencia del sedentarismo en el municipio.
De manera complementaria, registros operativos del Instituto Municipal del Deporte señalan que entre 2022 y 2024 únicamente entre 18 % y 22 % de los espacios deportivos municipales operaron con actividades permanentes, comportamiento que coincide con reportes de años previos y confirma que la cobertura no ha mostrado variaciones significativas.
Si bien no existen series históricas continuas a nivel municipal, la evidencia cualitativa procedente de reportes institucionales, solicitudes ciudadanas y observaciones recabadas en actividades comunitarias muestra que la demanda de servicios deportivos se ha mantenido alta desde 2020, mientras que las limitaciones estructurales —como deterioro de espacios, insuficiencia de equipamiento y horarios restringidos— continúan siendo señaladas por la población. Los diagnósticos comunitarios realizados en agencias y colonias entre 2022 y 2024 confirman que la percepción de falta de actividades gratuitas, inseguridad en espacios públicos y baja presencia institucional ha persistido sin cambios relevantes, lo que refuerza la estabilidad del problema y la necesidad de intervención municipal sostenida.
La evolución del problema también presenta una dimensión territorial constante. Zonas como Pueblo Nuevo, San Martín Mexicapam, San Juan Chapultepec, Dolores, Monte Albán y Candiani continúan registrando las menores oportunidades de activación física debido a la concentración de infraestructura deteriorada, escasa programación institucional y mayor percepción de inseguridad. Estos patrones territoriales, ya presentes antes de la pandemia, se han mantenido durante el periodo analizado, profundizando las brechas respecto a colonias centrales donde existe mayor cobertura deportiva. Asimismo, la afectación continúa siendo más intensa en adolescentes, adultos jóvenes, mujeres, personas con discapacidad y adultos mayores, quienes enfrentan barreras adicionales de accesibilidad, seguridad y disponibilidad de actividades, situación confirmada tanto por datos de participación como por reportes de campo.
En este contexto, los factores que explican la evolución del problema incluyen la limitada capacidad operativa del Instituto, restricciones presupuestarias, rotación de personal especializado, déficit histórico de mantenimiento en infraestructura deportiva y cambios sociales posteriores a la pandemia que incrementaron el sedentarismo y redujeron la apropiación comunitaria del espacio público. Estas condiciones han dificultado ampliar la cobertura de actividades regulares y mejorar la disponibilidad de infraestructura en zonas de mayor rezago.
La persistencia de estas tendencias confirma que el problema público continúa vigente y justifica la pertinencia del Programa Presupuestario, ya que sus componentes e indicadores —relacionados con el fortalecimiento de infraestructura, la programación deportiva, la promoción comunitaria y la atención a grupos prioritarios— responden directamente al comportamiento del problema observado entre 2020 y 2024. Esta evolución es congruente con el diagnóstico del PMD 2025–2027, que identifica la baja práctica del deporte y la cultura física como una limitación estructural para el bienestar social del municipio.

Experiencias de atención

Entre 2020 y 2024, el Instituto Municipal del Deporte de Oaxaca de Juárez llevó a cabo diversas acciones orientadas a atender la baja práctica del deporte y la cultura física en el municipio, mediante programas comunitarios, rehabilitación de espacios y actividades de activación física distribuidas en colonias, agencias y parques públicos. Estas intervenciones tuvieron como objetivo ampliar las oportunidades de acceso al deporte, promover hábitos saludables y recuperar la participación comunitaria tras la pandemia. Las acciones implementadas incluyeron la organización de ligas municipales de futbol, basquetbol y voleibol; talleres de activación física en parques, unidades deportivas y espacios públicos; y mantenimientos y rehabilitación de infraestructura deportiva en áreas centrales y periféricas. La población atendida fue diversa e incluyó niñas, niños, adolescentes, jóvenes, personas adultas, personas adultas mayores y mujeres, con especial énfasis en zonas con limitada cobertura institucional.
Los resultados cuantitativos reportados por el Instituto indican que entre 2022 y 2024 participaron más de 12,000 personas en actividades deportivas y recreativas realizadas en 15 espacios deportivos y 8 parques abiertos, con una distribución aproximada de participación del 45 % adolescentes, 35 % adultos jóvenes, 15 % personas adultas mayores y 5 % niñas y niños, siendo 60 % mujeres. Asimismo, los reportes administrativos evidencian un incremento en solicitudes ciudadanas para la realización de actividades deportivas, uso de espacios y dotación de instructores, lo que confirma la demanda comunitaria persistente y la importancia de mantener acciones institucionales permanentes en territorio.
Durante la implementación de estas acciones se identificaron diversas limitaciones, entre ellas la insuficiencia presupuestaria para ampliar la cobertura territorial, la escasez de personal operativo y especializado, la rotación frecuente de instructores, la falta de equipamiento adecuado en algunas unidades deportivas y debilidades en los sistemas de registro y seguimiento de beneficiarios, lo que dificultó medir con precisión el alcance real de las intervenciones. Adicionalmente, se observó que colonias periféricas y agencias con mayor rezago presentaron mayores desafíos logísticos, de seguridad y de disponibilidad de infraestructura.
A partir de estas experiencias, se identificaron lecciones clave que orientan el diseño del Programa Presupuestario actual. Entre ellas destacan la necesidad de garantizar continuidad anual a las actividades deportivas, fortalecer la cobertura territorial mediante programación permanente en zonas con menor acceso, mejorar los mecanismos de coordinación interinstitucional para la organización de eventos y rehabilitación de espacios, estandarizar procesos de registro y seguimiento de beneficiarios, y optimizar el uso de la infraestructura existente para ampliar el impacto social. Estas lecciones han sido incorporadas en los componentes y actividades del programa, especialmente en la programación deportiva, la rehabilitación de espacios y el fortalecimiento técnico-operativo del Instituto.
Experiencias externas de otros municipios, como las jornadas deportivas comunitarias implementadas en Puebla y los modelos de rehabilitación activa de espacios públicos en San Cristóbal de Las Casas, muestran que la integración de actividades físicas, promoción comunitaria y uso intensivo del espacio público puede aumentar significativamente la participación ciudadana. Estos referentes sirven como insumos metodológicos adaptados al contexto local, sin replicar estructuras mayores a la capacidad operativa municipal.
En conjunto, las experiencias acumuladas entre 2020 y 2024 evidencian avances importantes y permiten identificar áreas de mejora orientadas a la consolidación de un programa presupuestario más eficiente, territorializado y alineado al problema público definido, asegurando que las acciones institucionales respondan a la necesidad de ampliar el acceso al deporte y la actividad física en el municipio.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los conceptos poblacionales del Pp			
Población Potencial	270,955 habitantes estimados para 2025	**Cuantificación:**	En el Municipio de Oaxaca de Juárez (INEGI 2020), corresponde a la población total que enfrenta problemáticas con la insuficiente práctica del deporte y la cultura física, representando un desafío para adoptar el deporte como estilo de vida saludable.
		Criterios de Focalización	Se prioriza la atención en todo el municipio, con especial énfasis en agencias y colonias con mayor carencia en infraestructura deportiva y condiciones socioeconómicas vulnerables. Destacan áreas como San Martín Mexicapam, Pueblo Nuevo, San Juan Chapultepec, Candiani, Montoya y Reforma. Estas zonas combinan alta densidad poblacional, crecimiento urbano y limitaciones en oferta deportiva.
Población Objetivo	108,000 personas	**Cuantificación:**	(aprox. 40% de la población municipal), esta estimación se basa en la identificación de zonas con alta densidad poblacional, presencia de población infantil y juvenil, insuficiencia de espacios deportivos y condiciones de rezago social. Las áreas prioritarias incluyen agencias y colonias como San Martín Mexicapam, Pueblo Nuevo, San Juan Chapultepec, Reforma, Montoya y Candiani.
		Criterios de Focalización	Se focaliza en hogares ubicados en colonias y agencias con rezago en infraestructura deportiva y alta densidad demográfica donde la relación entre población y espacios deportivos es insuficiente. Se priorizan grupos vulnerables, incluyendo niñas, niños y jóvenes (0–29 años), mujeres, personas adultas mayores, población indígena y hablante de lengua originaria. También se consideran las condiciones socioeconómicas que limitan la práctica deportiva, como bajos ingresos y empleo informal.
Población atendida (beneficiarios)	22,000 personas	**Cuantificación:**	(meta estimada anual 2025) basada en la capacidad operativa del Instituto Municipal del Deporte, la disponibilidad de instructores, la infraestructura deportiva municipal y el presupuesto asignado. Esta cifra corresponde a quienes participarán en escuelas deportivas, ligas, torneos, activaciones físicas, programas recreativos y actividades de rehabilitación de espacios deportivos.
		Criterios de Focalización	Se atiende principalmente a personas residentes en zonas de alta densidad poblacional como la Cabecera Municipal, Reforma, San Martín Mexicapam, Pueblo Nuevo y San Juan Chapultepec. Se promueve la equidad de género, asegurando la participación de mujeres y niñas, así como la inclusión de adultos mayores, población indígena y personas con condiciones socioeconómicas vulnerables. Los programas son abiertos, gratuitos e inclusivos, fomentando la participación comunitaria y el deporte social e intergeneracional.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)

Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Fomento al Deporte y la Activación Física
Clave del Programa Presupuestario	24
Unidad Responsable del Pp	Instituto Municipal del Deporte

Árbol de Problemas

Efectos

- Efecto indirecto: Aumento en la prevalencia de enfermedades crónicas como obesidad, diabetes e hipertensión asociadas al sedentarismo.
- Efecto indirecto: Incremento del gasto público en atención médica por enfermedades prevenibles.
- Efecto indirecto: Reforzamiento de hábitos sedentarios en niñas, niños y adolescentes.
- Efecto indirecto: Desigualdad sostenida en la participación deportiva entre
- Efecto directo:Disminución del bienestar físico, mental y social
- Efecto directo: Baja participación comunitaria y menor cohesión
- Efecto directo: Reducción en el desarrollo de talentos deportivos
- Efecto directo: Menor

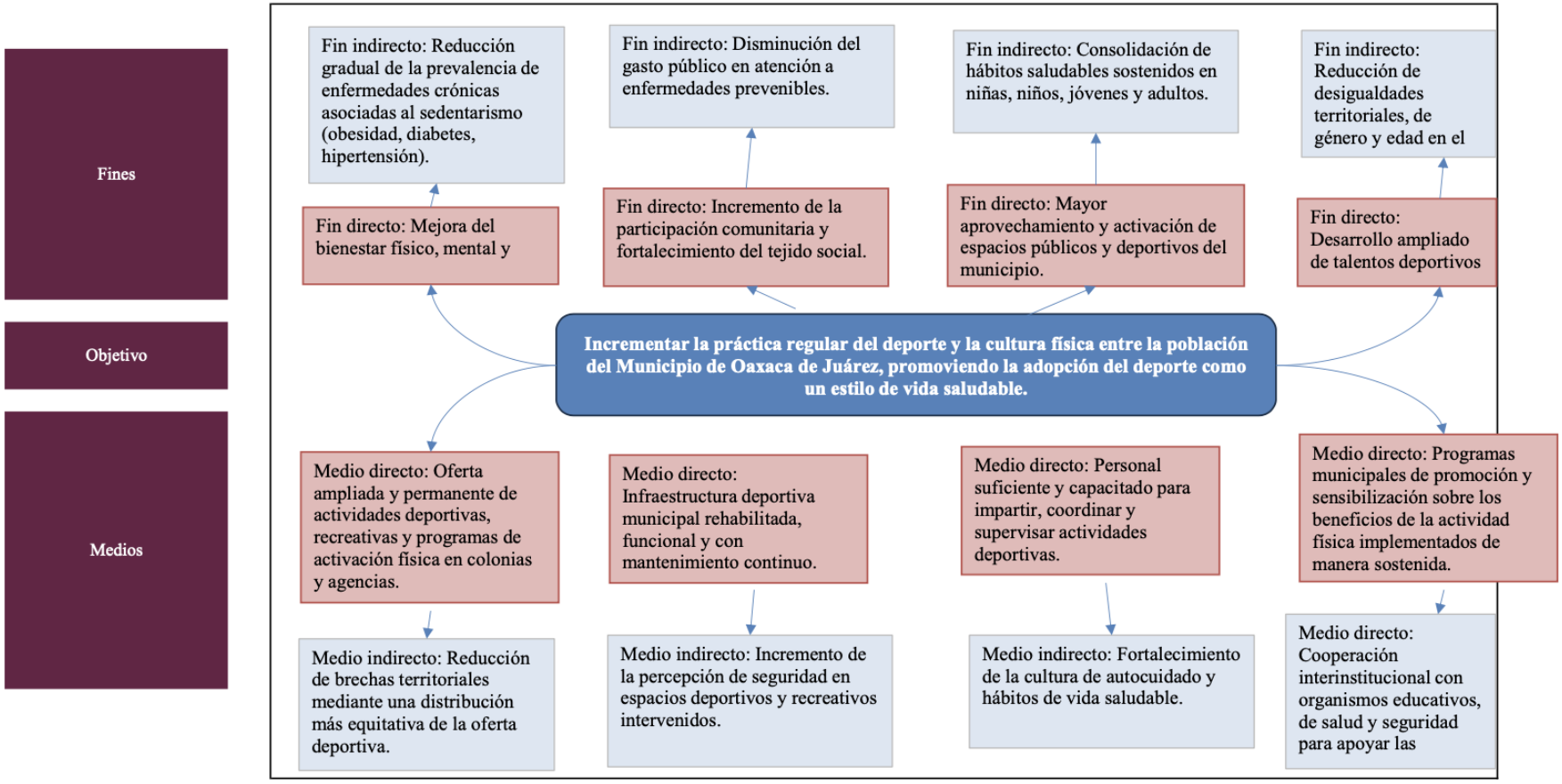
Problemática Identificada

Baja práctica del deporte y la cultura física entre la población del municipio de Oaxaca de Juárez, lo que limita la adopción del deporte como estilo de vida saludable.

Causas

- Causa directa:Insuficiente oferta de programas de activación física y actividades deportivas permanentes.
- Causa directa: Deterioro, falta de mantenimiento o disponibilidad limitada de espacios deportivos municipales.
- Causa directa: Escasez de personal capacitado para impartir, coordinar y supervisar actividades deportivas.
- Causa directa: Insuficiente promoción institucional que incentive la práctica regular del deporte.
- Causas indirectas: Limitaciones socioeconómicas que dificultan la participación en actividades deportivas formales o estructuradas.
- Causas indirectas: Escasa cultura de autocuidado y sedentarismo urbano creciente.
- Causa indirecta: Desigualdad territorial en infraestructura deportiva entre colonias centrales y periféricas.
- Causas indirectas: Percepción de inseguridad en algunos espacios públicos que inhibe

Árbol de Objetivos



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas para el Programa Presupuestario se realizó con base en el diagnóstico institucional y en los Árboles de Problemas y de Objetivos construidos mediante la Metodología del Marco Lógico, los cuales permitieron identificar las causas directas que generan la baja práctica del deporte y la cultura física en el municipio. Durante este proceso se analizaron diversas opciones de intervención derivadas de dichas causas, valorando su viabilidad técnica, institucional y presupuestaria, así como su correspondencia con las atribuciones del Instituto Municipal del Deporte. De este análisis se determinó que la alternativa más adecuada consiste en implementar programas permanentes de activación física, fortalecer la capacitación del personal instructor, ampliar la promoción de actividades deportivas y diversificar la oferta en colonias y agencias con menor cobertura, ya que estas acciones atienden directamente la insuficiente oferta municipal, el deterioro de infraestructura, la falta de personal especializado y la limitada difusión institucional. La estrategia seleccionada se materializa en la ejecución de los componentes y actividades del Programa Presupuestario, particularmente en las acciones de activación física, organización de ligas y eventos, rehabilitación de espacios y fortalecimiento operativo del Instituto, permitiendo mejorar la continuidad y cobertura territorial de las intervenciones. Finalmente, esta estrategia mantiene plena coherencia con la planeación municipal, al alinearse con el Eje 1 “Bienestar Vecinal” y con las Estrategias 1.7.1 y 1.7.2 del PMD 2025–2027, orientadas a fortalecer la infraestructura deportiva y promover la práctica del deporte y la cultura física como parte de un estilo de vida saludable.

Ficha Técnica del Programa presupuestario

identificación del Programa Presupuestario (Pp)
Oaxaca de Juárez
2026
Fomento al Deporte y la Activación Física
24
Intituto Municipal del Deporte

na Presupuestario a los Instrumentos de Planeación Estratégica
Desarrollo con Bienestar y Humanismo.
1. Estado de Bienestar para todas las Oaxaqueñas y los Oaxaqueños.
1.Bienestar Vecinal
1.7. Deporte
1.7. Promover el deporte y la cultura física como forma de vida saludable en espacios adecuados.
1.7.1. Fortalecer la infraestructura deportiva en las agencias y cabecera municipal. 1.7.2. Fortalecer la enseñanza y práctica del deporte y la cultura física en todos los grupos de edad y género del municipio.
1.7.1.1. Mejorar la infraestructura y equipamiento de los espacios deportivos ubicados en el municipio. 1.7.2.1. Promover el desarrollo de actividades deportivas inclusivas para mujeres, adultos mayores y personas con discapacidad. 1.7.2.2. Realizar torneos deportivos, ligas y eventos en diferentes categorías. 1.7.2.3. Impulsar la realización de clases de activación física y deportiva gratuitas en los parques recreativos. 1.7.2.4. Realizar campañas para concientizar de los beneficios del deporte en los vecinos y vecinas de Oaxaca de Juárez.
3. Garantizar una vida sana y promover el bienestar para todos en todas las edades.
3.5. Fortalecer la prevención y el tratamiento del abuso de sustancias adictivas, incluido el uso indebido de estupefacientes y el consumo nocivo de alcohol.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Interculturalidad y Lenguas Originarias
Clave del Programa Presupuestario	25
Unidad Responsable del Pp	Instituto Municipal de las Lenguas Indígenas

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez posee una amplia diversidad cultural y lingüística que constituye uno de los principales rasgos de su identidad social. De acuerdo con el Censo de Población y Vivienda 2020 (INEGI), una parte relevante de la población habla una lengua indígena o se reconoce como indígena o afromexicana, con presencia destacada en agencias como Montoya, San Martín Mexicapam, Dolores y Centro, donde más del 15 % de los habitantes forman parte de estos pueblos. Estas comunidades enfrentan, además, rezagos educativos como tasas de analfabetismo superiores al 8 %, así como diversas carencias sociales reflejadas en indicadores de rezago social del CONEVAL, particularmente en acceso a servicios, educación y seguridad social. Estos elementos conforman un entorno municipal donde la riqueza cultural convive con desigualdades estructurales que afectan el ejercicio pleno de los derechos individuales y colectivos.

Entre los factores que agravan esta situación destacan elementos estructurales como la ausencia de mecanismos sistemáticos para garantizar los derechos lingüísticos, la falta de intérpretes certificados, la escasa producción y disponibilidad de materiales en lenguas originarias y la limitada incorporación del enfoque intercultural en la gestión municipal. A ello se suman factores sociales como la persistencia de prácticas discriminatorias y barreras culturales que dificultan la atención adecuada de las necesidades lingüísticas, jurídicas y culturales de las personas indígenas y afromexicanas. En el plano institucional, se identifican capacidades operativas insuficientes, falta de profesionalización y ausencia de políticas municipales consolidadas que garanticen la preservación de lenguas, saberes y prácticas culturales.

Con base en la problemática oficial establecida en el archivo CONCENTRADO OELA 21 08 2025, el problema central se define como:

“Las personas indígenas y afromexicanas del municipio de Oaxaca de Juárez cuentan con condiciones que limitan el acceso al pleno goce de sus derechos fundamentales”.

Adaptado al contexto municipal actual, este problema se manifiesta en la insuficiente incorporación del enfoque intercultural y lingüístico en los programas, servicios y trámites municipales, lo que restringe el acceso efectivo a información, justicia, servicios institucionales oportunos, preservación lingüística y participación social.

La evidencia estadística y cualitativa confirma la pertinencia de este diagnóstico: la falta de servicios con pertinencia cultural, la ausencia de materiales multilingües, la limitación de programas de preservación lingüística, y la discriminación estructural mantienen brechas significativas entre la población indígena y afromexicana y el resto del municipio. Asimismo, el Plan Municipal de Desarrollo 2025–2027 incorpora la Interculturalidad como Eje Transversal (E.T. 4) y establece el Objetivo 10 orientado a mejorar el bienestar de estas poblaciones, pero su implementación aún es incipiente.

La problemática identificada es plenamente coherente con el diseño del Programa Presupuestario del Instituto Municipal de las Lenguas Indígenas para el ejercicio 2026. El Fin, el Propósito, los Componentes y las Actividades se orientan directamente a la preservación lingüística, la protección cultural, la promoción de saberes tradicionales, la asesoría jurídica con pertinencia cultural y la visibilización del patrimonio lingüístico, constituyendo un mecanismo institucional adecuado para enfrentar las causas estructurales del problema y reducir las brechas que limitan el pleno ejercicio de los derechos fundamentales de las personas indígenas y afromexicanas del municipio.

Justificación del Pp

La intervención del Gobierno Municipal de Oaxaca de Juárez es indispensable para atender el problema público identificado, **las personas indígenas y afromexicanas del municipio enfrentan condiciones que limitan el acceso al pleno ejercicio de sus derechos fundamentales**, particularmente en materia de derechos lingüísticos, culturales, educativos, administrativos y de acceso a la justicia. Estas limitaciones persisten debido a factores estructurales y sociales como barreras lingüísticas, prácticas discriminatorias, falta de pertinencia cultural en los servicios públicos, rezagos educativos y escasa presencia institucional de lenguas originarias en los trámites municipales. Dado que estos obstáculos generan exclusión sistemática y desigualdades históricas, su atención requiere una acción gubernamental directa, coordinada, permanente y con enfoque intercultural, la cual no puede ser garantizada únicamente por actores privados, comunitarios o voluntarios.

El Gobierno Municipal cuenta con atribuciones jurídicas claras para intervenir. La Ley Orgánica Municipal del Estado de Oaxaca establece en su Artículo 4, Apartado B, Fracción I la obligación de incorporar el enfoque de igualdad, no discriminación y derechos humanos en municipios con población indígena o afromexicana. El Artículo 43, Fracciones I, II, III y VIII faculta al Ayuntamiento para promover el desarrollo, impulsar políticas de bienestar y garantizar inclusión social, mientras que el Artículo 44, Fracción XXII habilita la creación de organismos descentralizados con funciones específicas, como el IMLI. A su vez, el Bando de Policía y Gobierno, en su Artículo 200, reconoce formalmente al Instituto Municipal de las Lenguas Indígenas como ente encargado de promover, proteger y fortalecer el patrimonio lingüístico y cultural. El Reglamento del Instituto complementa esta base legal mediante los Artículos 1, 4 y 12, que le otorgan competencia en preservación lingüística, certificación de intérpretes, asesoría jurídica intercultural, promoción cultural y acciones de sensibilización institucional.

La creación y operación del Programa Presupuestario es necesaria porque constituye **el único mecanismo institucional especializado para atender las causas directas del problema público.** Sin este programa, no existirían servicios municipales de preservación lingüística, asesoría jurídica con pertinencia cultural, acciones de revitalización, difusión multilingüe o vinculación de intérpretes; además, el municipio carecería de estrategias para enfrentar la discriminación lingüística, la falta de acceso a la información pública en lenguas indígenas y la invisibilidad del patrimonio cultural de los pueblos indígenas y afromexicanos. El programa mantiene una relación directa con el problema, dado que sus componentes —preservación lingüística, visibilización cultural y fortalecimiento institucional— actúan precisamente sobre las barreras estructurales e institucionales que limitan el pleno goce de derechos.

El Programa Presupuestario contribuye a reducir el problema público mediante acciones que fortalecen el ejercicio de los derechos lingüísticos, promueven la revitalización cultural, amplían el acceso a servicios municipales con pertinencia lingüística, incrementan la presencia institucional de las lenguas originarias, sensibilizan al funcionariado público y ofrecen asesoría jurídica intercultural. Estas acciones generan impactos sociales (reducción de la discriminación y aumento del acceso a derechos), institucionales (mayor capacidad municipal para atender población indígena y afrodescendiente) y culturales (revitalización y transmisión del patrimonio lingüístico).

Finalmente, el programa se encuentra plenamente alineado con el Plan Municipal de Desarrollo 2025–2027, dentro del Eje General 2: Desarrollo con Bienestar y Humanismo, Eje 1: Estado de Bienestar, y de forma directa con el Eje Transversal 4: Interculturalidad, específicamente con el Objetivo 10 E.T.I.1: Contribuir al bienestar de las personas indígenas y afromexicanas. Se vincula además con las estrategias E.T.I.1.1, E.T.I.1.2, E.T.I.1.3 y E.T.I.1.4, y sus líneas de acción relacionadas con preservación lingüística, fortalecimiento cultural, acceso a servicios con pertinencia intercultural, protección de derechos humanos y participación económica. Asimismo, aporta a los Objetivos de Desarrollo Sostenible, particularmente al ODS 10: Reducción de las desigualdades, meta 10.2 sobre inclusión social, económica y política de poblaciones indígenas y afrodescendientes.

En conjunto, estos elementos justifican plenamente la pertinencia, obligatoriedad y relevancia social del Programa Presupuestario de Interculturalidad y Lenguas Originarias, asegurando coherencia técnica y plena correspondencia con el problema público, los componentes e indicadores del programa, y los instrumentos de planeación municipal, estatal, nacional e internacional.

Estado actual del problema

Entre 2023 y 2025, la situación de acceso a derechos lingüísticos y culturales de la población indígena y afromexicana del municipio de Oaxaca de Juárez muestra una persistencia de desigualdades estructurales y barreras institucionales que afectan el uso social de las lenguas originarias y la participación plena de estos grupos en la vida pública municipal.

De acuerdo con los registros municipales preliminares y estimaciones del Instituto Municipal de las Lenguas Indígenas (IMLI), entre 2023 y 2024 se identificaron entre 14,000 y 16,500 personas hablantes de lenguas indígenas residentes en el municipio, cifra que se mantiene estable respecto al Censo 2020, lo que indica persistencia del tamaño poblacional, pero sin avances significativos en acceso a servicios con pertinencia lingüística.

- La Encuesta Nacional sobre Discriminación 2022–2023 (ENADIS) reporta que 26.6 % de las personas hablantes de lengua indígena en contextos urbanos señalaron haber sido tratadas con menos respeto al interactuar con instituciones públicas, indicador que se refleja en la percepción registrada en los diagnósticos municipales.
- Según la Medición de Pobreza Multidimensional 2022, la población indígena en zonas urbanas del estado presenta tasas de rezago educativo del 18 % y carencias de acceso a servicios básicos del 21 %, condiciones que se manifiestan de manera diferenciada en colonias y agencias con alta presencia indígena del municipio.
- Entre 2023 y 2024, el IMLI registró que más del 70 % de las solicitudes de apoyo recibidas por la población indígena y afromexicana estaban relacionadas con falta de intérpretes, dificultades para realizar trámites municipales y solicitudes de acompañamiento jurídico, lo cual evidencia la continuidad de barreras administrativas y lingüísticas.

La información recopilada en los Diálogos Vecinales 2025 en agencias como San Martín Mexicapam, Pueblo Nuevo, Montoya, Candiani, Donají y Dolores muestra una serie de hallazgos relevantes:

- Las y los participantes señalaron que los servicios municipales rara vez están disponibles en lenguas originarias, lo que provoca desinformación y dificultades para acceder a apoyos sociales, trámites y programas.
- Se documentaron casos recurrentes de experiencias de discriminación lingüística, particularmente en áreas de atención directa y servicios administrativos.
- Las personas jóvenes hablantes manifestaron que utilizan cada vez menos sus lenguas en espacios comunitarios, educativos o laborales debido a la falta de reconocimiento institucional y a la percepción de que su uso no es valorado socialmente.
- Personas afromexicanas y migrantes indígenas urbanos reportaron poca visibilidad estadística y cultural, así como limitaciones para participar en actividades comunitarias o espacios de consulta municipal.

Estos elementos cualitativos permiten identificar tensiones persistentes entre la diversidad cultural del municipio y la capacidad institucional de atenderla.

El análisis municipal muestra que el problema se manifiesta con mayor intensidad en ciertas zonas del territorio:

Las Agencias con mayor presencia de población indígena o migrante indígena urbana son: San Martín Mexicapam, Pueblo Nuevo, Montoya, Dolores, Candiani y Donají. En donde se concentran reportes de: dificultades para realizar trámites sin intérpretes, barreras para acceder a programas sociales, menor participación en actividades institucionales y pérdida intergeneracional del uso de lenguas originarias.

Siendo las brechas más visibles en colonias periféricas, donde persisten mayores niveles de rezago social y menor oferta de servicios municipales, lo que agrava la exclusión lingüística y administrativa.

Los registros municipales y los diálogos vecinales muestran que el problema afecta principalmente a mujeres indígenas, personas adultas mayores hablantes de lenguas originarias, jóvenes indígenas, personas afromexicanas y migrantes indígenas urbanos, quienes enfrentan mayores barreras para acceder a programas, trámites y servicios municipales; enfrentando una disminución del uso cotidiano de la lengua por falta de espacios y reconocimiento institucional.

Evolución del problema

Durante los últimos años, particularmente entre 2020 y 2025, la situación relacionada con el ejercicio de los derechos lingüísticos y culturales de la población indígena y afromexicana del municipio de Oaxaca de Juárez ha mostrado avances institucionales, pero sin cambios estructurales significativos en la reducción de barreras lingüísticas y de acceso a servicios públicos con pertinencia cultural. Aunque el Censo de Población y Vivienda 2020 reportó alrededor de 15,000 hablantes de lenguas indígenas en el municipio, los registros del IMLI para 2023–2024 estiman entre 14,000 y 16,500 personas, lo que indica estabilidad en el tamaño poblacional, pero sin mejoras sustantivas en el acceso a servicios en lengua indígena. La Encuesta Nacional sobre Discriminación (ENADIS 2022–2023) refleja que el 26.6 % de las personas hablantes de lengua indígena en contextos urbanos reportaron trato discriminatorio en instituciones públicas, tendencia que se mantiene en las percepciones recogidas en los Diálogos Vecinales 2025.

En términos cualitativos, desde 2020 se identifican patrones persistentes de discriminación lingüística, uso limitado de lenguas originarias en espacios institucionales y barreras para realizar trámites sin acompañamiento o intérpretes. Si bien desde 2023 se han implementado acciones como talleres de enseñanza lingüística, sensibilizaciones para funcionariado, paisajes lingüísticos y procesos de consulta con pueblos indígenas y afromexicanos, estos esfuerzos no han revertido la tendencia decreciente del uso cotidiano de las lenguas, especialmente entre jóvenes indígenas urbanos, quienes reportan menor transmisión intergeneracional y reducción del uso en espacios comunitarios.

La evolución del problema está influida por factores sociales (discriminación persistente, movilidad urbana y presión sociolingüística hacia el español), institucionales (falta de transversalización del enfoque intercultural en áreas como salud, justicia y programas sociales), y económicos (menor acceso a oportunidades productivas para población indígena y afromexicana). Territorialmente, las barreras persisten con mayor intensidad en agencias como San Martín Mexicapam, Pueblo Nuevo, Montoya, Dolores, Candiani y Donají, donde se concentran reportes de dificultades para acceder a servicios municipales, menor presencia institucional y mayor riesgo de pérdida lingüística.

Los grupos más afectados continúan siendo mujeres indígenas, personas adultas mayores hablantes de lenguas originarias, jóvenes indígenas urbanos, personas afromexicanas y migrantes indígenas, quienes enfrentan mayores obstáculos para ejercer sus derechos y participar plenamente en la vida institucional. Esta evolución —marcada por avances puntuales pero insuficientes para modificar las condiciones estructurales— confirma la pertinencia del Programa Presupuestario de Interculturalidad y Lenguas Originarias, el cual debe transformar acciones aisladas en políticas sostenidas que respondan directamente al problema público identificado y a los indicadores del Propósito y los Componentes del programa.

Experiencias de atención

Desde 2020 a la fecha, diversas instancias municipales y estatales han implementado acciones para atender las barreras lingüísticas, culturales y de acceso a derechos que enfrentan las personas indígenas y afromexicanas de Oaxaca de Juárez. Estas intervenciones constituyen los principales antecedentes del Programa Presupuestario de Interculturalidad y Lenguas Originarias. Entre 2022 y 2024, el Instituto Municipal de las Lenguas Indígenas (IMLI) desarrolló un conjunto de proyectos orientados a fortalecer el uso social de las lenguas originarias y promover el reconocimiento de los derechos lingüísticos. Entre sus acciones destacan campañas públicas de sensibilización como “Es un derecho usar nuestra lengua indígena”, la colocación de paisajes lingüísticos en espacios emblemáticos del municipio, y la traducción de materiales institucionales a lenguas como zapoteco, mixteco, mazateco, mixe y chinanteco. Asimismo, se implementaron talleres de aprendizaje y reaprendizaje de lenguas en agencias como Pueblo Nuevo, Montoya, San Martín Mexicapam y San Felipe del Agua, que involucraron a más de 150 niñas, niños, jóvenes y personas adultas, fortaleciendo procesos comunitarios de revitalización lingüística.

El IMLI también puso en marcha iniciativas con enfoque de género, como el círculo de mujeres “Guardianas de las Lenguas”, en colaboración con el Instituto Municipal de la Mujer, donde mujeres indígenas y afromexicanas compartieron experiencias de discriminación y fortalecieron su autonomía cultural. De igual forma, se consolidaron convenios de colaboración con el INALI, el INPI y la SIPCIA, lo que permitió al municipio acceder a asistencia técnica para certificación de intérpretes, documentación lingüística y formación intercultural. Antes de la creación del IMLI, entre 2020 y 2021 existieron acciones parciales impulsadas por la administración municipal mediante actividades culturales en torno al Día Internacional de la Lengua Materna y eventos de difusión que contribuyeron a visibilizar la diversidad lingüística municipal, aunque sin una estrategia integral.

Los avances alcanzados en este periodo incluyen una mayor participación comunitaria, el incremento de solicitudes de servicios con pertinencia lingüística —pues entre 2023 y 2024 más del 70 % de los apoyos solicitados por población indígena se relacionaron con intérpretes, acompañamiento jurídico o dificultades para realizar trámites—, y un aumento visible de la presencia simbólica de lenguas originarias en el espacio público a través de campañas y materiales bilingües. Además, diversas áreas municipales participaron en procesos de capacitación en atención con enfoque intercultural, iniciando un proceso gradual de sensibilización institucional. La coordinación interinstitucional generada permitió fortalecer metodologías y herramientas técnicas para el ejercicio de los derechos lingüísticos en el ámbito municipal.

A pesar de estos avances, las experiencias implementadas enfrentaron importantes limitaciones que restringieron su impacto estructural. Entre las principales dificultades se encuentran la insuficiencia presupuestaria —particularmente en 2025, cuando el IMLI operó sin recursos asignados—, la falta de personal especializado y la alta rotación, la escasa disponibilidad de intérpretes certificados, la limitada transversalización del enfoque intercultural en áreas de atención ciudadana y desarrollo social, y la carencia de materiales institucionales sistemáticos en lenguas originarias. Asimismo, la débil infraestructura tecnológica y normativa dificultó la producción de información, la sistematización de indicadores y el seguimiento de acciones.

Las lecciones aprendidas muestran que la revitalización lingüística es más efectiva cuando se articula con procesos comunitarios; que las campañas de visibilización requieren continuidad para transformar actitudes discriminatorias; que la coordinación interinstitucional es indispensable para avanzar en certificación de intérpretes y documentación lingüística; y que la sensibilización del funcionariado debe fortalecerse mediante protocolos, indicadores y capacitación permanente. La creciente demanda ciudadana por servicios con pertinencia cultural confirmó la necesidad de consolidar un programa especializado, con presupuesto estable, estructura técnica y mecanismos de evaluación. Estas lecciones han sido incorporadas en el diseño del Programa Presupuestario de Interculturalidad y Lenguas Originarias para 2026, el cual integra componentes de fortalecimiento institucional, producción multilingüe, formación comunitaria y asesoría jurídico-lingüística.

Finalmente, experiencias exitosas en municipios como San Andrés Cholula, Juchitán de Zaragoza y San Cristóbal de Las Casas demuestran que los programas municipales de política lingüística alcanzan mejores resultados cuando cuentan con presupuesto etiquetado, figuras institucionales de intérpretes comunitarios, estrategias de paisajes lingüísticos y formación comunitaria continua, elementos que han sido adaptados al contexto de Oaxaca de Juárez para orientar el presente programa.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

Definición y cuantificación de los

Población Potencial	55,802 personas	**Cuantificación:**	Total de personas con pertenencia étnica en el municipio (personas que se consideran indígenas + personas que se consideran afromexicanas/afrodescendientes) — columna total INEGI 2020 filas finales (47681 indígenas + 8121 afromexicanas).
		Criterios de Focalización	Personas que pertenecen a pueblos indígenas o afromexicanos, independientemente de si hablan o no una lengua indígena, residentes en el municipio de Oaxaca de Juárez. Se priorizan las agencias con mayor concentración de población étnica identificadas en los diagnósticos y registros municipales: San Martín Mexicapam, Montoya, Pueblo Nuevo, Dolores, Candiani y Donají.
Población Objetivo	19,117 personas	**Cuantificación:**	Personas que hablan alguna lengua indígena y residen en el municipio, conforme a los datos del INEGI 2020. La cuantificación se generó utilizando el método de mapeo territorial, que identifica la distribución espacial de la población hablante en las agencias y zonas urbanas del municipio.
		Criterios de Focalización	Personas hablantes de alguna lengua indígena que residen y que enfrentan barreras lingüísticas para acceder a servicios municipales, priorizando: Zonas con mayor presencia de hablantes y con rezago social medio: San Martín Mexicapam, Montoya, Pueblo Nuevo y Dolores. Grupos sociodemográficos con mayor afectación:mujeres indígenas, personas adultas mayores hablantes, juventudes indígenas, población migrante indígena urbana. La definición se vincula directamente con el problema público del PP: barreras lingüísticas y culturales en el acceso a servicios municipales.
Población atendida (beneficiarios)	1,423 personas	**Cuantificación:**	Total de personas participantes en las acciones operativas del IMLI 2025 (talleres, círculos, cursos, actividades de preservación lingüística y procesos de sensibilización)(registros perativos IMLI 2025).
		Criterios de Focalización	Personas que participaron efectivamente en las acciones operativas del IMLI durante el ejercicio 2025 (talleres, cursos, actividades comunitarias, círculos y sensibilizaciones) La cuantificación responde a la capacidad operativa, estructura del programa, número de acciones calendarizadas y presupuesto autorizado para el ejercicio 2025–2026, garantizando consistencia metodológica con la MIR del programa.

Ficha Técnica del Programa presupuestario

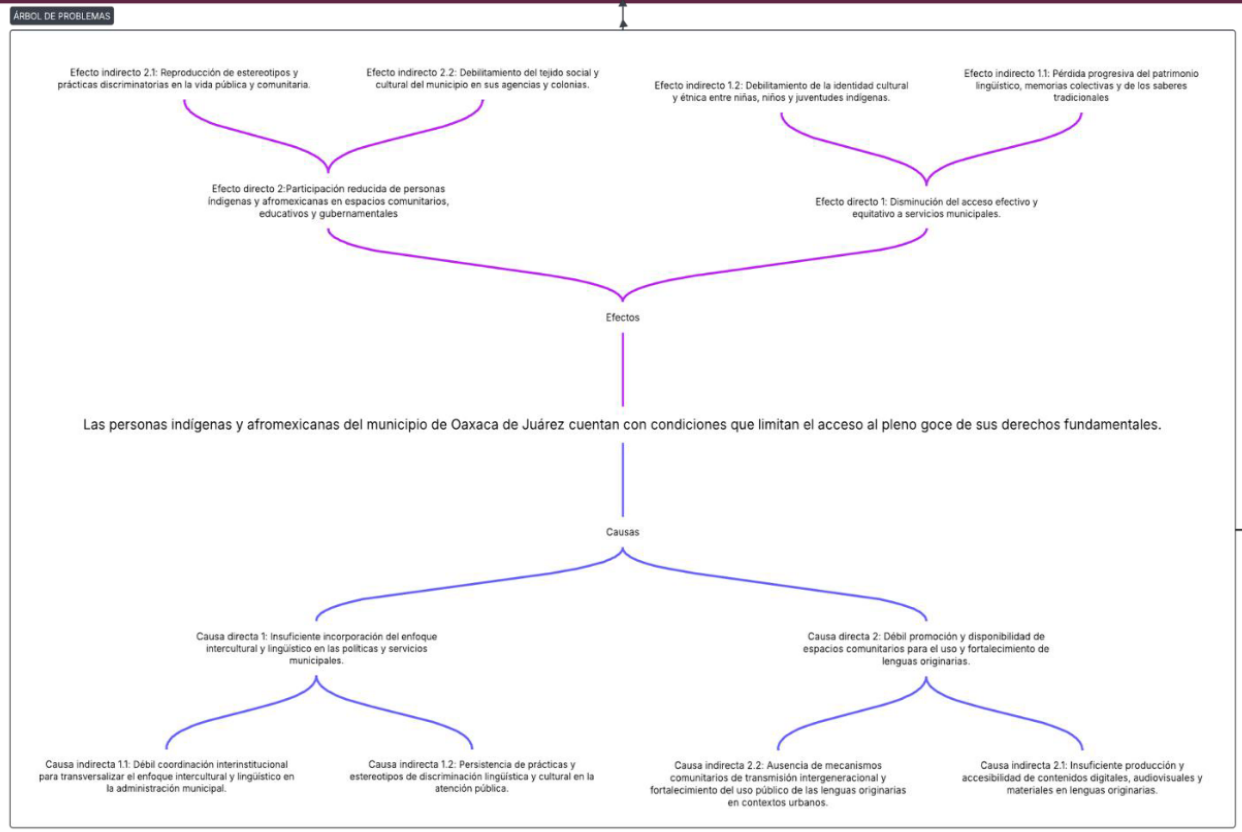
Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Interculturalidad y Lenguas Originarias**
Clave del Programa Presupuestario	**25**
Unidad Responsable del Pp	**Instituto Municipal de las Lenguas Indígenas**

Arbol de Problemas

Efectos

Problemática Identificada

Causas

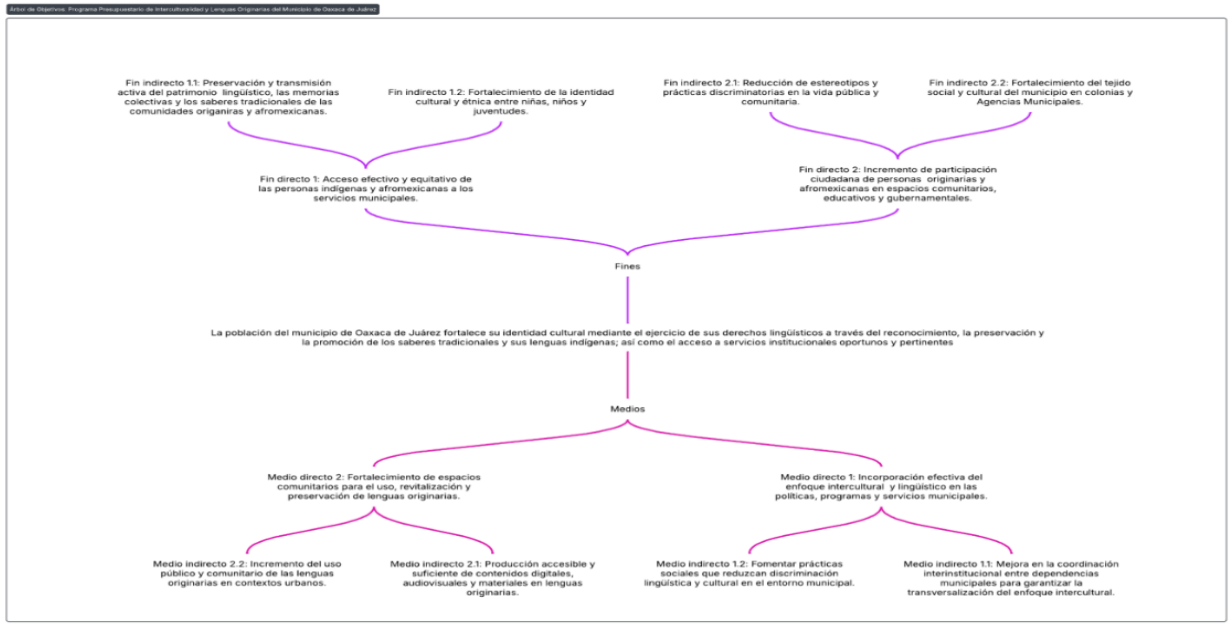


Arbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se efectuó con base en el diagnóstico institucional y en los Árboles de Problemas y Objetivos elaborados mediante la Metodología del Marco Lógico. Durante el proceso se identificaron diversas opciones de intervención derivadas de las causas directas e indirectas, valorando su viabilidad técnica, institucional y presupuestal; entre ellas, la producción de materiales bilingües, la implementación de talleres y procesos de sensibilización, la creación de contenidos digitales y el fortalecimiento de espacios comunitarios para el uso social de las lenguas indígenas. A partir de este análisis, se determinó que la alternativa más adecuada es una estrategia integral orientada a atender las causas directas identificadas, combinando la preservación lingüística, la visibilización cultural y el fortalecimiento institucional del IMLI para garantizar servicios municipales con enfoque intercultural. La estrategia seleccionada se materializa a través de la ejecución de los Componentes del Programa Presupuestario preservación y promoción lingüística, fortalecimiento cultural, y apoyo administrativo y jurídico, por medio de actividades complementarias de coordinación interinstitucional, capacitación comunitaria y seguimiento de los indicadores definidos en la MIR 2026 (Fin, Propósito, Componentes y Actividades). Esta estrategia seleccionada se encuentra plenamente alineada con el Eje Transversal 4. Interculturalidad del Plan Municipal de Desarrollo 2025–2027, con el Eje 1. Estado de Bienestar del Plan Estatal de Desarrollo y con la Meta 10.2 de los Objetivos de Desarrollo Sostenible

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Interculturalidad y Lenguas Originarias
Clave del Programa Presupuestario	25
Unidad Responsable del Pp	Instituto Municipal de las Lenguas Indígenas

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	Eje general 2: Desarrollo con Bienestar y Humanismo.
Alineación al Plan Estatal de Desarrollo	**Eje**	Eje 1. Estado de Bienestar
Alineación al Plan Municipal de Desarrollo	**Eje**	Eje Transversal 4. Interculturalidad
	Subeje o subprograma	
	Objetivo	10 E.T.I.1 Contribuir a mejorar el bienestar de las personas indígenas y afromexicanas del municipio de Oaxaca de Juárez.
	Estrategia (s)	1. Estrategia Bienestar vecinal.
	Línea(s) de Acción	LÍNEAS E.T. I.1.1.1 Establecer mecanismos de coordinación para el acceso efectivo a la salud, educación y seguridad
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	10. Reducción de las desigualdades.
	Meta(s) ODS	10.2. De aquí a 2030, potenciar y promover la inclusión social, económica y política de todas las personas,

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad Responsable del Pp	Órgano Interno de Control Municipal

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El contexto institucional del Órgano Interno de Control Municipal de Oaxaca de Juárez (OIC) se desarrolla en un entorno caracterizado por una alta percepción ciudadana de corrupción y por debilidades persistentes en los mecanismos de control interno. De acuerdo con la Encuesta Nacional de Seguridad Urbana (ENSU, 2024), el 77.6% de la población de Oaxaca de Juárez considera frecuente la presencia de actos de corrupción en trámites municipales, lo que evidencia un desafío relevante para la integridad y la confianza pública. Estos factores se enmarcan también en un contexto estatal adverso, en el cual Oaxaca ocupa los niveles más bajos del Índice de Competitividad Estatal del IMCO en materia de control de la corrupción.

En el ámbito municipal, actualmente persisten problemas como la falta de seguimiento en proyectos de gestión pública y deficiencias en la vigilancia ciudadana, además aún existen desafíos en el combate a prácticas indebidas asociadas a la corrupción.

Así mismo, se identifican condiciones institucionales que limitan la eficacia del control, la fiscalización y el seguimiento administrativo. De acuerdo con la documentación interna del OICM y los informes operativos del ejercicio 2023–2024, persisten brechas en el seguimiento a proyectos de gestión pública, así como insuficiencias en el monitoreo técnico-administrativo de obras municipales. Asimismo, los mecanismos de participación ciudadana y contraloría social presentan vacíos operativos en materia de capacitación, integración y supervisión, reduciendo su efectividad como instrumentos de vigilancia preventiva. Adicionalmente, se observan factores estructurales que inciden en la persistencia del problema, como cargas crecientes de trabajo en la atención de quejas, investigaciones y procedimientos de responsabilidad administrativa, así como divergencias en criterios técnicos y jurídicos que afectan la oportunidad y calidad del control interno. La evidencia disponible muestra también rezagos en la implementación del Sistema de Control Interno Municipal, en la integración de expedientes de responsabilidades y en la difusión de mecanismos de denuncia ciudadana.

Estos elementos, respaldados por indicadores institucionales como auditorías programadas vs. realizadas, donde, durante el periodo 2022-2024 se emitieron 3 Programas Anuales de Fiscalización, ejecutádose para su cumplimiento 5 auditorías internas que estaban programadas; respecto al indicador de número de quejas atendidas, se detecta que al finalizar el ejercicio 2024 se tenían en trámite 104 expedientes de investigación, los cuales, por la fecha de radicación y el periodo de investigación arrojó un número significativo de expedientes por atender para el ejercicio 2025; respecto a los procedimientos administrativos en trámite, en el ejercicio 2024 se admitieron 31 informes de presunta responsabilidad administrativa, de los cuales, 14 se recibieron en estado de substanciación y 10 estaban pendientes por emplazar a los presuntos responsables; respecto a las acciones de contraloría social en ese mismo trienio se ejecutaron 302 obras públicas, para las cuales se instalaron 171 comités de contraloría social y 3 fueron acreditados ante la instancia correspondiente, y respecto a los indicadores de rendición de cuentas, en ese mismo trienio, se sancionaron 717 actos de entrega-recepción de personas servidoras públicas obligadas, y se recepcionaron y verificaron 2,314 declaraciones de situación patrimonial y 2,679 declaraciones por conflicto de interés; y respecto a control y mejora de la gestión pública municipal, se detectó que para el ejercicio 2021 la Auditoría Superior de la Federación otorgó un puntaje de 38 de 100 puntos posibles respecto al estado que guarda el sistema de control interno en el municipio, lo que representa un nivel bajo, para el ejercicio 2023 se obtuvo un puntaje de 42 de 100 puntos con un nivel medio y 2023 un puntaje de 94 con un nivel alto; por otra parte, en 2023 se integraron 65 proyectos de mejora de la gestión pública al Programa de Mejora de la Gestión Pública Municipal , de los cuales, en el ejercicio 2024 se cancelaron 4 proyectos y solo se culminaron 33 de ellos y finalmente, respecto a la ética Pública se difundió y promovió el Código de Ética de las personas servidoras públicas, adheriéndose en 2023 2,084 servidores públicos al mismo y 2,103 adheridos en 2024, dichos datos estadísticos, confirman que el municipio enfrenta una problemática compleja que afecta la transparencia, la eficiencia gubernamental y la confianza ciudadana.

En este sentido, la problemática identificada es plenamente coherente con los cinco componentes del Programa Presupuestario OICM (fiscalización, control interno, contraloría social, integridad administrativa y responsabilidades), los cuales se orientan a atender las causas y efectos descritos mediante acciones sistemáticas de prevención, supervisión y fortalecimiento institucional.

Justificación del Pp

El Gobierno Municipal debe intervenir para atender el problema público identificado, el cual se caracteriza por debilidades en la prevención, fiscalización e investigación de prácticas indebidas dentro de la administración pública municipal. Estas deficiencias generan riesgos significativos de irregularidades, afectan la correcta aplicación de los recursos públicos y deterioran la confianza ciudadana en las instituciones. La evidencia estadística confirma la magnitud de este desafío: de acuerdo con la Encuesta Nacional de Calidad e Impacto Gubernamental (ENCIG) 2023, el 87.1% de la población de 18 años o más en el estado de Oaxaca percibe que los actos de corrupción son muy frecuentes o frecuentes, lo que refuerza la necesidad de fortalecer los mecanismos municipales de control interno y vigilancia pública. Sin la actuación directa del Gobierno Municipal a través del Órgano Interno de Control Municipal, persisten vacíos en el control interno, insuficiencias en la supervisión de la obra pública, rezago en la atención de denuncias y procedimientos administrativos, así como una cultura institucional débil en materia de integridad y legalidad. Por lo tanto, la intervención del gobierno es indispensable para garantizar la transparencia, el uso eficiente del gasto público y el cumplimiento de los principios de legalidad, honradez y eficiencia que deben regir la gestión municipal.

Con base en el artículo 126 BIS de la Ley Orgánica Municipal del Estado de Oaxaca, el Órgano Interno de Control Municipal es la instancia facultada para supervisar, evaluar y controlar las funciones de la administración pública municipal, verificando la correcta aplicación del gasto público. La norma también establece que este órgano es responsable de promover e integrar la participación plural y democrática de la sociedad en los procesos de vigilancia y control. Dicha atribución otorga al OICM la competencia jurídica y administrativa para analizar la operación del gobierno municipal, revisar el ejercicio de los recursos, evaluar el cumplimiento normativo, sustanciar procedimientos de responsabilidad administrativa, atender denuncias y promover prácticas de integridad pública. Estas facultades hacen del OICM el ente responsable y obligado a encabezar las acciones destinadas a combatir la corrupción y fortalecer la transparencia municipal. Así mismo, a nivel municipal, la norma que da las mismas atribuciones al OICM es el Bando de Policiía y Gobierno del Municipio de Oaxaca de Juárez.

El mantenimiento del Programa Presupuestario “Transparencia y Combate a la Corrupción” es necesario porque responde de manera directa al problema público identificado y a las funciones legales del OICM. Sin este programa, el órgano carecería de los recursos operativos, técnicos y humanos para cumplir sus atribuciones de fiscalización, promoción de integridad, atención de denuncias, gestión de expedientes y supervisión de la obra pública. El programa asegura la disponibilidad de presupuesto para implementar acciones dirigidas a corregir las insuficiencias en auditorías, control interno, contraloría social, ética pública, investigación administrativa y seguimiento normativo. Además, permite avanzar en el cumplimiento del Objetivo 2.1 del PMD 2025–2027, orientado a fortalecer la gestión pública en el combate a la corrupción. Por tanto, este programa no es solo pertinente, sino indispensable para reducir los riesgos institucionales y garantizar una administración pública responsable, transparente y eficiente, tal como se establece en la problemática institucional " Actualmente persisten problemas como la falta de seguimiento en proyectos de gestión pública y deficiencias en la vigilancia ciudadana, además aún existen desafíos en el combate a prácticas indebidas asociadas a la corrupción".

Estas acciones no solo contribuyen al fortalecimiento institucional previsto en el Plan Municipal, Estatal y Nacional de Desarrollo, sino que se articulan directamente con el Objetivo de Desarrollo Sostenible 16: Paz, justicia e instituciones sólidas, al promover instituciones municipales más eficaces

Estado actual del problema

El estado actual del problema muestra que en Oaxaca de Juárez persisten condiciones que limitan la eficacia del control interno, la fiscalización y la atención de responsabilidades administrativas, afectando directamente la transparencia y la confianza institucional. De acuerdo con indicadores nacionales recientes, la percepción de prácticas indebidas se mantiene elevada: la ENCIG 2023 señala que el 87.1% de la población oaxaqueña de 18 años o más considera frecuentes los actos de corrupción, reflejando un entorno de riesgo que incide también en los procesos municipales.

A nivel institucional, la información del Órgano Interno de Control Municipal evidencia que el problema se mantiene vigente. En el ejercicio 2025, la Dirección de Auditoría Interna solo ha supervisado 8 de las 21 obras programadas, lo que muestra brechas en la cobertura y seguimiento técnico de la obra pública. Además, se identificaron observaciones en la revisión de 18 expedientes técnicos y unitarios, lo que evidencia inconsistencias en la ejecución y documentación de proyectos de inversión. En materia de fiscalización, el Programa Anual de Auditorías reporta únicamente dos auditorías concluidas, una al DIF Municipal y otra a Servicios Vecinales, lo que refleja la necesidad de fortalecer la capacidad operativa para aumentar la supervisión del gasto público.

En cuanto a vigilancia ciudadana, durante 2025 se integraron 14 Comités de Contraloría Social, los cuales han participado en supervisiones en agencias y colonias donde se concentra obra pública municipal, como zonas atendidas por SOAPA, Residuos Sólidos, INPAC y SIC. No obstante, la cobertura sigue siendo limitada respecto al total de obras ejecutadas, lo cual restringe la efectividad del control preventivo en territorios con mayor actividad de obra y mayor demanda de supervisión.

En materia de atención de quejas y denuncias, la Dirección de Investigación reporta 95 quejas y denuncias recibidas, de las cuales 37 expedientes fueron archivados, 22 derivaron en informes de presunta responsabilidad administrativa y el resto permanece en integración. Este volumen confirma una alta demanda ciudadana y administrativa de atención, así como la persistencia de prácticas indebidas asociadas a trámites, servicios y actuaciones de personas servidoras públicas municipales.

Respecto al cumplimiento de obligaciones en materia de integridad, en 2025 se emitieron 254 oficios de requerimiento para la presentación de declaraciones patrimoniales y de conflicto de interés, y se brindaron 650 asesorías a personas servidoras públicas para su cumplimiento. Este número muestra que existen rezagos significativos y la necesidad de fortalecer la cultura de responsabilidad administrativa en diversas áreas del AyuntamientoEn cuanto a responsabilidades administrativas, la Dirección de Sanciones tramitó 22 informes de presunta responsabilidad, resolvió 13 expedientes por faltas no graves, remitió 3 expedientes al Tribunal de Justicia Administrativa, y dio seguimiento a 35 expedientes en trámite, lo que refleja una carga sustancial de trabajo y la persistencia de irregularidades que requieren atención especializada.

La problemática también presenta variaciones territoriales: las áreas donde se concentra obra pública —como agencias municipales con alta actividad de infraestructura— y las dependencias con mayor interacción ciudadana (Servicios Municipales, Seguridad Pública, Desarrollo Urbano, DIF Municipal) presentan mayor incidencia de quejas, solicitudes de información y requerimientos de supervisión. Asimismo, proveedores, contratistas y usuarias de

Evolución del problema

urante los últimos cinco años, el problema relacionado con la fiscalización, el control interno, la integridad pública y la atención de responsabilidades administrativas ha mostrado una evolución caracterizada por avances institucionales aislados, acompañados de rezagos persistentes que mantienen vigente el riesgo de prácticas indebidas en el municipio de Oaxaca de Juárez. De acuerdo con indicadores nacionales, la percepción de corrupción se ha mantenido en niveles elevados sin cambios significativos: la ENCIG 2019–2023 muestra que la percepción de actos de corrupción en Oaxaca ha permanecido por encima del 85%, lo que indica una tendencia estable y confirma que la problemática no ha logrado disminuir en el ámbito estatal y municipal.

A nivel institucional, los datos del Órgano Interno de Control Municipal permiten observar variaciones importantes en la operación del control interno entre 2021 y 2024. En materia de fiscalización, entre 2022 y 2024 se emitieron tres Programas Anuales de Fiscalización, de los cuales solo cinco auditorías internas fueron ejecutadas, lo que evidencia una cobertura limitada y una tendencia a la baja en la supervisión efectiva del gasto público, afectando la detección oportuna de irregularidades. En contraste, se identificó un incremento en los hallazgos de auditoría y en el número de observaciones remitidas a dependencias municipales, lo que refleja que las brechas en la gestión pública persisten a lo largo del periodo.

En cuanto a la atención de quejas y denuncias, al cierre de 2024 permanecían en trámite 104 expedientes de investigación, cifra que muestra un acumulado creciente respecto a años anteriores y que confirma la presión institucional por atender presuntas faltas administrativas. Asimismo, en el ejercicio 2024 se admitieron 31 informes de presunta responsabilidad administrativa, de los cuales solo 14 se recibieron con avances sustantivos, lo que evidencia un rezago sostenido en la substanciación de procedimientos, tendencia que se mantiene desde administraciones pasadas.

En materia de contraloría social, entre 2022 y 2024 se ejecutaron 302 obras públicas, para las cuales se integraron 171 comités de contraloría social, aunque únicamente 3 fueron acreditados por la instancia estatal correspondiente. Esta tendencia revela que, si bien hubo esfuerzos de integración comunitaria, la capacidad para fortalecer la vigilancia social ha sido insuficiente, manteniendo una brecha constante en la participación ciudadana en el control preventivo.

Respecto a la rendición de cuentas, durante el trienio se sancionaron 717 actos de entrega–recepción, y se verificaron 2,314 declaraciones patrimoniales y 2,679 declaraciones de conflicto de interés, lo que evidencia un incremento sostenido en el cumplimiento formal de obligaciones. Sin embargo, el volumen creciente de requerimientos y asesorías refleja que existen áreas de la administración con dificultades recurrentes para cumplir oportunamente, lo cual influye en la persistencia del problema.

En materia de control interno, la Auditoría Superior de la Federación otorgó al municipio una calificación de 38/100 puntos en 2021, aumentando ligeramente a 42/100 en 2023 y alcanzando un valor de 94/100 en 2023 (evaluación interna). Aunque estos avances muestran un fortalecimiento gradual del sistema, las capacidades institucionales continúan siendo frágiles y heterogéneas entre áreas, lo que explica por qué el problema persiste pese a los esfuerzos formales de estructura normativa.

Experiencias de atención

Entre 2020 y 2024, el Órgano Interno de Control Municipal ejecutó acciones de fiscalización, control interno, contraloría social, integridad y responsabilidades administrativas. Durante este periodo se emitieron anualmente los Programas de Auditorías y se realizaron cinco auditorías internas enfocadas en dependencias responsables de obra pública, adquisiciones y programas sociales, especialmente en agencias como San Martín Mexicapam, Pueblo Nuevo y Guadalupe Victoria. Asimismo, se integraron 171 Comités de Contraloría Social para supervisar 302 obras públicas, aunque solo 3 fueron acreditados ante la instancia estatal. En materia de integridad y rendición de cuentas, se gestionaron 717 actos de entrega–recepción, así como la verificación de 2,314 declaraciones patrimoniales y 2,679 declaraciones de conflicto de interés, además de capacitaciones y asesoría a distintas áreas municipales.

Los resultados muestran avances parciales pero insuficientes. Las auditorías realizadas permitieron identificar irregularidades y áreas críticas de gestión, pero la cobertura fue limitada por restricciones operativas. En quejas y denuncias, al cierre de 2024 se acumulaban 104 expedientes de investigación, mientras que de los 31 informes de presunta responsabilidad admitidos ese año, solo 14 contaban con avances en substanciación, lo que evidencia un rezago sostenido. En contraloría social, la baja acreditación de comités limitó el impacto de la vigilancia ciudadana. En control interno, la calificación del municipio avanzó de 38/100 en 2021 a 42/100 en 2023, aunque con avances desiguales entre dependencias. Estos indicadores demuestran que las intervenciones previas tuvieron un alcance limitado y no fueron suficientes para revertir la tendencia de percepción de corrupción ni los rezagos administrativos.

A pesar de estos esfuerzos, las acciones implementadas no lograron modificar la tendencia estatal y municipal en materia de percepción de corrupción. De acuerdo con la ENCIG 2023, el 87.1% de la población oaxaqueña considera frecuentes o muy frecuentes los actos de corrupción, y el IMCO ha mantenido al municipio en posiciones críticas en indicadores relacionados con confianza institucional, lo que demuestra que los esfuerzos emprendidos han tenido un impacto limitado en la percepción ciudadana.

Las experiencias de atención permitieron identificar diversas limitaciones que impidieron una intervención más profunda y efectiva: Rezago estructural en expedientes de investigación (104 en trámite al cierre de 2024); Baja capacidad operativa para substanciar procedimientos administrativos (solo 14 expedientes avanzados de 31); Cobertura limitada de auditorías, derivada de la falta de personal técnico y herramientas tecnológicas; Integración irregular de comités ciudadanos, con acreditaciones mínimas (solo 3 de 171); Desigual cumplimiento de obligaciones de integridad en varias dependencias; Debilidad en la continuidad de proyectos, reflejada en cancelaciones y bajas tasas de conclusión en la mejora administrativa; Estas limitaciones confirman que la atención previa ha sido fragmentada, con resultados parciales y sin mecanismos de sistematización suficientes para alterar las causas estructurales del problema.

De la experiencia acumulada se identificaron varias lecciones relevantes: La fiscalización requiere continuidad y cobertura ampliada, lo que fundamenta el Componente 1 (Acciones de fiscalización y auditoría) del Programa Presupuestario; El rezago en expedientes de investigación demanda capacidades

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

De acuerdo con el último Censo de Población y Vivienda realizado por el Instituto Nacional de Estadística y Geografía (INEGI) en 2020, la población total del municipio de Oaxaca de Juárez asciende a 270,955 personas (INEGI, 2020).

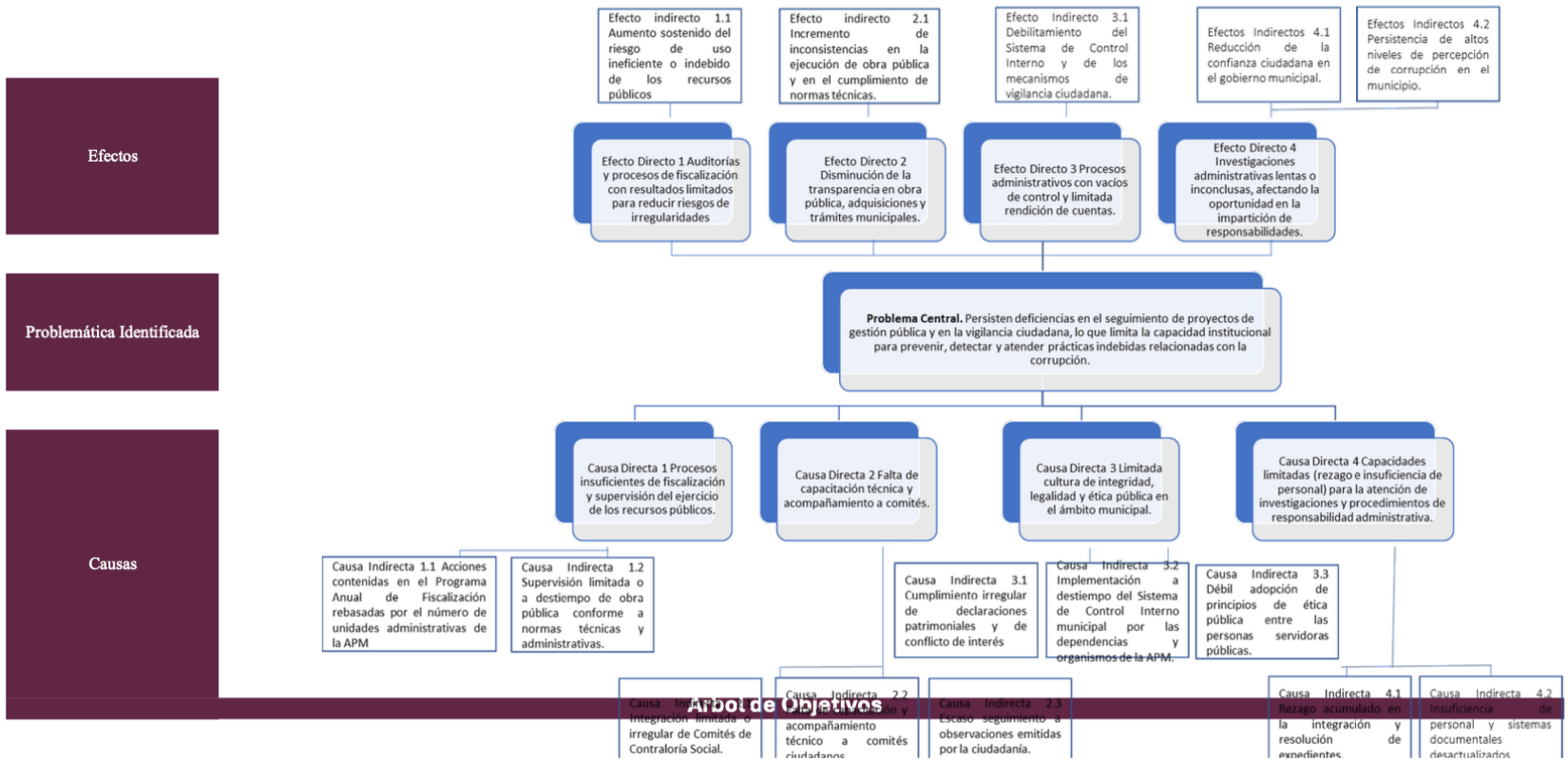
Definición y				
	44	unidades	**Cuantificación:**	44 instituciones de la administración pública municipal de Oaxaca de Juárez (13

Población Potencial	administrativas del Gobierno Municipal de Oaxaca de Juárez	**Criterios de Focalización**	Unidades administrativas susceptibles a prácticas indebidas asociadas a la corrupción Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez (Apartado: Estructura de la Administración Pública Municipal)
Población Objetivo	44 unidades administrativas del Gobierno Municipal de Oaxaca de Juárez	**Cuantificación:**	44 instituciones de la administración pública municipal de Oaxaca de Juárez (13 regidurías, 2 sindicaturas; 10 dependencias centralizadas; 11 organismos auxiliares; 7 organismos descentralizados y 1 alcaldía)
		Criterios de Focalización	Unidades administrativas susceptibles a prácticas indebidas asociadas a la corrupción Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez (Apartado: Estructura de la Administración Pública Municipal)
Población atendida (beneficiarios)	44 unidades administrativas del Gobierno Municipal de Oaxaca de Juárez	**Cuantificación:**	44 instituciones de la administración pública municipal de Oaxaca de Juárez (13 regidurías, 2 sindicaturas; 10 dependencias centralizadas; 11 organismos auxiliares; 7 organismos descentralizados y 1 alcaldía)
		Criterios de Focalización	Unidades administrativas susceptibles a prácticas indebidas asociadas a la corrupción Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez (Apartado: Estructura de la Administración Pública Municipal)

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad Responsable del Pp	Órgano Interno de Control Municipal

Arbol de Problemas

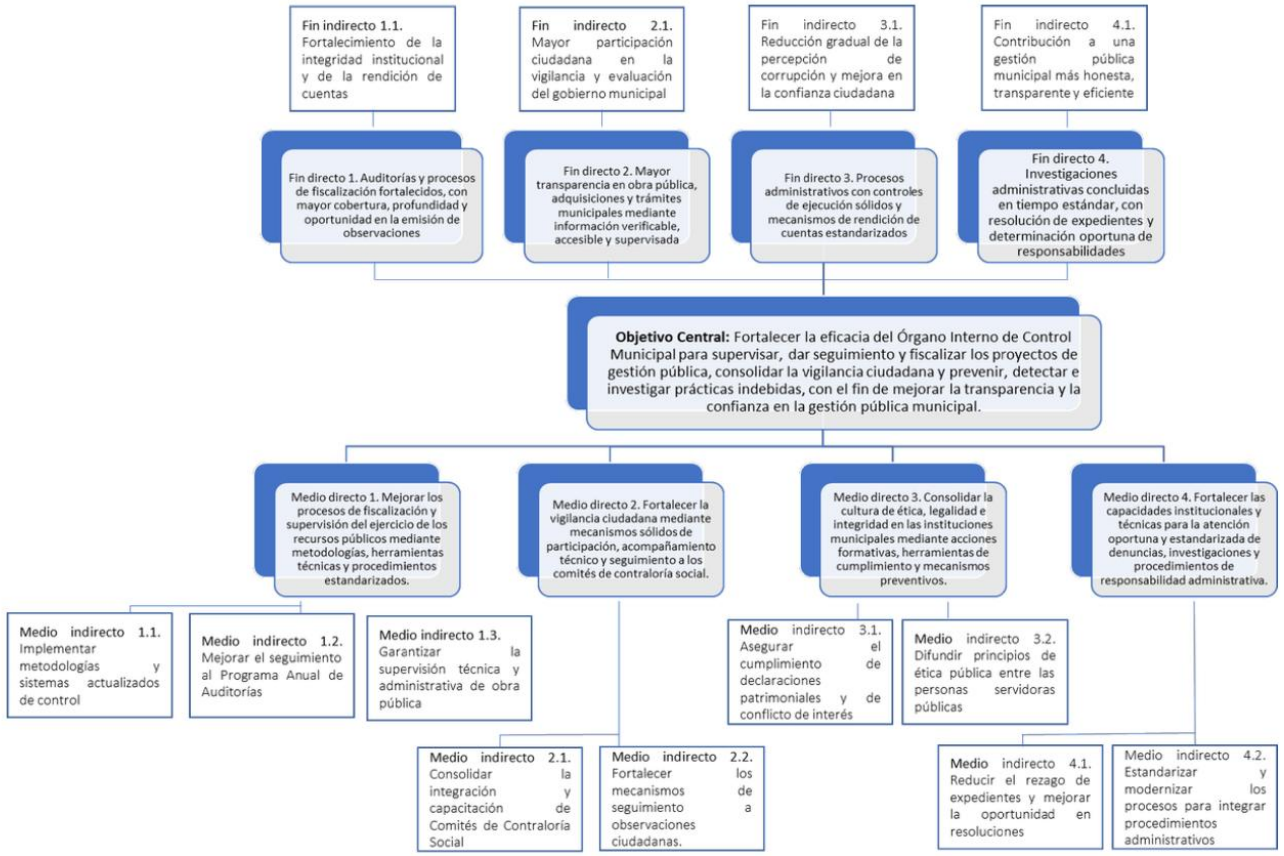


Arbol de Objetivos

Fines

Objetivo

Medios



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se realizó con base en el diagnóstico institucional y en los Árboles de Problemas y Objetivos construidos mediante la Metodología del Marco Lógico. Durante este proceso se identificaron distintas opciones de intervención derivadas de las causas estructurales del problema público, valorando su viabilidad técnica, operativa y presupuestal, así como su congruencia con las atribuciones del Órgano Interno de Control Municipal. Del análisis comparativo se determinó que la alternativa más adecuada consiste en fortalecer integralmente las capacidades de fiscalización, control interno, integridad pública, contraloría social y responsabilidades administrativas, por ser la única que atiende de manera directa el problema identificado y se ajusta plenamente al artículo 126 BIS de la Ley Orgánica Municipal. La estrategia se implementará mediante la ejecución directa de los componentes del Programa Presupuestario “Transparencia y Combate a la Corrupción”, traduciendo las causas identificadas en medios de intervención institucional y asegurando procesos de seguimiento, supervisión y evaluación continua. Finalmente, la alternativa seleccionada se encuentra alineada con el Eje “Gobierno de Territorio Honesto y Transparente” y con el Objetivo 2.1 del PMD 2025–2027, así como con la estructura jerárquica del programa (Fin, Propósito, Componentes y Actividades), garantizando plena coherencia entre diagnóstico, planeación y ejecución.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Combate a la Corrupción
Clave del Programa Presupuestario	26
Unidad Responsable del Pp	Transparencia y Combate a la Corrupción

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarroll	**Eje**	Eje General 1: Gobernanza con justicia y participación ciudadana.
Alineación al Plan Estatal de Desarrollo	**Eje**	Gobierno Honesto.
	Eje	2. Gobierno de Territorio, Honesto y Transparente.
	Subeje o subprograma	2.1 Combate a la corrupcion. Transparencia y rendicion de cuentas.
	Objetivo	2.1 Fortalecer la gestión pública en el combate a la corrupción.
	Estrategia (s)	2.1.1 Fortalecer la fiscalización de la hacienda pública municipal. 2.1.2 Fomentar la cultura de legalidad e integridad en el servicio público municipal. 2.1.3 Resolver asuntos en materia de investigaciones, responsabilidad administrativa, controversias y juicios de nulidad. 2.2.2 Fomentar la continuidad del servicio público en los procesos de entrega recepción.

Alineación al Plan Municipal de Desarroll	**Línea(s) de Acción**	2.1.1.1 Emitir el Programa Anual de Auditorías. 2.1.1.2 Vigilar que el proceso de obra pública se realice acorde a las normas técnicas y administrativas aplicables. 2.1.1.3 Fomentar la participación ciudadana en la vigilancia de la obra pública a través de la integración de Comités de Contraloría Social. 2.1.2.1 Impulsar la mejora de la gestión pública en las instituciones de la administración pública municipal. 2.1.2.2 Impulsar una cultura de ética pública en las personas servidoras públicas municipales. 2.1.2.3 Promover la implementación del Sistema de Control Interno municipal. 2.1.2.4 Difundir la existencia del Órgano Interno de Control Municipal para la presentación de quejas o denuncias a servidores públicos. 2.1.2.5 Promover la presentación de la declaración patrimonial y de conflicto de interés de las personas servidoras públicas del municipio. 2.1.3.1 Realizar las investigaciones por la comisión de presuntas faltas administrativas por parte de personas servidoras públicas del municipio de Oaxaca de Juárez, así como de particulares. 2.1.3.2 Gestionar expedientes de Procedimientos de Responsabilidad Administrativa. 2.1.3.3 Resolver controversias o inconformidades de proveedores y contratistas y atención a los juicios de amparo o nulidad. 2.2.2.1 Realizar actos de entrega recepción de la administración pública municipal conforme a la
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	16. Paz, justicia e instituciones sólidas.
	Meta(s) ODS	16.5 Reducir considerablemente la corrupción y el soborno en todas sus formas. 16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas.

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Justicia Cívica y Convivencia Ciudadana
Clave del Programa Presupuestario	27
Unidad Responsable del Pp	Alcaldía Municipal Cívica

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

El municipio de Oaxaca de Juárez enfrenta desafíos significativos en materia de convivencia y seguridad ciudadana. De acuerdo con la Encuesta Nacional de Seguridad Urbana (ENSU-INEGI, 2024), el 66.5% de la población percibe inseguridad en su entorno, ubicando al municipio entre las ciudades con mayor sensibilidad hacia conflictos vecinales. Esta situación se ve agravada por factores estructurales como el crecimiento urbano desordenado (IMPLAN, 2025-2027), la alta densidad poblacional en diversas colonias (INEGI, 2020), la diversidad cultural y étnica, así como condiciones persistentes de pobreza y marginación (CONEVAL, 2022-2023), que inciden directamente en la conflictividad comunitaria.

En este contexto, el modelo de justicia cívica del Municipio de Oaxaca de Juárez requiere consolidarse para garantizar la atención, gestión y resolución pacífica de conflictos vecinales y comunitarios, mediante mecanismos accesibles, oportunos y dialogados. Esta necesidad se refuerza en un escenario donde dos de cada tres personas perciben inseguridad, y donde los conflictos vecinales constituyen uno de los principales problemas cotidianos, tal como lo documenta la ENSU 2024.

La operación del Sistema Municipal de Justicia Cívica evidencia esta problemática y refleja el proceso de adaptación al nuevo Reglamento de Justicia Cívica. Según datos de la Alcaldía Municipal Cívica (2025), se observan las siguientes variaciones:

Juzgado Especializado en Faltas Administrativas: Disminución de 1,561 expedientes (2023) a 25 expedientes (2024).
Juzgado Especializado en Conciliación y Mediación: Incremento sostenido de 74 a 92 expedientes (2023-2024).
Juzgados Especializados en Maltrato Animal y Tránsito: Disminución significativa en el número de expedientes atendidos (2022-2024).

Estas fluctuaciones reflejan un periodo crítico de transición institucional hacia un modelo renovado de justicia cívica, donde, a nivel nacional, el 70% de los conflictos registrados corresponden a problemáticas vecinales (ENSU 2024).

De no atenderse esta problemática de manera integral y estratégica, se generan riesgos como:
Cronificación y escalamiento de conflictos vecinales no resueltos, Saturación de los sistemas judiciales formales con casos que pueden ser tramitados mediante justicia cívica, Erosión del tejido social y debilitamiento de la convivencia comunitaria y Pérdida de confianza en los mecanismos municipales de solución de controversias.

Fuentes de Información
- INEGI, Encuesta Nacional de Seguridad Urbana (ENSU), 2024
- IMPLAN Oaxaca, Plan Municipal de Desarrollo 2025-2027
- CONEVAL, Índice de Rezago Social 2022-2023
- Alcaldía Municipal Cívica, Reporte Estadístico de Juzgados Especializados 2022-2024

Justificación del Pp

El Programa Presupuestario constituye la alternativa más pertinente para consolidar el modelo de justicia cívica en el Municipio de Oaxaca de Juárez, al atender un vacío institucional identificado en la gestión y resolución de conflictos vecinales y comunitarios. La intervención pública resulta necesaria debido a que la implementación del nuevo modelo de justicia cívica aún presenta insuficiencias operativas, normativas y de coordinación que limitan su capacidad para garantizar mecanismos accesibles, oportunos y dialogados de resolución de controversias, en un contexto donde la percepción de inseguridad alcanza el 66.5% de la población (ENSU-INEGI, 2024).

La Alcaldía Municipal Cívica cuenta con competencia directa para operar y consolidar este modelo, con fundamento en el Artículo 113, fracción VIII de la Constitución Política del Estado Libre y Soberano de Oaxaca; el Capítulo III de la Ley Orgánica Municipal del Estado de Oaxaca, en sus Artículos 144 y 145; y el Artículo 209 del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez. Estos ordenamientos atribuyen a la Alcaldía facultades expresas para impartir justicia municipal, actuar como instancia conciliatoria y mediadora en conflictos vecinales, y coordinar la operación de los Juzgados Cívicos Especializados.

La intervención mediante este Programa se justifica porque permite fortalecer institucionalmente el modelo de justicia cívica, corregir brechas en la atención de conflictos comunitarios, evitar costos sociales e institucionales derivados de la falta de mecanismos eficaces de resolución, y garantizar el cumplimiento de las atribuciones municipales en materia de convivencia y paz social. Asimismo, el Programa asegura coherencia vertical con la planeación estratégica vigente: el Plan Nacional de Desarrollo (Eje 1: Gobernanza con Justicia), el Plan Estatal de Desarrollo (Eje 3: Seguridad y Justicia para Vivir en Paz) y el Plan Municipal de Desarrollo 2025-2027 (Eje 3: Gobierno de Paz, Seguridad y Justicia, Objetivo 3.4 y Estrategia 3.4.1), además de contribuir al ODS 11: Ciudades y comunidades sostenibles, Meta 11.3.

En suma, el Programa es necesario porque fortalece la capacidad institucional del municipio para atender, gestionar y canalizar adecuadamente los conflictos vecinales y comunitarios, consolidando un modelo de justicia cívica eficiente, accesible y alineado a la política pública de seguridad, convivencia y paz social.

Estado actual del problema

El problema público relacionado con la convivencia vecinal y la conflictividad comunitaria en el municipio de Oaxaca de Juárez se manifiesta actualmente en altos niveles de percepción de inseguridad, desconfianza institucional y baja utilización de mecanismos formales de resolución de conflictos. Según la Encuesta Nacional de Seguridad Urbana (ENSU, INEGI 2025), el 68.9% de la población se siente insegura en su ciudad, mientras que la ENVIPE 2024 identifica una desconfianza generalizada en las autoridades locales y un bajo conocimiento de los mecanismos de justicia cívica, del cual solo un segmento menor al 40% de la ciudadanía sabe cómo acceder a ellos.

La conflictividad comunitaria presenta una concentración territorial desigual. Los Diálogos Vecinales del IMPLAN (2025) señalan que zonas como San Martín Mexicapan, Santa Rosa Panzacola y Pueblo Nuevo presentan mayor frecuencia de conflictos vecinales, tensiones comunitarias y reportes ciudadanos, mientras que en agencias periféricas se observa un uso muy limitado de los mecanismos formales para gestionar disputas locales.

En cuanto al perfil poblacional afectado, los grupos más impactados son jóvenes de 18 a 29 años, quienes concentran más de un tercio de los incidentes registrados en reportes comunitarios, seguidos de comerciantes y adultos mayores, especialmente en colonias con alta densidad poblacional. Asimismo, la problemática tiene un impacto diferenciado por sexo: la ENVIPE (2024) reporta que 70.9% de las mujeres perciben inseguridad en su entorno inmediato, lo que evidencia una mayor exposición subjetiva a riesgos o conflictos.

La persistencia del problema también se refleja en la elevada demanda ciudadana para acceder a servicios de orientación, atención y acompañamiento en temas de convivencia. La Defensoría de los Derechos Humanos del Pueblo de Oaxaca (DDHPO, 2024) documentó aproximadamente 4,000 quejas relacionadas con dificultades para acceder a mecanismos adecuados de resolución de conflictos y servicios municipales vinculados a la convivencia, mientras que informes especializados de la CNDH (2024) señalan barreras de acceso, insuficiencia de información pública y limitaciones en infraestructura disponible para canalizar controversias vecinales en el municipio.

En suma, el estado actual del problema se caracteriza por:

Alta percepción de inseguridad y desconfianza en autoridades,Bajo conocimiento y limitado uso de mecanismos formales de resolución de conflictos, Concentración territorial del conflicto en colonias específicas, Impacto diferenciado en jóvenes, mujeres y comerciantes, Barreras de acceso e información que dificultan la convivencia pacífica y la gestión temprana de tensiones comunitarias.

Evolución del problema

Entre 2022 y 2025, la problemática de la conflictividad vecinal y la insatisfacción por la falta de mecanismos accesibles de resolución de controversias en el municipio de Oaxaca de Juárez muestra tendencias de persistencia e intensificación, así como cambios en su distribución territorial y en los grupos poblacionales más afectados.

A nivel de percepción, la ENSU registra un incremento en la sensación de inseguridad, pasando del 66.5% (ENSU-INEGI, 2024) al 68.9% (ENSU-INEGI, 2025), lo que representa un aumento de 2.4 puntos porcentuales en el período. Este aumento sugiere que, en términos subjetivos, la población percibe un deterioro o una falta de mejoría en las condiciones de seguridad cotidiana.

En cuanto al conocimiento y uso de mecanismos formales de resolución, los indicadores de diagnóstico muestran consistencia en la baja penetración informativa: menos del 40% de la ciudadanía declara conocer cómo acceder a los mecanismos de justicia cívica, indicador que se mantiene como una barrera persistente a lo largo del periodo analizado. De forma complementaria, la ENVIPE 2024 y otros diagnósticos locales registran una desconfianza sostenida hacia las autoridades, lo que limita la propensión ciudadana a recurrir a instancias formales para gestionar conflictos.

Territorialmente, la conflictividad se ha concentrado de manera sostenida en determinadas colonias del área urbana —entre ellas San Martín Mexicapan, Santa Rosa Panzacola y Pueblo Nuevo— identificadas repetidamente en los diálogos y diagnósticos municipales como zonas con mayor incidencia de tensiones vecinales. Paralelamente, las agencias periféricas mantienen una menor visibilidad de conflictos formalizados, lo que apunta a una posible sub-registro o a barreras de acceso diferenciadas por ubicación geográfica.

Desde la perspectiva demográfica, el problema ha mostrado persistencia en su impacto sobre poblaciones específicas: los jóvenes de 18 a 29 años agrupan una proporción consistente y relevante de los incidentes reportados (más de un tercio en los reportes municipales), seguidos por comerciantes y adultos mayores. Además, la percepción de inseguridad ha experimentado una mayor intensidad entre mujeres (70.9% según ENVIPE 2024), lo que refleja una dimensión de género diferencial en la experiencia de riesgo y conflicto en el espacio público y comunitario.
Indicadores de demanda insatisfecha y barreras de acceso han permanecido elevados en el periodo analizado: la Defensoría de los Derechos Humanos del Pueblo de Oaxaca documentó en 2024 aproximadamente 4,000 quejas vinculadas a dificultades de acceso a servicios municipales y mecanismos de justicia cívica, y la CNDH (2024) reportó limitaciones de acceso y de infraestructura. Estos datos muestran una persistencia del problema estructural: la necesidad ciudadana por canales efectivos de resolución y acompañamiento no ha sido satisfecha de forma consistente entre 2022 y 2025.
En conjunto, la evolución del problema se caracteriza por:

Persistencia e incremento de la percepción de inseguridad a nivel municipal; Mantenimiento de barreras de conocimiento y acceso a mecanismos de justicia cívica; Concentración territorial sostenida de la conflictividad en colonias específicas; Impacto demográfico diferencial, con mayor incidencia entre jóvenes y una percepción de inseguridad más acusada en mujeres; Demanda ciudadana insatisfecha, reflejada en quejas y reportes que evidencian faltantes en la cobertura y accesibilidad de servicios de gestión de conflictos.
Fuentes:
- INEGI, Encuesta Nacional de Seguridad Urbana (ENSU), 2024–2025.
- INEGI, Encuesta Nacional de Victimización y Percepción sobre Seguridad Pública (ENVIPE), 2024.
- IMPLAN Oaxaca, Diálogos Vecinales, 2025.
- Defensoría de los Derechos Humanos del Pueblo de Oaxaca (DDHPO), Informe Anual 2024.
- Comisión Nacional de los Derechos Humanos (CNDH), Informe Especial 2024.

Experiencias de atención

Entre 2022 y 2025, la Alcaldía Municipal Cívica implementó diversas acciones para fortalecer el modelo de justicia cívica en el municipio. Estas intervenciones incluyeron la transición normativa con la publicación del nuevo Reglamento de Justicia Cívica en 2023 con nuevas reformas en octubre del presente año, la capacitación especializada de 906 elementos policiales en derechos humanos y justicia cívica, así como la ejecución de más de 50 operativos focalizados en colonias identificadas como críticas. Paralelamente, se desarrollaron mecanismos alternativos de solución de conflictos que permitieron atender a 160 personas, además de 146 atenciones por casos de maltrato animal.
Los resultados de estas acciones se reflejaron en beneficios directos para 564 vecinos mediante el restablecimiento del orden en espacios públicos, así como en el crecimiento del 24% en la demanda del Juzgado de Conciliación y Mediación entre 2023 y 2024, lo que evidenció una creciente receptividad ciudadana hacia los mecanismos dialogados. No obstante, estas intervenciones enfrentaron importantes limitaciones estructurales, entre las que destacaron la insuficiencia presupuestaria para sostener campañas de difusión masiva, la rotación de personal técnico que afectó la continuidad operativa, las barreras tecnológicas en los sistemas de registro y seguimiento, así como una articulación limitada con la policía preventiva y otras áreas municipales.
De esta experiencia se extrajeron lecciones fundamentales para el diseño del actual Programa Presupuestario. Se identificó que la capacitación especializada, aunque necesaria, requiere complementarse con mecanismos permanentes de difusión ciudadana, sistemas de evaluación continua y protocolos de coordinación interinstitucional formalizados. En consecuencia, el programa actual incorpora específicamente campañas informativas territorializadas, el desarrollo de sistemas digitales de seguimiento de casos e indicadores de desempeño vinculados a la percepción ciudadana y tiempos de resolución.
Como referencia comparativa, se consideraron experiencias exitosas de otros municipios como Mérida y Guadalajara, donde la integración de tecnologías digitales y estrategias de mediación proactiva han demostrado aumentar significativamente la efectividad de la justicia cívica. Estos modelos serán adaptados al contexto particular de Oaxaca de Juárez, considerando su diversidad cultural y las capacidades institucionales existentes, con el objetivo de fortalecer la implementación y consolidación del modelo local de justicia cívica.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

La definición de los conceptos poblacionales se realizó con base en el problema público identificado en el apartado 1.1.1: El modelo de justicia cívica en el municipio de Oaxaca de Juárez requiere consolidarse para resolver conflictos vecinales y comunitarios de manera pacífica y dialogada. considerando la distribución territorial y los grupos afectados identificados en el diagnóstico.

Definición y cuantificación de los			
Población Potencial	Total de habitantes del municipio de Oaxaca de Juárez susceptibles de enfrentar conflictos vecinales, de convivencia comunitaria o relacionados con faltas cívicas, en un contexto donde el 66.5% de la población percibe inseguridad (ENSU 2024)	**Cuantificación:**	270,955 habitantes
		Criterios de Focalización	Territorial (cobertura municipal completa) y sectorial (personas en situación de conflictividad vecinal) Fuente de información: INEGI, Censo de Población y Vivienda 2020; ENSU 2024
Población Objetivo	Ciudadanos con conflictos vecinales y comunitarios que serán atendidos por los juzgados especializados durante el ejercicio fiscal 2025, con especial atención a jóvenes (18-29 años), comerciantes y adultos mayores identificados como grupos recurrentes en colonias de alta conflictividad como San Martín Mexicapan y Santa Rosa Panzacola	**Cuantificación:**	1,066 personas
		Criterios de Focalización	Institucional (usuarios de juzgados especializados), territorial (zonas de alta conflictividad) y sectorial (grupos específicos identificados en diagnóstico) Fuente de información: Alcaldía Municipal Cívica, "Reporte Estadístico 2025" y Diagnósticos Territoriales IMPLAN 2025
	Habitantes del municipio de Oaxaca de Juárez que recibirán beneficios directos derivados de	**Cuantificación:**	1,066 personas

Población atendida (beneficiarios)	los servicios de justicia cívica, específicamente en forma de atención a conflictos vecinales, orientación jurídica básica, servicios de mediación comunitaria y resolución de faltas administrativas, conforme a las metas de cobertura institucional. La población potencial asciende a 270,955 habitantes, pero los beneficiarios directos serán aquellas personas que, durante el ejercicio fiscal, accedan efectivamente a dichos servicios y reciban una intervención formal del modelo de justicia cívica.	**Criterios de Focalización**	Institucional (beneficiarios directos de servicios) y operativo (capacidad instalada de juzgados especializados) Fuente de información: Alcaldía Municipal Cívica, "Proyección de Atención 2025" basada en series históricas 2022-2024

Ficha Técnica del Programa presupuestario

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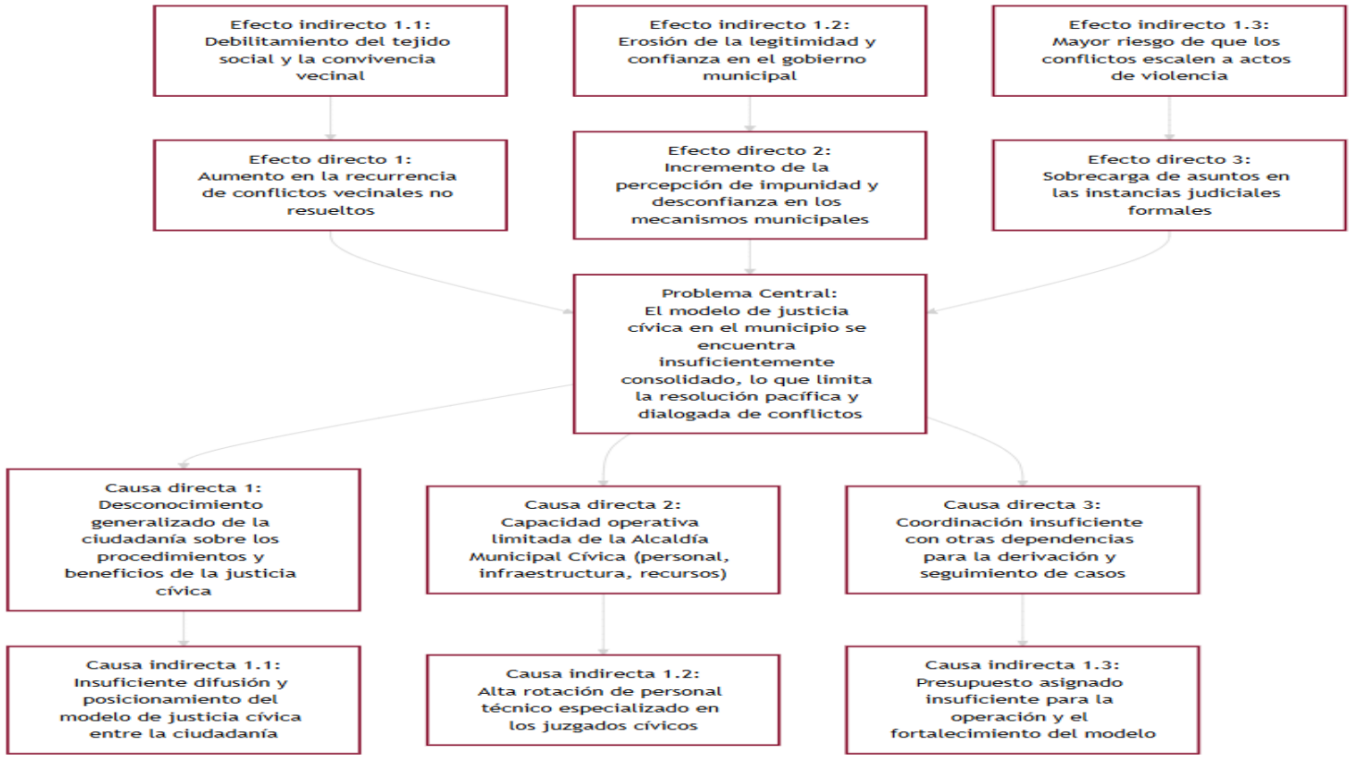
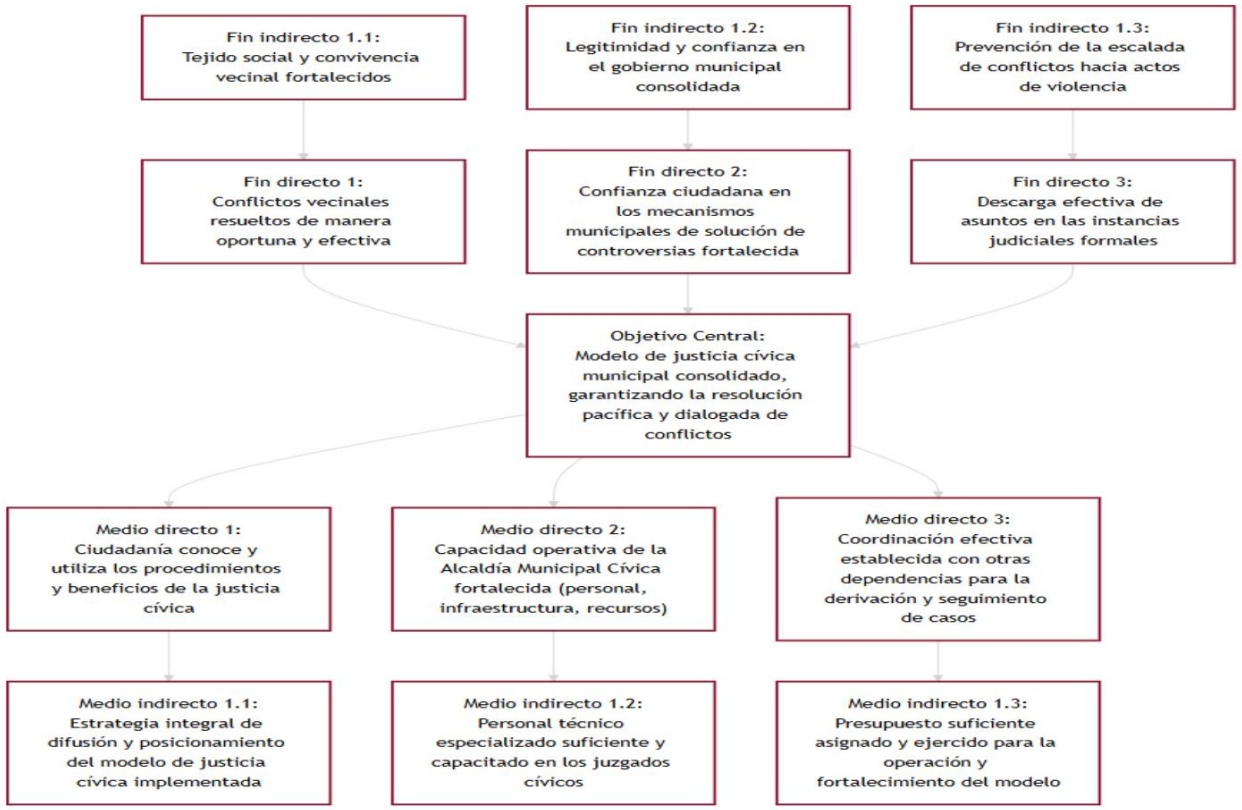
Nombre del Programa	Justicia Cívica y Convivencia Ciudadana
Clave del Programa Presupuestario	27
Unidad Responsable del Pp	Alcaldía Municipal Cívica

Árbol de Problemas

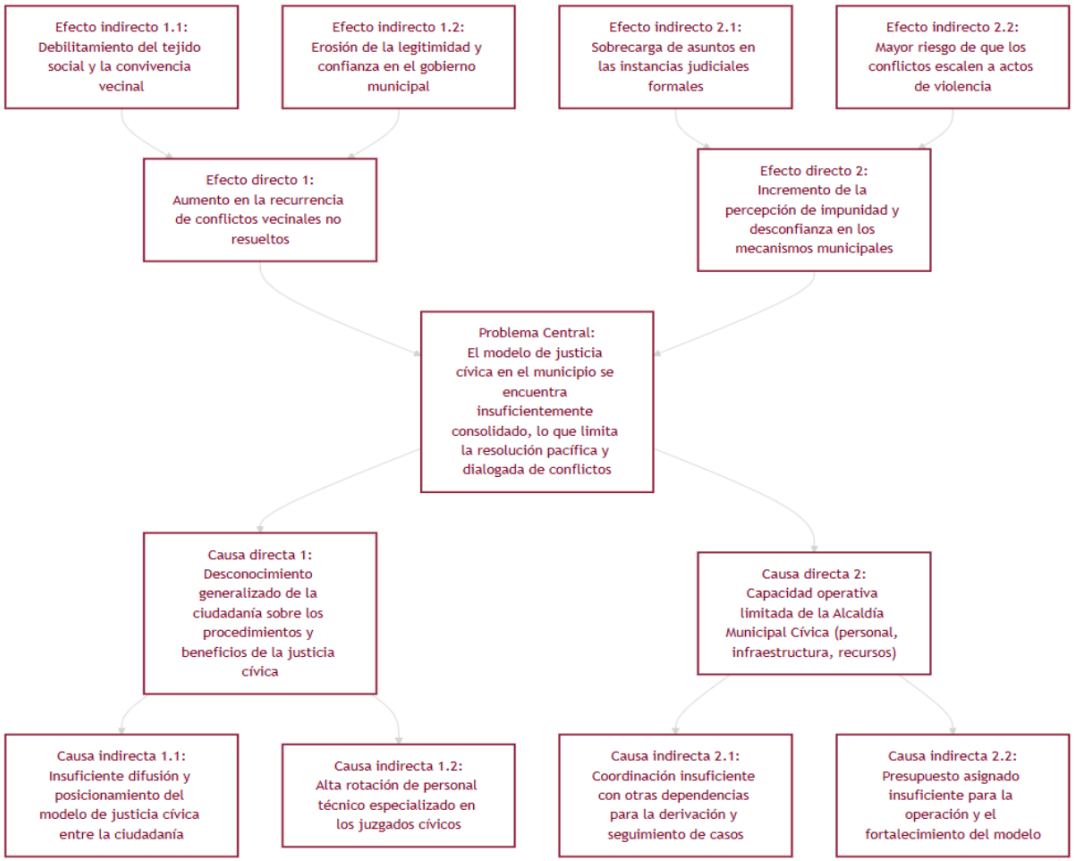


Árbol de Objetivos



2. Estrategia para la selección de alternativas.

Explicar brevemente por qué las medidas que constituirán la intervención del PP son las opciones de acción más efectivas para lograr el objetivo deseado; debe guardar relación con el árbol del objetivo.	La selección de alternativas se realizó con base en el diagnóstico institucional y los árboles de problemas y objetivos elaborados mediante la Metodología del Marco Lógico. Durante el proceso se analizaron distintas rutas de intervención derivadas de las causas detectadas, valorando su viabilidad técnica, institucional y presupuestal. Tras este análisis, se determinó que el fortalecimiento integral del modelo de justicia cívica municipal representa la opción más viable y efectiva por su coherencia diagnóstica al abordar directamente las causas identificadas, su sostenibilidad institucional al fortalecer capacidades internas de la Alcaldía Municipal Cívica, y su viabilidad presupuestaria al optimizar recursos existentes. Esta estrategia se materializa mediante la ejecución directa de los componentes del Programa Presupuestario y actividades complementarias de coordinación interinstitucional, capacitación especializada y evaluación continua. La alternativa seleccionada se encuentra alineada con el Eje 3 del PMD 2025-2027 "Gobierno de Paz, Seguridad y Justicia" y garantiza coherencia vertical con los niveles jerárquicos de planeación (Fin, Propósito, Componentes y Actividades), consolidando así la rectoría del gasto hacia resultados de impacto en la convivencia pacífica municipal.



OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	**Oaxaca de Juárez**
Ejercicio Fiscal	**2026**
Nombre del Programa	**Justicia Cívica y Convivencia Ciudadana**
Clave del Programa Presupuestario	**27**
Unidad Responsable del Pp	**Alcaldía Municipal Cívica**

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	**Eje**	EJE1: GOBERNANZA CON JUSTICIA
Alineación al Plan Estatal de Desarrollo	**Eje**	EJE 3. SEGURIDAD Y JUSTICIA PARA VIVIR EN PAZ
Alineación al Plan Municipal de Desarrollo	**Eje**	EJE 3: GOBIERNO DE PAZ, SEGURIDAD Y JUSTICIA
	Subeje o subprograma	JUSTICIA CÍVICA
	Objetivo	3.4 FORTALECER LA JUSTICIA CÍVICA ENTRE LA CIUDADANÍA Y EL MUNICIPIO
	Estrategia (s)	3.4.1 FORTALECER EL MODELO DE LOS JUZGADOS ESPECIALIZADO
	Línea(s) de Acción	3.4.1.1 CAPACITAR EL DESEMPEÑO DE LOS JUECES ESPECIALIZADOS Y POLICÍAS MUNICIPALES.
Alineación a los Objetivos de Desarrollo Sostenible	**Objetivo(s) ODS**	3.4.1.2 INFORMAR SOBRE LA IMPORTANCIA DE LA JUSTICIA CÍVICA.
	Meta(s) ODS	ODS 11: CIUDADES Y COMUNIDADES SOSTENIBLES

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Rendición de Cuentas
Clave del Programa Presupuestario	28
Unidad Responsable del Pp	Unidad de Transparencia

1. Diagnóstico del Programa presupuestario

1.1 Descripción del Problema

Antecedentes y definición del problema

En el Municipio de Oaxaca de Juárez, persiste un problema central relacionado con la gestión y actualización insuficiente de la información pública municipal, lo que impide contar con datos completos, coherentes y oportunos en los diferentes sistemas y plataformas de transparencia. Esta situación se origina en la falta de estandarización en los procesos internos de registro, organización y publicación de información, así como en la limitada coordinación entre las áreas generadoras y la Unidad de Transparencia.

El problema se manifiesta principalmente en la discontinuidad y heterogeneidad de la información institucional, lo cual afecta la consistencia de los datos que deben ponerse a disposición de la ciudadanía bajo los marcos normativos vigentes. La ausencia de mecanismos uniformes para asegurar la calidad, integridad y periodicidad de la información genera un entorno en el que los registros públicos presentan vacíos, inconsistencias y variaciones que dificultan su consulta y verificación.En síntesis, el problema consiste en que la información pública del municipio no se gestiona ni actualiza de manera uniforme, completa y sistemática, lo que limita la capacidad institucional para cumplir adecuadamente con las obligaciones de transparencia y garantizar información confiable.

Justificación del Pp
Permite fortalecer la gestión, actualización y disponibilidad de la información pública municipal. Su pertinencia radica en que brinda las herramientas operativas, normativas y administrativas para garantizar que el municipio cumpla de manera eficiente con sus obligaciones de transparencia y, con ello, asegurar que la ciudadanía acceda a información clara, completa y confiable. El programa se justifica porque permite dotar a la administración municipal de capacidades técnicas y operativas que actualmente son insuficientes, particularmente en lo relacionado con la estandarización de procesos informativos, el seguimiento institucional y la coordinación entre las áreas que generan datos. Asimismo, brinda el andamiaje necesario para mejorar la calidad de las respuestas a solicitudes de información, fortalecer la organización documental, asegurar la protección de datos personales y promover prácticas de transparencia activa. La intervención es pertinente porque está respaldada por el marco jurídico aplicable —incluida la normatividad estatal y municipal en materia de transparencia—, el cual asigna responsabilidades directas a los municipios para garantizar el derecho de acceso a la información. En este sentido, el programa constituye el instrumento más adecuado para cumplir con dichas obligaciones y ordenar los procesos que permiten gestionar la información pública de manera eficiente. La situación futura deseada es contar con un municipio que gestione y publique información con oportunidad, homogeneidad y calidad, asegurando que la ciudadanía pueda ejercer plenamente su derecho de acceso a la información y que la administración pública opere bajo principios de integridad, apertura y rendición de cuentas. El programa permitirá avanzar hacia este escenario al consolidar procedimientos institucionales claros, capacidades fortalecidas y mecanismos permanentes de seguimiento. En suma, el programa es necesario y pertinente porque ofrece la estructura institucional requerida para superar las limitaciones detectadas y avanzar hacia un modelo de gestión informativa que garantice transparencia, confianza pública y un ejercicio efectivo de los derechos ciudadanos.

Estado actual del problema

En el Municipio de Oaxaca de Juárez persisten rezagos verificables en materia de transparencia, acceso a la información pública y protección de datos personales, los cuales comprometen la calidad de la gestión pública y limitan el ejercicio efectivo de los derechos ciudadanos. Aunque existe un marco normativo sólido que regula la publicación de información de oficio, la atención a solicitudes y el manejo adecuado de datos personales, la evidencia cuantitativa muestra que continúan existiendo deficiencias operativas en la actualización, disponibilidad y completitud de la información. De acuerdo con los registros oficiales del SIPOT y del Portal de Transparencia Municipal, durante 2025 se identificó que aproximadamente 10 % de la información de oficio permanecía desactualizada, pese a que se realizaron 1,056 actualizaciones anuales en el Portal Institucional. Si bien el municipio alcanzó un 100 % de cumplimiento en obligaciones de transparencia en 2025, este indicador había sido de 97.5 % en 2022, mostrando fluctuaciones operativas asociadas a la heterogeneidad de procesos internos en las dependencias.
Respecto al acceso a la información, los datos también reflejan avances y rezagos simultáneos. Entre 2022 y 2025, los recursos de revisión interpuestos ante el OGAIPO se redujeron de 136 a 41, equivalente a una disminución del 69.85 %. Sin embargo, aun en 2025 se registraron 17 recursos pendientes de resolución, lo que revela inconsistencias persistentes en la fundamentación, completitud y oportunidad de las respuestas emitidas por distintas áreas municipales. Los reportes internos de la Unidad de Transparencia también documentan fallas recurrentes en la clasificación adecuada de documentos, así como en los procesos de protección de datos personales, lo que incrementa el riesgo de incumplimiento normativo y afecta la confianza de la ciudadanía.

Desde el punto de vista territorial, la problemática presenta variaciones relacionadas con la infraestructura y la brecha digital. En diversas agencias municipales y zonas periféricas del municipio, donde históricamente se registra menor acceso a internet, infraestructura tecnológica limitada y conectividad irregular, se observan mayores rezagos en la carga y actualización de información. Estas condiciones afectan particularmente a áreas administrativas que operan fuera del núcleo institucional del Centro Histórico, lo que genera mayores tiempos de traslado, retrasos en la entrega de documentación y menor oportunidad en la verificación y validación de datos. De manera general, las diferencias en conectividad y disponibilidad tecnológica amplifican la desigualdad operativa entre dependencias y repercuten en la homogeneidad de la información pública que se difunde a la ciudadanía.

Esta situación impacta de manera diferenciada a ciertos grupos poblacionales. Las personas adultas mayores, mujeres jefas de hogar, personas con discapacidad, comunidades indígenas urbanas y habitantes de zonas con baja conectividad enfrentan mayores barreras para ejercer su derecho de acceso a la información pública. Asimismo, organizaciones de la sociedad civil, colectivos ciudadanos y sectores académicos que consultan de manera frecuente la PNT han reportado dificultades para acceder a información completa y verificable en áreas como Tesorería, Obras Públicas, Sindicaturas y Seguridad Pública, dependencias que concentran tanto un alto volumen de solicitudes como los mayores rezagos en la actualización de información.

En cuanto a gobierno abierto, aunque el municipio aparece como parte del Secretariado Técnico de Gobierno Abierto Oaxaca, la revisión del micrositio estatal y de los portales municipales evidencia una brecha entre el reconocimiento institucional y la operación práctica. La existencia del micrositio no garantiza que todas las estructuras internas —como manuales actualizados, procedimientos homologados, sistemas de capacitación continua o tratamiento adecuado de datos personales— estén implementadas o funcionen de forma uniforme en todas las áreas municipales. Esto se refleja en la falta de estandarización de criterios, en la disparidad de procesos de clasificación documental y en la adopción desigual de prácticas de apertura y transparencia proactiva.

En síntesis, el estado actual del problema muestra brechas operativas en la calidad, oportunidad y completitud de las respuestas a solicitudes de información; rezagos en la actualización de información de oficio; inconsistencias en la clasificación y protección de datos personales; y una débil estandarización de instrumentos internos como manuales, guías y mecanismos de capacitación. Estas condiciones, respaldadas por evidencia cuantitativa, fuentes verificables y un análisis territorial y poblacional integral, confirman la existencia de un problema público vigente que afecta a la ciudadanía, limita la transparencia institucional y debilita la rendición de cuentas en Oaxaca de Juárez.

Evolución del problema
Durante los últimos cinco años, el problema público relacionado con la transparencia, el acceso a la información y la protección de datos personales en el Municipio de Oaxaca de Juárez ha mostrado una evolución identificable a partir de registros institucionales, verificaciones del SIPOT, reportes del OGAIPO y datos administrativos de la Unidad de Transparencia. Entre 2020 y 2022, el municipio presentó rezagos significativos en la publicación y actualización de información de oficio, con niveles de cumplimiento inferiores al estándar estatal, así como tiempos de respuesta a solicitudes superiores a los plazos normativos. En 2022, las verificaciones reflejaron que solo 97.5 % de las fracciones aplicables se encontraban publicadas, mientras que el número de recursos de revisión ascendió a 136, evidenciando deficiencias en la completitud, fundamentación y oportunidad de las respuestas. A partir de 2023 se registra un cambio parcial en el comportamiento del problema, asociado a ajustes operativos internos, capacitaciones realizadas y mayor acompañamiento metodológico del OGAIPO. Este periodo muestra un incremento en la actividad institucional, reflejado en la realización de más de 1,000 actualizaciones anuales en el Portal de Transparencia y una tendencia a la reducción de inconsistencias en cargas de información. No obstante, estas mejoras no fueron homogéneas entre áreas, y persistieron dependencias con procesos de clasificación documental limitados, criterios dispares en el manejo de datos personales e inconsistencias en la calidad de la información reportada en SIPOT y en la PNT. Para 2024–2025, la evolución muestra una disminución importante en los recursos de revisión presentados, pasando de 136 en 2022 a 41 en 2025 (una reducción del 69.85 %), lo que indica avances en la elaboración de respuestas y atención institucional. Sin embargo, del total correspondiente a 2025 aún permanecían 17 recursos pendientes, lo que confirma que el problema, aunque reducido, no ha sido solucionado. Asimismo, pese a alcanzar 100 % de cumplimiento en SIPOT en 2025, los registros internos evidencian que 10 % de la información de oficio seguía desactualizada, debido a brechas operativas en la verificación, validación y estandarización de procesos. Estas fluctuaciones demuestran que los avances registrados dependen del esfuerzo operativo y no de un sistema institucional consolidado. En cuanto a factores explicativos, la evolución del problema refleja que las mejoras observadas entre 2023 y 2025 se relacionan con procesos puntuales, como capacitaciones aisladas, acompañamiento del órgano garante, actualización de equipos y reorganización administrativa en áreas específicas. Sin embargo, estos factores no se tradujeron en una transformación estructural del sistema de transparencia municipal, ya que no se consolidaron manuales homogéneos de clasificación documental, no se implementaron sistemas uniformes de gestión archivística ni se establecieron procedimientos estandarizados para el tratamiento de datos personales. Como resultado, la capacidad institucional sigue siendo variable entre dependencias, lo que explica por qué los avances no se reflejan de manera consistente en todos los indicadores. Finalmente, la evolución del problema guarda relación directa con el problema público identificado en el Plan Municipal de Desarrollo 2025–2027, que reconoce la insuficiencia de mecanismos de transparencia y la falta de procesos operativos uniformes para garantizar el acceso a la información. Los cambios registrados durante los últimos cinco años confirman esta brecha estructural: aunque el municipio ha logrado incrementos en el cumplimiento formal, los indicadores operativos —tiempos de respuesta, consistencia informativa, actualización real de datos y protección de datos personales— siguen mostrando variaciones importantes, lo que evidencia la persistencia del problema público y justifica la intervención del Programa Presupuestario.

Experiencias de atención
Entre 2020 y 2024, el Municipio de Oaxaca de Juárez implementó diversas acciones orientadas a atender el problema público relacionado con la transparencia, el acceso a la información y la protección de datos personales. Durante este periodo se realizaron actualizaciones periódicas de obligaciones de transparencia en el SIPOT, jornadas de revisión documental, así como mejoras generales en el Portal de Transparencia municipal. A partir de 2022, el municipio incrementó su participación en actividades de capacitación ofrecidas por el Órgano Garante del Estado de Oaxaca, enfocadas en clasificación de información, gestión documental y uso de la Plataforma Nacional de Transparencia. Además, se integraron manuales operativos básicos para la carga de información y se revisaron procesos internos en coordinación con áreas como Tesorería, Obras Públicas, Servicios Municipales y Sindicaturas. En cuanto a resultados observables derivados de estas acciones, los registros permiten identificar avances medibles. Entre 2022 y 2025, el cumplimiento de obligaciones de transparencia pasó de 97.5 % a 100 % y el número de actualizaciones anuales ascendió a 1,056, lo que evidencia un incremento en la actividad operativa. Asimismo, se registró una disminución significativa en los recursos de revisión interpuestos ante el órgano garante, pasando de 136 en 2022 a 41 en 2025, lo cual sugiere una mejora parcial en la calidad y oportunidad de las respuestas institucionale. No obstante, persisten limitaciones dado que 17 recursos continuaban pendientes en 2025, reflejo de áreas que aún enfrentan dificultades para cumplir plenamente con los estándares de completitud y fundamentación establecidos por la ley. Durante este periodo también se identificaron diversos retos que influyeron en la forma en que se implementaron las acciones anteriores. Entre ellos destacan la insuficiencia tecnológica en algunas dependencias, la rotación frecuente de personal, la falta de criterios institucionales homogéneos para clasificar la información y la dificultad para articular procesos interinstitucionales entre áreas generadoras de datos. Asimismo, se detectaron brechas en la capacitación especializada, así como diferencias operativas entre oficinas del centro administrativo y dependencias ubicadas en zonas periféricas, que presentaban mayores tiempos de respuesta debido a limitaciones de conectividad o infraestructura. Las experiencias acumuladas entre 2020 y 2024 dejaron lecciones institucionales relevantes. Se constató que las capacitaciones aisladas no generan cambios sostenibles si no se acompañan de manuales internos actualizados; que la actualización masiva de información mejora indicadores formales pero no necesariamente la calidad del contenido; que la articulación entre áreas es determinante para garantizar respuestas completas; y que la verificación periódica del SIPOT es fundamental para mantener estándares de cumplimiento. Asimismo, la disminución de recursos de revisión demostró que la calidad técnica de las respuestas mejora cuando existe claridad en la clasificación de información y en los procesos de archivo. Finalmente, se observó que otros municipios del estado han avanzado mediante la implementación de sistemas internos de gestión documental integrada, particularmente en localidades que desarrollaron guías internas de clasificación o módulos digitales de consulta institucional. Estas referencias externas evidencian que la mejora en transparencia depende tanto de recursos tecnológicos como de la estandarización de procesos internos, lo que ofrece elementos comparativos útiles para fortalecer la operación municipal. Estas experiencias previas —con avances, limitaciones y aprendizajes documentados— constituyen la base histórica que explica la trayectoria reciente del problema público de transparencia en Oaxaca de Juárez y permiten comprender los factores que dieron forma a su evolución durante los últimos cinco años.

1.2 Metodología para la identificación de la población objetivo y definición de fuentes de información

Paso 1: Definir la población de referencia / universo Servidores públicos del Municipio de Oaxaca de Juárez que participan directa o indirectamente en la generación, gestión, publicación y resguardo de información pública, así como en la atención de solicitudes y la protección de datos personales. Paso 2: Delimitar la población potencial Personal adscrito a áreas generadoras, gestoras y publicadoras de información, unidades administrativas que procesan solicitudes de información, áreas responsables de la gestión documental, archivos y unidades vinculadas al tratamiento de datos personales. (Estimación inicial: 300 servidores públicos.) Paso 3: Establecer criterios de focalización para determinar la población objetivo •Titulares, jefaturas y responsables operativos relacionados con obligaciones de transparencia. •Áreas con historial alto de recursos de revisión. •Unidades con cumplimiento incompleto de obligaciones de transparencia. •Personal sin capacitación reciente en protección de datos personales o gestión documental. Paso 4: Cuantificar la población objetivo Número estimado de servidores que cumplen los criterios anteriores: aprox. 50 servidores públicos. Paso 5: Monitorear la población atendida Servidores capacitados, que adoptaron manuales, estandarizaron procesos o implementaron mejoras de gestión informativa. (Estimación: 45 servidores públicos.) Paso 6: Verificación y fuentes de información •Directorio Institucional del Municipio de Oaxaca de Juárez •Portal de Transparencia Municipal: relación de áreas generadoras, publicadoras y responsables de obligaciones de transparencia. •Plataforma Nacional de Transparencia (PNT) y SIPOT •Informes del OGAIPO •Sanciones o medidas de apremio aplicables a áreas municipales. •Informes administrativos internos de la Unidad de Transparencia: •Listado de personal capacitado, •Reportes de carga de información, •Registros de solicitudes de información atendidas. •Documentos de referencia interna: •Manual de Procedimientos de la Unidad de Transparencia, •Organigrama de la Unidad de Transparencia Paso 7: Segmentación adicional (opcional) •Personal que atiende solicitudes de información (UT). •Personal responsable de gestión de datos personales. •Áreas según volumen de solicitudes recibidas o carga de información. Paso 8: Validación y ajuste La Unidad de Transparencia revisa la consistencia entre directorios, reportes del OGAIPO, registros de capacitación y datos de cumplimiento para validar la población objetivo y la población atendida, realizando ajustes cuando existan cambios de adscripción, movimientos administrativos o sustitución de responsables de OT.

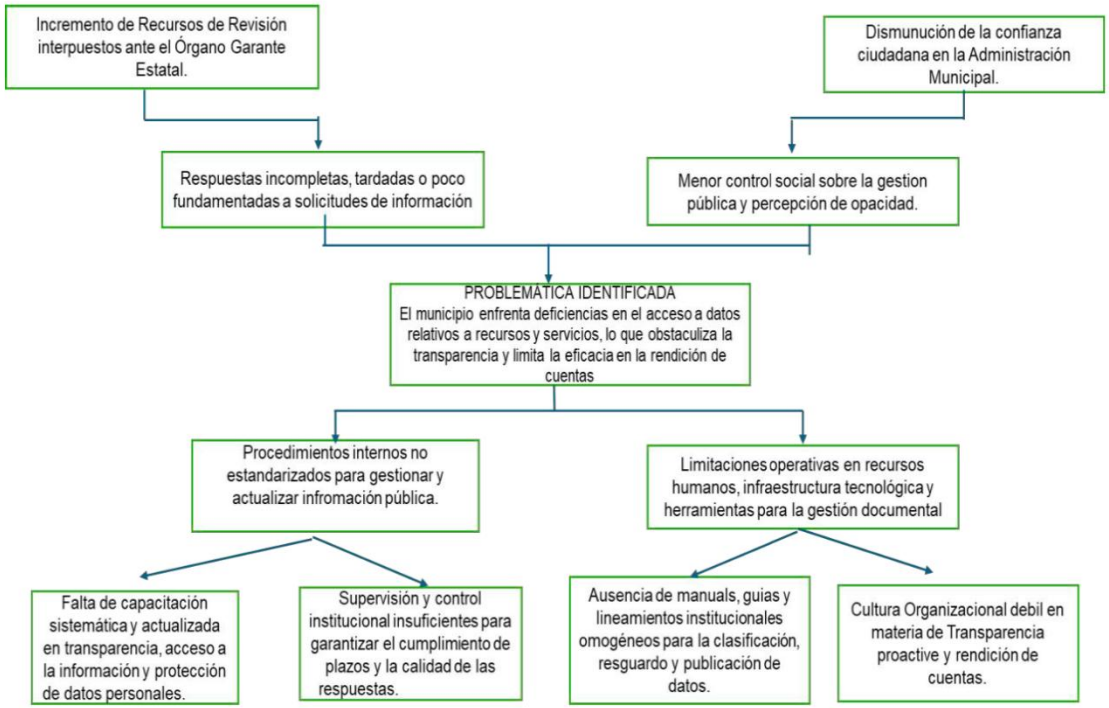
Definición y cuantificación de los conceptos poblacionales del Pp	

Población Potencial	210,000 personas adultas	**Cuantificación:**	210,000 personas adultas, estimación basada en la población total del municipio (270,955 habitantes según INEGI 2020) y proyecciones a 2025 (CONAPO).
		Criterios de Focalización	Ciudadanía adulta residente en todo el municipio. Zonas con mayor brecha digital o limitado acceso a internet (agencias y colonias periféricas). Personas con interés o necesidad de consultar información sobre obras, servicios, trámites o decisiones municipales. Personas mayores de 18 años residentes en el municipio de Oaxaca de Juárez que, por su condición ciudadana, pueden ejercer el derecho de acceso a la información pública, la protección de datos personales y la rendición de cuentas.
Población Objetivo	80,000 personas	**Cuantificación:**	80,000 personas, estimadas con base en el segmento ciudadano que utiliza servicios digitales, realiza trámites municipales o potencialmente presenta solicitudes de información.
		Criterios de Focalización	Habitantes de agencias con rezago en conectividad o acceso digital. Ciudadanía que consulta o intenta consultar la PNT o el Portal de Transparencia Municipal. Mujeres, personas adultas mayores y población indígena con barreras diferenciales de acceso a la información. Personas que han presentado solicitudes de información o participan en mecanismos de vigilancia ciudadana. Personas mayores de 18 años que requieren acceso efectivo, oportuno y comprensible a la información pública municipal y que enfrentan barreras como falta de información actualizada, rezago digital o tiempos de respuesta tardíos.
Población atendida (beneficiarios)	25,000 personas adultas	**Cuantificación:**	25,000 personas adultas, estimadas según la capacidad operativa y digital proyectada del municipio para 2025 (solicitudes atendidas, consultas al portal, descargas de información y acciones de difusión).
		Criterios de Focalización	Personas cuyas solicitudes de información son atendidas en tiempo y forma. Ciudadanía que consulta OT, informes, datos abiertos y otros contenidos del portal de transparencia. Habitantes de zonas con baja conectividad que logran acceder a información más clara y accesible gracias a las mejoras del programa. Ciudadanas y ciudadanos mayores de 18 años que efectivamente reciben los beneficios del programa mediante respuestas completas y motivadas a sus solicitudes, acceso a Obligaciones de Transparencia actualizadas y consulta de datos e informes municipales. Personas beneficiadas por una mejor protección de datos personales y mayor calidad en la información entregada.

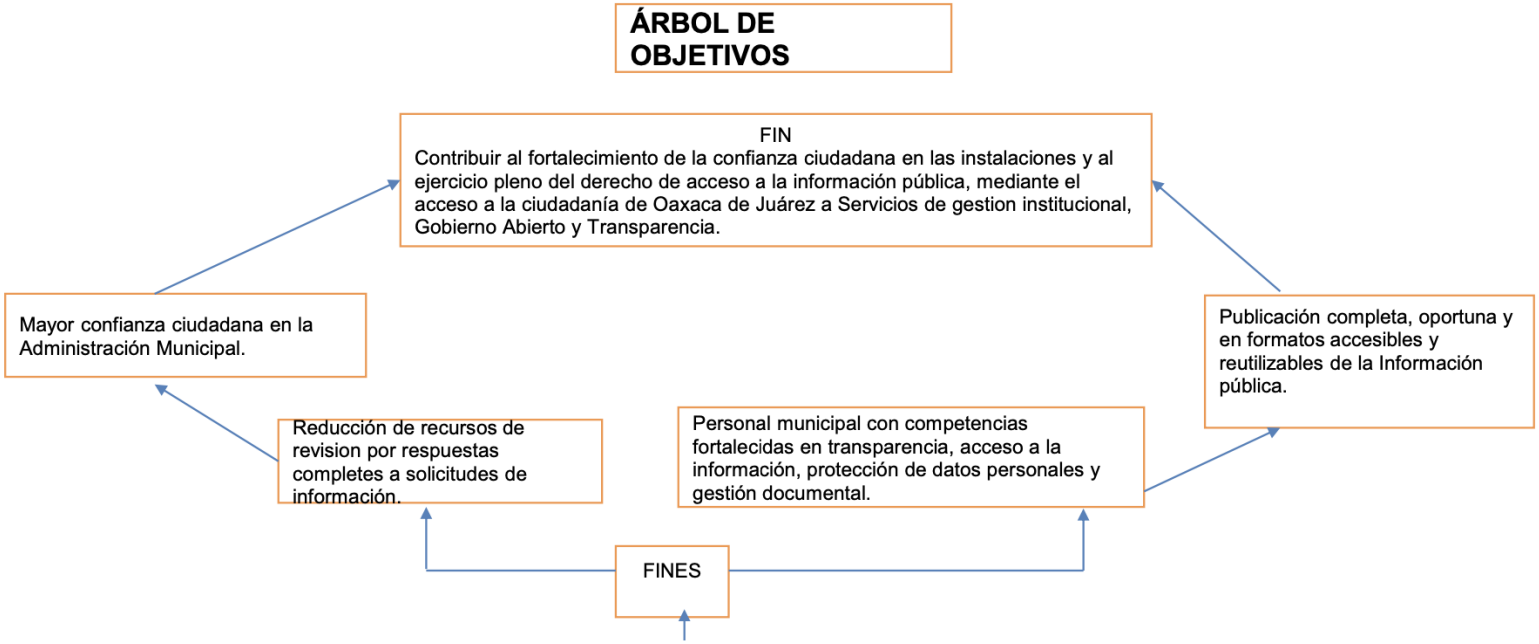
Ficha Técnica del Programa presupuestario

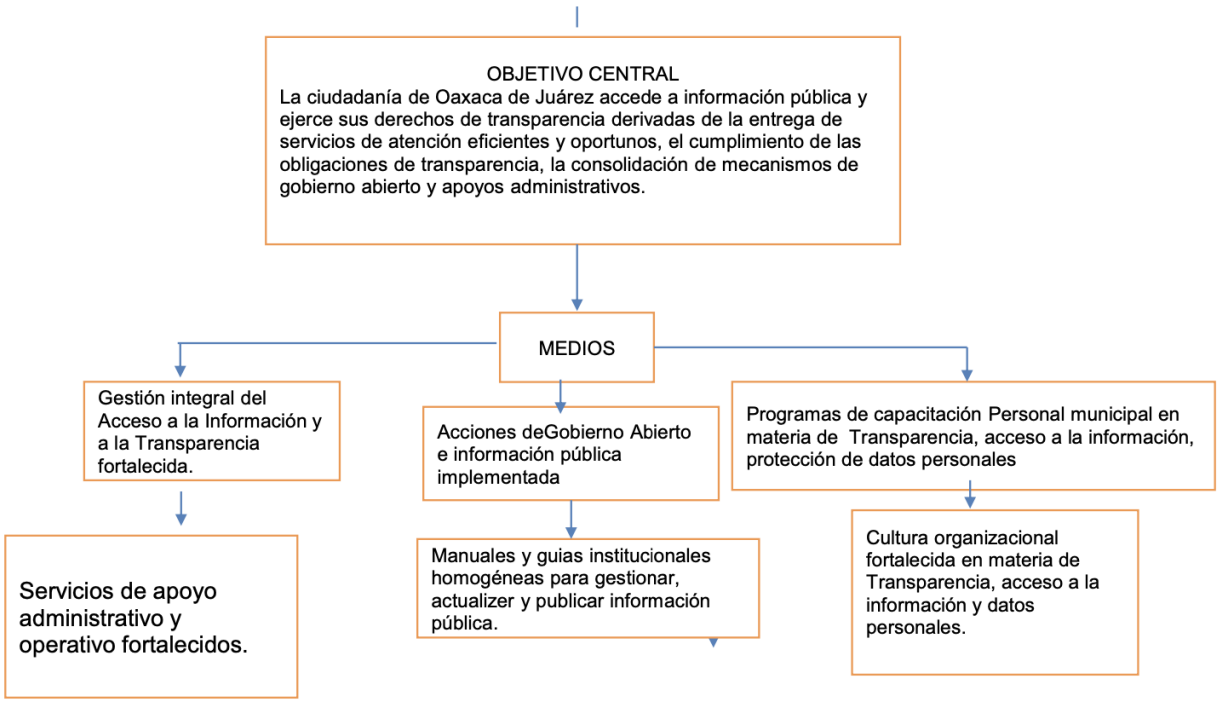
Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Rendición de Cuentas
Clave del Programa Presupuestario	28
Unidad Responsable del Pp	Unidad de Transparencia

Árbol de Problemas



Árbol de Objetivos





2. Estrategia para la selección de alternativas.	

La selección de alternativas se fundamenta explícitamente en el diagnóstico, el Árbol de Problemas y el Árbol de Objetivos, siguiendo los lineamientos metodológicos del Marco Lógico. Conforme a esta metodología, las alternativas deben derivarse directamente de los medios formulados en el Árbol de Objetivos y representar distintas estrategias plausibles para alcanzar el objetivo central del programa.

Con base en este análisis, se identifican cuatro alternativas posibles. La primera consiste en un enfoque institucional orientado al fortalecimiento de capacidades mediante capacitación especializada y consolidación de criterios internos. La segunda plantea un enfoque tecnológico centrado en la incorporación de herramientas digitales para la gestión de solicitudes de información y la publicación de obligaciones de transparencia. La tercera alternativa se basa en un enfoque organizacional que prioriza la mejora de procesos internos, la supervisión, el liderazgo y la sensibilización institucional. Finalmente, la cuarta alternativa plantea una estrategia integral que combina fortalecimiento de capacidades, tecnología, estandarización de

procesos y cultura organizacional. Estas opciones reflejan directamente los medios identificados en el Árbol de Objetivos.

De las alternativas identificadas, la estrategia integral resulta ser la más viable y se selecciona como alternativa preferente. Esta elección se fundamenta en criterios de viabilidad técnica, institucional y presupuestal, así como en el impacto esperado. Desde el punto de vista técnico, la problemática diagnosticada presenta múltiples causas simultáneas, por lo que ninguna intervención aislada sería capaz de resolverla plenamente; una estrategia integral atiende de manera coordinada los factores operativos, normativos, tecnológicos y culturales. En términos institucionales, la heterogeneidad en las capacidades de las áreas generadoras de información requiere una intervención que permita estandarizar criterios y fortalecer a todas las unidades involucradas. Asimismo, desde la perspectiva presupuestal, la integración de acciones no implica gastos superiores, ya que los componentes pueden articularse dentro de un solo programa operativo anual. Por estas razones, la opción integral garantiza un mayor impacto y sostenibilidad en el cumplimiento del objetivo central.

La alternativa seleccionada se vincula directamente con la forma en que se ejecutará el Programa Presupuestario a través de sus componentes y actividades. La estrategia integral permite estructurar componentes orientados al fortalecimiento institucional, tales como capacitación, elaboración de criterios internos y estandarización de procesos. Asimismo, sustenta componentes vinculados con la mejora tecnológica, necesarios para la gestión de solicitudes de información y la publicación de obligaciones de transparencia. También da soporte a actividades de supervisión, control y seguimiento, indispensables para garantizar respuestas completas y dentro de los plazos legales. Finalmente, posibilita el desarrollo de un componente transversal de cultura institucional que contribuya a modificar prácticas y consolidar una gestión documental eficiente.

Además, la estrategia seleccionada se alinea plenamente con el Plan Municipal de Desarrollo 2025–2027, en particular con el Eje 2, orientado a promover un gobierno abierto, eficiente y con participación ciudadana. Esta alineación se refleja en la correspondencia del objetivo del programa con las prioridades del PMD, que incluyen fortalecer la transparencia, mejorar los procesos administrativos, impulsar la innovación y consolidar la confianza ciudadana. Asimismo, la estrategia integral mantiene coherencia con los distintos niveles del Marco Lógico: contribuye al Fin de un gobierno municipal más abierto y confiable; se orienta al Propósito de una gestión eficiente, completa y oportuna de la información pública; sustenta componentes relacionados con capacidades institucionales, lineamientos internos, procesos estandarizados, infraestructura técnica y cultura de transparencia; y permite organizar actividades operativas congruentes con la estructura jerárquica del programa.

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

Ficha Técnica del Programa presupuestario

Datos de identificación del Programa Presupuestario (Pp)	
Nombre del Municipio	Oaxaca de Juárez
Ejercicio Fiscal	2026
Nombre del Programa	Transparencia y Rendición de Cuentas
Clave del Programa Presupuestario	28
Unidad Responsable del Pp	Unidad de Transparencia

3. Alineación del Programa Presupuestario a los Instrumentos de Planeación Estratégica		
Alineación al Plan Nacional de Desarrollo	Eje	1. Gobernanza con Justicia y Participación Ciudadana
Alineación al Plan Estatal de Desarrollo	Eje	2. Gobierno Honesto, Cercano y Transparente al Servicio de los Pueblos y Comunidades
Alineación al Plan Municipal de Desarrollo	Eje	2. Gobierno de Territorio, Honesto y Transparente
	Subeje o subprograma	2.2 Transparencia y rendición de cuentas
	Objetivo	2.2 Fortalecer la Transparencia y rendición de cuentas en la administración pública municipal.
	Estrategia (s)	2.2.1 Promover el acceso a la infromación pública y de Protección de datos personales en ell ámbito municipal
	Línea(s) de Acción	2.2.1.1 Mejorar la accesibilidad de la información mediante la simplificación y organización de la información con un enfoque incluyente e intercultural. 2.2.1.2 Atender solicitudes de acceso a la información pública y de derechos ARCOP. 2.2.1.3 Fomentar la capacitación en materia de transparencia entre las personas servidoras públicas."□
Alineación a los Objetivos de Desarrollo Sostenible	Objetivo(s) ODS	16. Paz, justicia e instituciones sólidas
	Meta(s) ODS	16.1 Reducir significativamente todas las formas de violencia y las correspondientes tasas de mortalidad en todo el mundo. 16.6 Crear a todos los niveles instituciones eficaces y transparentes que rindan cuentas.

ANEXO 5.3: SITUACIÓN DE POBREZA Y REZAGO SOCIAL.

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INFORME ANUAL SOBRE LA SITUACIÓN DE POBREZA Y REZAGO SOCIAL 2024

20 - Oaxaca

20067 - Oaxaca de Juárez

I. Información sociodemográfica

Población total, 2023	Entidad	4,276,769
	Municipio	259,855
Población joven, 2023 (15 a 29 años)	Entidad	1,066,105
	Municipio	68,894
Población adulta mayor, 2023 (65 y más años)	Entidad	442,666
	Municipio	32,580
Población estudiantil, 2020	Entidad	1,111,887
	Municipio	73,794
Población afromexicana, 2020	Entidad	194,474
	Municipio	9,419
Población indígena por autoadscripción, 2020	Entidad	2,702,852
	Municipio	120,721
Población que habla alguna lengua indígena, 2020	Entidad	1,216,462
	Municipio	21,931
Población con discapacidad, 2020	Entidad	273,876
	Municipio	13,826
Zonas de Atención Prioritaria urbanas, 2024	Entidad	7,464
	Municipio	84
Zonas de Atención Prioritaria rurales, 2024	Entidad	451
	Municipio	0
Grado de marginación, 2020	Entidad	Muy alto
	Municipio	Muy bajo
Localidades con alto o muy alto grado de rezago social, 2020	Entidad	3,750
	Municipio	10

Pirámide de población, 2023 (número de personas)

Rango de edad	Hombres 121,222 (46.6%)	Mujeres 138,633 (53.4%)
65 y más	9,303	14,114
60 a 64	4,622	6,376
55 a 59	6,836	7,593
50 a 54	6,677	8,958
45 a 49	7,204	9,675
40 a 44	7,654	9,876
35 a 39	8,653	10,420
30 a 34	10,365	11,370
25 a 29	12,253	12,399
20 a 24	12,019	12,046
15 a 19	10,015	10,162
10 a 14	8,743	8,606
5 a 9	8,912	8,339
0 a 4	9,364	8,699

Nota: [...] los datos de población total y población joven a nivel nacional fueron proporcionados [...] Censo de Población y Vivienda 2020 [...] Para mayor información [...]

II. Indicadores de pobreza multidimensional

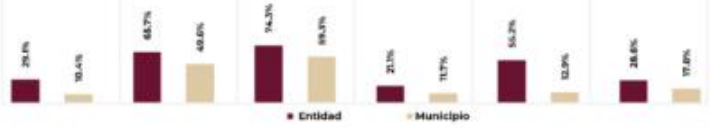
Población por condición de pobreza multidimensional, 2020 (número de personas y porcentaje)

Indicador	Personas	Porcentaje
Pobreza	93,304	34.0%
Pobreza moderada	71,699	26.1%
Pobreza extrema	21,605	7.9%
Vulnerables por carencia social	101,037	36.8%
Vulnerables por ingresos	11,008	4.0%
No pobres y no vulnerables	69,295	25.2%

Porcentaje de la población por rubros de pobreza, 2022

Carencias sociales, 2020 (número de personas y porcentaje)

	Rezago educativo	Acceso a los servicios de salud	Acceso a la seguridad social	Calidad y espacios de la vivienda	Acceso a los servicios básicos en la vivienda	Acceso a la alimentación nutritiva y de calidad
Entidad	1,238,000	2,792,542	3,158,737	896,878	2,344,677	1,215,940
Municipio	28,599	136,159	162,739	32,219	35,466	48,802



Nota: De acuerdo con el CONEVAL, los datos se actualizan cada dos años para las entidades federativas y cada cinco años para los municipios o demarcaciones territoriales. Por esta razón, los datos mostrados son de 2022 para las entidades y de 2020 para los municipios o demarcaciones.

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INFORME ANUAL SOBRE LA SITUACIÓN DE POBREZA Y REZAGO SOCIAL 2024

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III. Indicadores de seguimiento al derecho a la vivienda

Estimaciones de los componentes de carencia por calidad y espacios en la vivienda, 2020 [1]

(número de personas y viviendas)

Viviendas con pisos de tierra		Viviendas con techos de material endeble		Viviendas con muros de material endeble		Viviendas con hacinamiento	
	Municipio		Municipio		Municipio		Municipio
Personas	9,580	Personas	891	Personas	21,996	Personas	22,395
Viviendas	2,288	Viviendas	331	Viviendas	5,697	Viviendas	4,422

Estimaciones de los componentes de carencia por acceso a los servicios básicos en la vivienda, 2020 [2]

(número de personas y viviendas)

Viviendas sin acceso al agua		Viviendas sin drenaje		Viviendas sin electricidad		Viviendas sin chimenea cuando usan leña o carbón para cocinar	
	Municipio		Municipio		Municipio		Municipio
Personas	38,235	Personas	8,604	Personas	784	Personas	11,270
Viviendas	9,677	Viviendas	2,171	Viviendas	248	Viviendas	2,592

Nota: 1/ Los datos que se muestran son una aproximación a los componentes de las carencias sociales que se analizan, debido a que no se dispone de esta información en CONEVAL.
2/ De acuerdo con el INEGI, una vivienda es el lugar construido para que las personas puedan habitar, descansar, cocinar, comer y resguardarse del ambiente.

GOBIERNO DE MÉXICO | BIENESTAR

INFORME ANUAL SOBRE LA SITUACIÓN DE POBREZA Y REZAGO SOCIAL 2024
20 - Oaxaca
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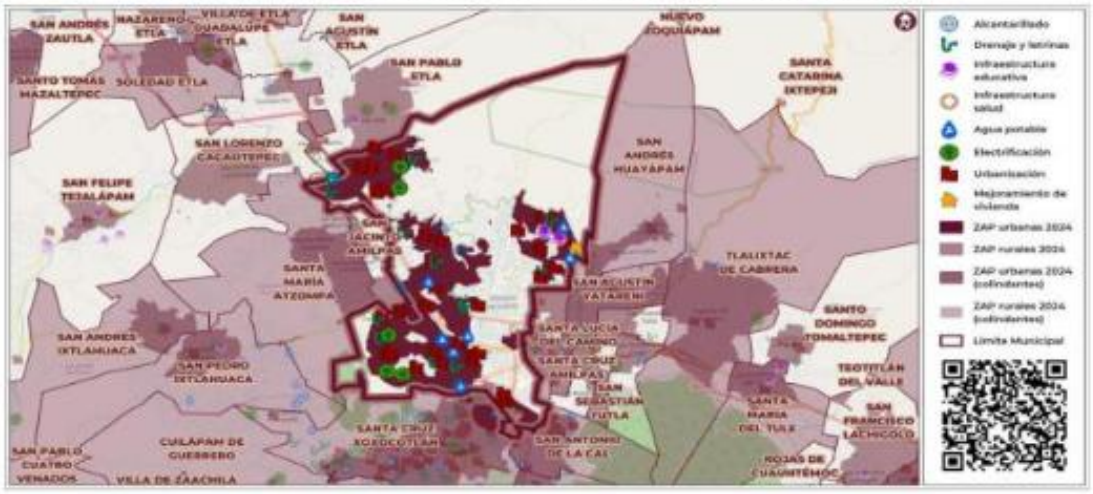
IV. Distribución de los recursos del Fondo de Aportaciones para la Infraestructura Social en su componente FAISMUN

Distribución geográfica de los recursos planeados del FAISMUN según sus componentes, enero-diciembre 2023 [4]



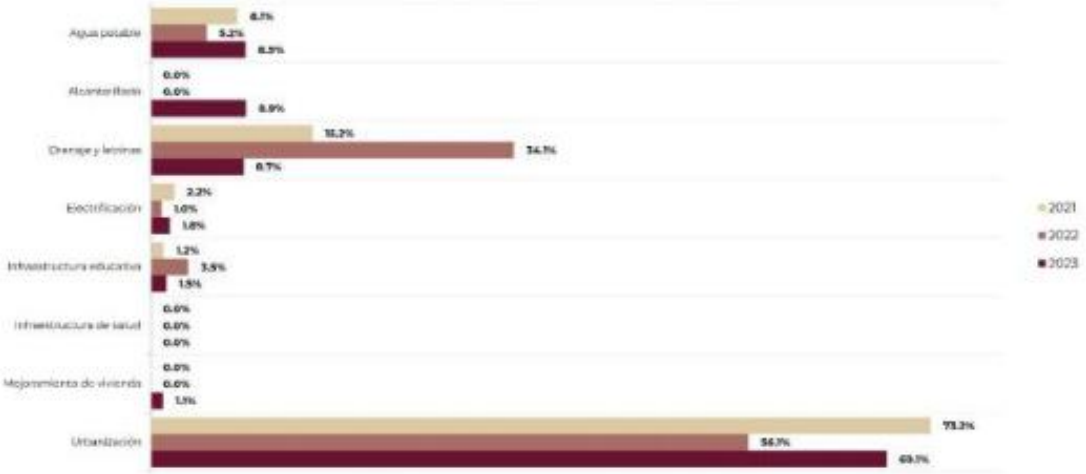
https://sisge.bienestar.gob.mx/sisge?cve_geo=20067

Recursos planeados y ejercidos del FAISMUN, 2023

Indicador	Millones de pesos
Recursos planeados (enero-diciembre 2023) [5]	149.9
Recursos ejercidos (enero-septiembre 2023) [7]	1.5

Nota: Los recursos planeados pueden no reflejar la totalidad para el ejercicio fiscal 2023, debido a que, al corte del 03 de diciembre de 2023, algunos municipios no contaban con la información completa en la MIDS.

Distribución porcentual de los recursos planeados del FAISMUN según sus componentes, 2021-2023 [10]



Nota: Los datos de 2021 y 2022 son definitivos, para 2023 los datos son preliminares al corte del 31 de diciembre de 2023.

Fuentes de información:

[1] CONAPO. Proyecciones de la población de México y de las entidades federativas 2020 a 2070. (a mitad de año).
[2] INEGI. Cuestionario ampliado. Censo de Población y Vivienda 2020.
[3] DOF. Decreto por el que se formula la Declaratoria de las Zonas de Atención Prioritaria para 2021. DOF: 31/12/2020.
[4] CONAPO. Índice de Intensidad Migratoria por entidad federativa 2020.
[5] CONEVAL. Índice de Rezago Social 2020 a nivel nacional, estatal, municipal y localidad.
[6] CONEVAL. Medición de la Pobreza a nivel municipio 2020, Anexo estadístico 2010 - 2020.
[7] CONEVAL. Medición de la Pobreza a nivel entidad federativa 2018. Anexo estadístico.
[8] SEDESOL. Secretaría de Desarrollo Social. Cédula Única de Información Socioeconómica. Versión 2.0.
[9] SEDESOL. Secretaría de Desarrollo Social. Manual para el Cálculo de la Incidencia de la Pobreza en los Municipios 2010-2015.
[10] SEDESOL. Secretaría de Desarrollo Social. Lineamientos Generales para la Operación del Fondo de Aportaciones para la Infraestructura Social. DOF: 14/02/2014.
[11] SEDESOL. Secretaría de Desarrollo Social. Lineamientos para la Integración, Operación y Actualización del Sistema de Información de los Programas de Desarrollo Social. DOF: 30/12/2015.
[12] SEDESOL. Secretaría de Desarrollo Social. Lineamientos para la Integración, Operación y Actualización del Sistema de Información de los Programas de Desarrollo Social. DOF: 30/12/2015.
[13] SEDESOL. Secretaría de Desarrollo Social. Lineamientos para la Integración, Operación y Actualización del Sistema de Información de los Programas de Desarrollo Social. DOF: 30/12/2015.
[14] SEDESOL. Secretaría de Desarrollo Social. Lineamientos para la Integración, Operación y Actualización del Sistema de Información de los Programas de Desarrollo Social. DOF: 30/12/2015.

Para mayor información de los informes anuales históricos, consultar en: https://www.gob.mx/bienestar/documentos/informe-anual-sobre-la-situacion-de-pobreza-y-rezago-social

ANEXO 5.4:P PLANTILLA DE PERSONAL.

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
JEFE DE GRUPO	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	30,864.49	54,021.03	0.00	0.00	440,903.99
OFICIAL DE TRABAJO SOCIAL	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	91,591.71	25,895.18	19,887.49	10,178.53	0.00	0.00	20,307.84	2,781.60	9,296.16	15,191.84	37,289.05	0.00	0.00	356,716.24
PROMOTOR DEPORTIVO	INST MPAL DEL D	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,103.04	12,489.00	9,591.55	4,113.04	0.00	0.00	20,307.84	2,781.60	9,296.16	4,200.00	0.00	16,905.11	0.00	163,734.55
TAQUIMECANOGRAFA	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	9,511.01	0.00	0.00	20,307.84	2,781.60	9,296.16	14,195.54	34,843.61	0.00	0.00	342,314.76
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	96,330.21	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	18,844.86	53,964.83	0.00	0.00	428,554.71
ENCARGADO DE MANTENIMIENT	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	96,330.21	35,548.26	24,669.64	12,626.06	154,185.24	0.00	20,307.84	2,781.60	9,296.16	18,844.86	53,964.83	0.00	0.00	582,739.95
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	98,594.71	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	46,444.86	53,964.83	0.00	0.00	458,419.21
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	45,704.27	0.00	0.00	566,429.56
CHOFER C	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	92,347.71	26,239.30	20,151.78	10,313.79	0.00	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	360,565.14
OFICIAL DE TRABAJO SOCIAL	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	94,679.21	25,895.18	19,887.49	10,178.53	0.00	0.00	20,307.84	2,781.60	9,296.16	15,191.84	37,289.05	0.00	0.00	359,803.74
OFICIAL ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,586.34	35,802.83	0.00	0.00	349,174.56
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	48,687.91	0.00	0.00	398,537.45
JEFE DE GRUPO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	46,303.74	0.00	0.00	421,186.70
AUXILIAR UNIVERSAL DE OFI	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,283.90	24,496.73	18,813.48	9,628.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,371.41	35,275.28	0.00	0.00	341,839.54
TECNICO CONTABLE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	59,841.65	0.00	0.00	429,061.21
JEFE DE GRUPO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	431,991.49
JEFE DE GRUPO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	23,664.49	46,303.74	0.00	0.00	425,986.70
JEFE DE GRUPO	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	42,262.09	61,738.32	0.00	0.00	463,106.38
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	98,594.71	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	42,844.86	53,964.83	0.00	0.00	454,819.21
JEFE DE GRUPO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	77,172.90	0.00	0.00	452,055.86
JEFE DE GRUPO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,017.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	32,149.69	77,172.90	0.00	0.00	465,561.06
TECNICO CONTABLE	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	26,684.95	44,881.24	0.00	0.00	419,413.30
ENCARGADO DE MANTENIMIENTO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	96,130.21	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	42,844.86	61,674.10	0.00	0.00	460,063.97
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,661.24	63,456.58	0.00	0.00	762,237.77
TECNICO ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	48,687.91	0.00	0.00	398,537.45
TECNICO CONTABLE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,699.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	52,361.44	0.00	0.00	421,691.01
JEFE DE GRUPO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,409.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	431,516.49
TECNICO ADMINISTRATIVO	REG SEG VEC Y C	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	23,002.13	27,821.66	0.00	0.00	383,671.20
TECNICO ADMINISTRATIVO	SIND SEGUNDA MP	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	26,602.13	34,777.08	0.00	0.00	394,226.62
ENCARGADO DE MANTENIMIENTO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	98,119.71	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	30,844.86	38,546.31	0.00	0.00	426,925.69
JEFE DE GRUPO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	30,864.49	54,021.03	0.00	0.00	443,991.49
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	181,304.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	45,326.13	0.00	0.00	649,931.51
PROGRAMADOR B	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	5,349.31	0.00	0.00	20,307.84	2,781.60	9,296.16	15,102.00	0.00	21,986.32	0.00	205,859.57
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,586.34	29,835.69	0.00	0.00	343,207.42
TECNICO CONTABLE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	59,841.65	0.00	0.00	429,061.21
AYUDANTE OPER/MAQ.PESADA	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	121,259.40	0.00	0.00	0.00	91,752.28	25,262.38	19,401.50	9,929.80	0.00	0.00	20,307.84	2,781.60	9,296.16	14,820.59	36,377.82	0.00	0.00	351,189.37
TRABAJADORA SOCIAL	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,321.42	29,036.38	22,299.94	11,413.23	0.00	0.00	20,307.84	2,781.60	9,296.16	17,034.67	48,781.11	0.00	0.00	398,646.95
JEFE DE UNIDAD	TESORERIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	4,981.16	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	22,868.96	0.00	326,664.69
PROYECTISTA	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	140,919.24	0.00	0.00	0.00	96,130.63	29,358.18	22,547.08	11,539.72	0.00	0.00	20,307.84	2,781.60	9,296.16	17,223.46	42,275.77	0.00	0.00	392,379.68
JEFE DE GRUPO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	428,903.99
TECNICO CONTABLE	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	44,881.24	0.00	0.00	411,013.30
TECNICO CONTABLE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	21,641.83	52,361.44	0.00	0.00	424,937.89
INSPECTOR (MDO. 20 DE NOV	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	18,678.00	0.00	17,561.64	0.00	182,246.79
ASISTENTE OPERATIVO "C"	D REC MA Y SE G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
OFICIAL DE TRABAJO SOCIAL	DIR DE AG BARR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	94,679.21	25,895.18	19,887.49	10,178.53	0.00	0.00	20,307.84	2,781.60	9,296.16	15,191.84	37,289.05	0.00	0.00	359,803.74
TECNICO CONTABLE	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	44,881.24	0.00	0.00	414,100.80
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	89,854.21	27,515.14	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,586.34	35,802.83	0.00	0.00	348,354.56
TECNICO CONTABLE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	30,284.95	44,881.24	0.00	0.00	426,100.80
ANALISTA	SEC DE GOB Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	37,135.68	0.00	3,664.39	0.00	208,920.14
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,582.04
TECNICO CONTABLE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	59,841.65	0.00	0.00	429,061.21
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	52,361.44	0.00	0.00	421,581.01
TECNICO CONTABLE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	20,684.95	52,361.44	0.00	0.00	423,981.01
JEFE DE GRUPO	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	428,903.99
JEFE DE GRUPO	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	69,455.61	0.00	0.00	447,426.07
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	101,549.37	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	63,456.58	0.00	0.00	489,029.94
JEFE DE GRUPO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,677.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	24,864.49	54,021.03	0.00	0.00	435,783.99

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
AUXILIAR DE CAJA	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	9,628.85	0.00	0.00	20,307.84	2,781.60	9,296.16	38,371.41	41,154.50	0.00	0.00	375,281.25
PROYECTISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	140,919.24	0.00	0.00	0.00	99,218.13	29,358.18	22,547.08	11,539.72	0.00	0.00	20,307.84	2,781.60	9,296.16	20,823.46	42,275.77	0.00	0.00	399,067.18
TECNICO CONTABLE	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	44,881.24	0.00	0.00	414,100.80
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	44,881.24	0.00	0.00	414,100.80
CABO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	83,280.18	26,333.47	17,236.45	8,821.71	155,606.88	0.00	20,307.84	2,781.60	9,296.16	13,166.74	32,318.35	0.00	0.00	476,877.23
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,263.75	26,053.31	18,080.37	9,253.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,811.39	33,900.70	0.00	0.00	334,751.08
AYUDANTE UNIVERSAL DE OFI	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,238.77	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	20,586.34	35,802.83	0.00	0.00	352,087.06
JEFE DE GRUPO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	428,903.99
JEFE DE GRUPO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	61,738.32	0.00	0.00	439,708.78
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,582.04
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	21,605.04	0.00	14,634.70	0.00	182,246.89
INSPECTOR (UNID.INSPECCIO	DIR DE MERCADOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	21,605.04	0.00	14,634.70	0.00	182,246.89
AUXILIAR ADMINISTRATIVO	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	9,253.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,811.39	28,250.58	0.00	0.00	326,833.47
TECNICO CONTABLE	DIR DE SANIDAD	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	94,657.21	36,569.75	23,936.56	12,250.87	0.00	0.00	20,307.84	2,781.60	9,296.16	42,218.91	37,400.88	0.00	0.00	429,023.30
AYUDANTE ADMINISTRATIVO	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	92,851.27	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,586.34	35,802.83	0.00	0.00	348,699.56
NINERA	DIR F A LA LEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	57,015.72	0.00	0.00	24,537.33	11,878.28	9,122.52	3,911.91	0.00	0.00	20,307.84	2,781.60	9,296.16	2,400.00	0.00	13,398.69	0.00	154,650.04
INSPECTOR	DIR DE MER DE A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,661.96	0.00	0.00	0.00	93,413.47	24,929.58	19,145.91	9,798.98	0.00	0.00	20,307.84	2,781.60	9,296.16	14,625.35	29,915.49	0.00	0.00	343,876.34
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,027.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	84,284.95	44,881.24	0.00	0.00	476,538.30
TECNICO ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	24,202.13	41,732.50	0.00	0.00	398,782.04
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,582.04
TRABAJADORA SOCIAL	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,796.42	29,036.38	22,299.94	10,375.66	0.00	0.00	20,307.84	2,781.60	9,296.16	15,486.07	34,843.65	0.00	0.00	382,598.31
TECNICO CONTABLE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,114.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	24,284.95	52,361.44	0.00	0.00	427,106.01
TRABAJADORA SOCIAL	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,796.42	29,036.38	22,299.94	11,413.23	0.00	0.00	20,307.84	2,781.60	9,296.16	21,834.67	34,843.65	0.00	0.00	389,984.49
TECNICO CONTABLE	REG CULT Y EDUC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	52,361.44	0.00	0.00	421,581.01
TECNICO CONTABLE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	59,841.65	0.00	0.00	425,973.71
JEFE DE GRUPO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	431,991.49
TECNICO ASTRONOMO	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	134,154.12	0.00	0.00	0.00	94,283.50	27,948.78	21,464.66	10,985.73	0.00	0.00	20,307.84	2,781.60	9,296.16	27,196.61	40,246.24	0.00	0.00	388,665.23
EMPLEADO DE CUADRILLA MOVIL "C"	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	93,418.35	27,204.93	20,893.38	10,693.35	0.00	0.00	20,307.84	2,781.60	9,296.16	15,960.22	39,175.09	0.00	0.00	370,314.56
ENCARGADO DE MANTENIMIENTO	REG PROS COMP Y	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	98,594.71	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	24,844.86	46,255.57	0.00	0.00	429,109.95
CHOFER	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,723.80	0.00	0.00	0.00	91,903.40	25,984.13	19,955.81	10,213.49	0.00	0.00	20,307.84	2,781.60	9,296.16	15,244.02	31,180.95	0.00	0.00	351,591.20
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	108,038.82	37,771.78	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	63,456.58	0.00	0.00	488,972.28
JEFE DE GRUPO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	431,991.49
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,636.34	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	48,687.91	0.00	0.00	395,449.95
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	52,361.44	0.00	0.00	421,581.01
JEFE DE GRUPO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,322.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	23,664.49	54,021.03	0.00	0.00	433,228.99
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	87,055.76	0.00	20,307.84	2,781.60	9,296.16	15,960.22	52,233.46	0.00	0.00	471,393.69
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	0.00	0.00	20,307.84	2,781.60	9,296.16	15,960.22	45,704.27	0.00	0.00	377,808.75
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	130,583.64	0.00	20,307.84	2,781.60	9,296.16	16,560.22	45,704.27	0.00	0.00	508,992.39
JEFE DE GRUPO	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	431,991.49
JEFE DE GRUPO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	61,738.32	0.00	0.00	439,708.78
TECNICO ADMINISTRATIVO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,636.34	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	48,687.91	0.00	0.00	395,449.95
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,636.34	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	48,687.91	0.00	0.00	395,449.95
TRABAJADORA SOCIAL	INST MPAL DEL D	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,796.42	29,036.38	22,299.94	11,413.23	0.00	0.00	20,307.84	2,781.60	9,296.16	17,034.67	34,843.65	0.00	0.00	385,184.49
TECNICO ADMINISTRATIVO	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,582.04
JEFE DE GRUPO	SIND SEGUNDA MP	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	66,864.49	54,021.03	0.00	0.00	479,991.49
JEFE DE GRUPO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	431,991.49
JEFE DE GRUPO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,677.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	38,304.49	46,303.74	0.00	0.00	441,506.70
TECNICO CONTABLE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	52,361.44	0.00	0.00	418,493.51
TECNICO CONTABLE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	52,361.44	0.00	0.00	421,581.01
TECNICO CONTABLE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	25,484.95	44,881.24	0.00	0.00	421,300.80
OPER. DE MAQUINARIA PESADA "A"	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	148,857.36	0.00	0.00	0.00	98,298.21	31,011.95	23,817.18	12,189.76	0.00	0.00	20,307.84	2,781.60	9,296.16	18,193.68	52,100.08	0.00	0.00	416,853.81
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	9,511.01	0.00	0.00	20,307.84	2,781.60	9,296.16	14,195.54	29,036.34	0.00	0.00	336,507.49
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,248.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	34,777.08	0.00	0.00	384,151.62
TECNICO CONTABLE	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	59,841.65	0.00	0.00	429,061.21
JEFE DE GRUPO	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	36,864.49	54,021.03	0.00	0.00	449,991.49
ENCARGADO DE MANTENIMIENTO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	98,594.71	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	48,225.66	53,964.83	0.00	0.00	460,200.01
TECNICO ASTRONOMO	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	134,154.12	0.00	0.00	0.00	93,808.50	27,948.78	21,464.66	10,985.73	0.00	0.00	20,307.84	2,781.60	9,296.16	27,196.61	40,246.24	0.00	0.00	388,190.23
OFICIAL ADMINISTRATIVO	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	26,586.34	35,802.83	0.00	0.00	361,174.56
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,582.04
TECNICO ADMINISTRATIVO	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,248.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,107.04
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	96,330.21	35,548.26	24,669.64	12,626.06	0.00	0.00	20,307.84	2,781.60	9,296.16	44,044.86	46,255.57	0.00	0.00	446,045.45
ENCARGADO DE MANTENIMIENT	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	100,633.55	32,121.93	24,669.64	12,626.06	154,185.24	0.00	20,307.84	2,781.60	9,296.16	18,844.86	46,255.57	0.00	0.00	575,907.69
JEFE DE GRUPO	ALC MPAL CIVICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	431,991.49
TECNICO CONTABLE	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,114.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.95	52,361.44	0.00	0.00	421,106.01
JEFE DE GRUPO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,872.16	32,155.38	24,695.33	12,639.21	77,172.90	0.00	20,307.84	2,781.60	9,296.16	18,864.49	61,738.32	0.00	0.00	514,869.18
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	48,687.91	0.00	0.00	398,537.45
JEFE DE GRUPO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,202.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	429,308.99

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
JEFE DE CUADRILLA ALUMB PUB	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	108,038.82	37,771.78	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	479,907.06
TECNICO CONTABLE	INST MPAL DE PL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	66,284.95	37,401.03	0.00	0.00	454,620.59
JEFE DE GRUPO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	46,303.74	0.00	0.00	421,186.70
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	82,885.18	26,333.47	17,236.45	8,821.71	155,606.88	0.00	20,307.84	2,781.60	9,296.16	13,166.74	26,931.96	0.00	0.00	471,095.84
TRABAJADORA SOCIAL	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,321.42	29,036.38	22,299.94	11,413.23	0.00	0.00	20,307.84	2,781.60	9,296.16	17,034.67	48,781.11	0.00	0.00	398,646.95
TRACTORISTA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	145,128.12	0.00	0.00	0.00	100,367.44	30,235.03	23,220.50	11,884.38	0.00	0.00	20,307.84	2,781.60	9,296.16	17,737.88	43,538.44	0.00	0.00	404,497.38
OFICIAL ADMINISTRATIVO	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	34,986.34	35,802.83	0.00	0.00	369,574.56
AUXILIAR DE CAJA	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	9,628.85	0.00	0.00	20,307.84	2,781.60	9,296.16	23,971.41	29,396.07	0.00	0.00	346,035.32
OFICIAL DE TRABAJO SOCIAL	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	94,679.21	25,895.18	19,887.49	10,178.53	0.00	0.00	20,307.84	2,781.60	9,296.16	15,191.84	37,289.05	0.00	0.00	359,803.74
TRABAJADORA SOCIAL	AG SAN FEL DEL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,796.42	29,036.38	22,299.94	11,413.23	0.00	0.00	20,307.84	2,781.60	9,296.16	17,034.67	41,812.38	0.00	0.00	392,153.22
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	9,253.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,949.39	39,550.81	0.00	0.00	338,271.70
AYUDANTE UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,238.77	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,586.34	41,769.97	0.00	0.00	352,054.19
TECNICO CONTABLE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,612.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	24,284.95	29,920.82	0.00	0.00	402,162.89
OPER. MAQUINARIA PESADA "C"	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	97,344.72	39,591.41	25,914.37	13,263.12	0.00	0.00	20,307.84	2,781.60	9,296.16	44,010.50	56,687.69	0.00	0.00	471,162.26
OFICINISTA B	DIR F A LA LEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,578.04	12,489.00	9,591.55	4,113.04	0.00	0.00	20,307.84	2,781.60	9,296.16	2,340.00	0.00	16,905.11	0.00	162,349.55
SUPERVISOR	SEC DE GOB Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	21,605.04	0.00	17,561.64	0.00	185,173.83
TRABAJADOR SOCIAL	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,906.42	29,036.38	22,299.94	11,413.23	0.00	0.00	20,307.84	2,781.60	9,296.16	49,362.67	41,812.38	0.00	0.00	424,591.22
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,833.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,692.04
TECNICO ADMINISTRATIVO	REG OB PUB Y DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,248.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,107.04
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,966.34	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	34,777.08	0.00	0.00	381,869.12
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	9,628.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,371.41	29,396.07	0.00	0.00	339,522.82
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	41,732.50	0.00	0.00	391,582.04
EMPLEADO DE CUADRILLA MOVIL"C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	16,462.02	39,175.09	0.00	0.00	558,983.66
TECNICO ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	48,687.91	0.00	0.00	398,537.45
CHOFER "C"	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	92,237.71	26,239.30	20,151.78	10,313.79	0.00	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	360,455.14
INSPECTOR (UNID.INSPECCIO	DIR DE MTO URBA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	21,600.00	0.00	8,780.82	0.00	176,188.32
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	88,890.93	24,196.95	18,583.26	9,511.01	0.00	0.00	20,307.84	2,781.60	9,296.16	14,195.54	17,421.80	0.00	0.00	321,330.46
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,492.89
MECANOGRAFO	REG SEG VEC Y C	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,557.28
TECNICO CONTABLE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	94,657.21	36,569.75	23,936.56	12,250.87	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.87	37,400.88	0.00	0.00	405,089.26
AUXILIAR UNIVERSAL DE OFI	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	9,628.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,371.41	35,275.28	0.00	0.00	345,402.04
AYUDANTE ADMINISTRATIVO	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,238.77	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	22,986.34	23,868.55	0.00	0.00	342,552.78
SECRETARIA B	SEC DE TURISMO	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,633.52	13,321.23	10,230.70	4,387.12	0.00	0.00	20,307.84	2,781.60	9,296.16	12,000.00	0.00	12,021.07	0.00	172,921.12
JEFE DE GRUPO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	102,884.66	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	54,864.49	61,738.32	0.00	0.00	475,708.78
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	9,253.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,811.39	28,250.58	0.00	0.00	326,833.47
TECNICO CONTABLE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,699.80	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	21,884.95	44,881.24	0.00	0.00	417,810.80
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	101,089.37	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	479,504.72
OFICIAL DE TRABAJO SOCIAL	REG GOB DE TER	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	94,789.21	25,895.18	19,887.49	10,178.53	0.00	0.00	20,307.84	2,781.60	9,296.16	15,191.84	37,289.05	0.00	0.00	359,913.74
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	9,511.01	0.00	0.00	20,307.84	2,781.60	9,296.16	14,195.54	34,843.61	0.00	0.00	342,314.76
ANALISTA	SEC DE BIE Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	5,349.31	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	21,986.32	0.00	194,057.57
FOTOGRAFO	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	118,277.04	0.00	0.00	0.00	89,947.75	24,641.05	18,924.33	9,685.58	0.00	0.00	20,307.84	2,781.60	9,296.16	14,456.08	29,569.26	0.00	0.00	337,886.69
OFICIAL UNIVERSAL DE OFIC	DIR DE SANIDAD	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,360.88	0.00	0.00	24,611.56	12,991.85	9,977.74	3,603.07	0.00	0.00	20,307.84	2,781.60	9,296.16	2,640.00	0.00	5,861.92	0.00	154,432.63
AUXILIAR UNIVERSAL DE OFICINA	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,413.42	27,109.71	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	51,251.94	17,637.64	0.00	0.00	361,198.87
AYUDANTE UNIVERSAL DE OFICINA	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,238.77	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,586.34	29,835.69	0.00	0.00	340,119.92
TRABAJADORA SOCIAL	REG DE PROTEC C	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	92,543.21	34,069.35	22,299.94	11,413.23	0.00	0.00	20,307.84	2,781.60	9,296.16	59,034.67	41,812.38	0.00	0.00	432,932.98
AYUDANTE ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,238.77	24,863.08	19,094.84	9,772.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,586.34	35,802.83	0.00	0.00	346,087.06
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,461.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,991.72	37,784.59	0.00	0.00	542,751.04
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	45,057.02	0.00	0.00	612,214.52
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	8,219.59	141,361.40	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	447,109.71
JEFE DE CUADRILLA ALUMB PUB	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,661.24	54,391.36	0.00	0.00	753,172.54
OPER. MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,182.22	39,591.41	25,914.37	13,263.12	228,100.48	0.00	20,307.84	2,781.60	9,296.16	19,795.70	64,785.94	0.00	0.00	680,983.68
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	52,566.53	0.00	0.00	619,724.02
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	16,462.02	39,175.09	0.00	0.00	558,983.66
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,991.72	31,487.16	0.00	0.00	536,233.60
JEFE DE CUADRILLA ALUMB.P	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	108,258.82	37,771.78	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	89,599.44	54,391.36	0.00	0.00	547,567.06
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,386.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,780.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,670.74
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,954.57	67,585.54	0.00	0.00	635,341.03
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,991.72	37,784.59	0.00	0.00	542,531.04
TECNICO CONTABLE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	21,884.95	59,841.65	0.00	0.00	429,573.71
OPER. DE MAQUINARIA PESADA "A"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	148,857.36	0.00	0.00	0.00	92,332.28	36,387.35	23,817.18	12,189.76	209,640.78	0.00	20,307.84	2,781.60	9,296.16	18,193.68	44,657.21	0.00	0.00	618,461.21
TECNICO CONTABLE	REG GOB DE TER	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	12,250.92	0.00	0.00	20,307.84	2,781.60	9,296.16	42,284.95	52,361.44	0.00	0.00	442,493.51
OPER. MAQUINARIA PESADA "C"	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	13,263.12	228,100.48	0.00	20,307.84	2,781.60	9,296.16	19,795.70	48,589.45	0.00	0.00	664,677.20
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	541,933.04

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,122.96
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	8,991.86	146,712.54	0.00	20,307.84	2,781.60	9,296.16	13,420.69	32,941.69	0.00	0.00	473,412.77
EMPLEADO DE CUADRILLA MOVIL "B"	TESORERIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	83,957.78	26,971.30	17,653.94	9,035.38	159,375.84	0.00	20,307.84	2,781.60	9,296.16	13,485.65	27,584.28	0.00	0.00	480,786.89
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	63,456.58	0.00	0.00	761,735.97
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,214.21
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	181,304.52	0.00	20,307.84	2,781.60	9,296.16	34,159.44	54,391.36	0.00	0.00	670,996.74
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	87,055.76	0.00	20,307.84	2,781.60	9,296.16	15,960.22	39,175.09	0.00	0.00	458,335.32
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,757.44	63,456.58	0.00	0.00	762,333.97
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	37,547.52	0.00	0.00	604,705.02
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,670.74
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	26,116.73	0.00	0.00	545,423.49
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,757.44	72,521.81	0.00	0.00	496,420.67
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,496.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,757.44	54,391.36	0.00	0.00	753,488.74
JEFE DE GRUPO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	206,223.14	0.00	20,307.84	2,781.60	9,296.16	19,462.49	46,303.74	0.00	0.00	628,007.83
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	45,057.02	0.00	0.00	612,214.52
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,458.44	54,391.36	0.00	0.00	752,969.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,386.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	24,554.04	54,391.36	0.00	0.00	480,196.82
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,248.84	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	34,777.08	0.00	0.00	384,151.62
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	181,304.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	27,195.68	0.00	0.00	631,801.06
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,122.96
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	31,487.16	0.00	0.00	535,635.60
JEFE DE CUADRILLA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	37,547.52	0.00	0.00	604,705.02
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	8,991.86	146,712.54	0.00	20,307.84	2,781.60	9,296.16	13,719.69	38,431.97	0.00	0.00	479,202.05
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	8,991.86	146,712.54	0.00	20,307.84	2,781.60	9,296.16	13,420.69	32,941.69	0.00	0.00	473,412.77
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	13,058.36	0.00	0.00	533,783.65
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	8,991.86	146,712.54	0.00	20,307.84	2,781.60	9,296.16	13,420.69	32,941.69	0.00	0.00	473,412.77
CABO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	83,280.18	26,333.47	17,236.45	8,821.71	155,606.88	0.00	20,307.84	2,781.60	9,296.16	13,166.74	32,318.35	0.00	0.00	476,877.23
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	45,057.02	0.00	0.00	612,214.52
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
OPERADOR DE MAQUINARIA PESADA	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	10,968.28	188,633.58	0.00	20,307.84	2,781.60	9,296.16	16,370.57	33,485.25	0.00	0.00	558,935.25
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	8,655.87	141,230.42	0.00	20,307.84	2,781.60	9,296.16	12,919.21	26,425.65	0.00	0.00	452,910.09
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	477,692.22
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,954.57	60,076.03	0.00	0.00	627,831.53
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	10,968.28	188,633.58	0.00	20,307.84	2,781.60	9,296.16	16,370.57	33,485.25	0.00	0.00	558,935.25
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	39,175.09	0.00	0.00	558,481.86
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	63,456.58	0.00	0.00	761,735.97
JEFE DE GRUPO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,872.16	32,155.38	24,695.33	12,639.21	206,223.14	0.00	20,307.84	2,781.60	9,296.16	18,864.49	69,455.61	0.00	0.00	651,636.70
JEFE DE GRUPO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	18,864.49	54,021.03	0.00	0.00	428,903.99
TECNICO CONTABLE	TESORERIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	94,657.21	36,569.75	23,936.56	12,250.87	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.87	52,361.23	0.00	0.00	420,049.61
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	96,516.34	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	18,202.13	48,687.91	0.00	0.00	397,529.95
AYUDANTE ADMINISTRATIVO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,238.77	24,863.08	19,094.84	9,772.85	163,764.79	0.00	20,307.84	2,781.60	9,296.16	14,586.34	23,868.55	0.00	0.00	497,917.57
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,991.72	37,784.59	0.00	0.00	542,531.04
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,122.96
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,122.96
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	541,933.04
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	305,638.30
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	227,788.29	0.00	20,307.84	2,781.60	9,296.16	18,356.57	37,547.52	0.00	0.00	631,822.67
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
TECNICO CONTABLE	TESORERIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	91,109.71	36,569.75	23,936.56	12,250.87	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.87	44,881.06	0.00	0.00	409,021.94
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	300,619.56
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	32,645.91	0.00	0.00	553,371.19
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	10,091.26	178,000.51	0.00	20,307.84	2,781.60	9,296.16	15,061.58	30,807.78	0.00	0.00	526,068.91
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	305,638.30
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,117.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	45,057.02	0.00	0.00	611,819.52
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	37,547.52	0.00	0.00	604,705.02
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,622.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,954.57	67,585.54	0.00	0.00	635,451.03
OPERADOR DE MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	13,263.12	228,100.48	0.00	20,307.84	2,781.60	9,296.16	20,393.70	40,491.21	0.00	0.00	657,176.96
OPERADOR DE MAQUINARIA PESADA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	10,968.28	188,633.58	0.00	20,307.84	2,781.60	9,296.16	16,968.57	33,485.25	0.00	0.00	559,533.25
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,757.44	81,587.03	0.00	0.00	780,464.42
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,991.72	37,784.59	0.00	0.00	542,531.04
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	67,585.54	0.00	0.00	634,743.03
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	0.00	0.00	20,307.84	2,781.60	9,296.16	18,356.57	52,566.53	0.00	0.00	419,053.39
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,458.44	45,326.13	0.00	0.00	743,904.51
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,458.44	72,521.81	0.00	0.00	496,121.67

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	8,219.59	152,235.36	0.00	20,307.84	2,781.60	9,296.16	12,268.05	35,131.24	0.00	0.00	462,497.41
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	31,487.16	0.00	0.00	535,635.60
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	305,638.30
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	5,018.75	0.00	0.00	280,149.56
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	541,933.04
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	16,462.02	39,175.09	0.00	0.00	558,983.66
VELADOR	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	8,991.86	0.00	0.00	20,307.84	2,781.60	9,296.16	13,719.69	27,451.41	0.00	0.00	321,508.95
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	31,487.16	0.00	0.00	535,635.60
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	31,487.16	0.00	0.00	535,745.60
TECNICO CONTABLE	DIR PLA URB Y L	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	94,197.21	36,569.75	23,936.56	12,250.87	0.00	0.00	20,307.84	2,781.60	9,296.16	18,284.87	37,400.88	0.00	0.00	404,629.26
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	37,547.52	0.00	0.00	604,705.02
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,232.96
OPER. MAQUINARIA PESADA "B"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	156,157.56	0.00	0.00	0.00	93,414.47	38,171.85	24,985.21	12,787.57	219,921.90	0.00	20,307.84	2,781.60	9,296.16	19,683.92	46,847.27	0.00	0.00	644,355.34
JEFE DE GRUPO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,872.16	32,155.38	24,695.33	12,639.21	206,223.14	0.00	20,307.84	2,781.60	9,296.16	29,626.41	46,303.74	0.00	0.00	639,246.75
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	477,692.22
CHOFER C	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	93,117.71	26,239.30	20,151.78	10,313.79	0.00	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	361,335.14
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,622.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,954.57	37,547.52	0.00	0.00	605,413.02
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,991.72	37,784.59	0.00	0.00	542,531.04
JEFE DE GRUPO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	0.00	0.00	20,307.84	2,781.60	9,296.16	19,002.49	61,738.32	0.00	0.00	436,759.28
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,359.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	16,558.22	45,704.27	0.00	0.00	565,719.04
OPER. MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	94,007.22	39,591.41	25,914.37	13,263.12	0.00	0.00	20,307.84	2,781.60	9,296.16	19,795.70	48,589.45	0.00	0.00	435,511.72
CABO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	82,885.18	26,333.47	17,236.45	8,821.71	155,606.88	0.00	20,307.84	2,781.60	9,296.16	13,166.74	37,704.74	0.00	0.00	481,868.62
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	10,091.26	178,000.51	0.00	20,307.84	2,781.60	9,296.16	15,061.58	36,969.34	0.00	0.00	532,230.47
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	93,908.35	27,204.93	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	32,645.91	0.00	0.00	552,896.19
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	300,619.56
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	8,991.86	146,712.54	0.00	20,307.84	2,781.60	9,296.16	13,420.69	27,451.41	0.00	0.00	468,032.49
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,757.44	45,326.13	0.00	0.00	744,203.51
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,991.72	31,487.16	0.00	0.00	536,233.60
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	30,038.02	0.00	0.00	597,195.51
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	60,076.03	0.00	0.00	627,233.53
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,489.64	63,456.58	0.00	0.00	762,066.17
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	39,175.09	0.00	0.00	558,481.86
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,636.34	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,140.13	41,732.50	0.00	0.00	388,632.54
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	35,131.24	0.00	0.00	470,141.71
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	86,846.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	25,189.73	0.00	0.00	528,943.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	300,619.56
CHOFER C	DIR DE AG BARR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	92,237.71	26,239.30	20,151.78	10,313.79	0.00	0.00	20,307.84	2,781.60	9,296.16	15,991.72	37,784.59	0.00	0.00	361,053.14
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	90,088.90	24,496.73	18,813.48	9,628.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,371.41	35,275.28	0.00	0.00	342,644.54
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	300,619.56
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	31,487.16	0.00	0.00	535,635.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,122.96
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	39,175.09	0.00	0.00	559,900.38
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	8,991.86	146,712.54	0.00	20,307.84	2,781.60	9,296.16	13,420.69	32,941.69	0.00	0.00	473,412.77
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,496.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,890.74
CHOFER "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	541,933.04
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	37,784.59	0.00	0.00	542,043.04
OPER. DE MAQUINARIA PESA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	13,263.12	228,100.48	0.00	20,307.84	2,781.60	9,296.16	19,795.70	64,785.94	0.00	0.00	680,873.68
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,954.57	37,547.52	0.00	0.00	605,303.02
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	98,211.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	63,456.58	0.00	0.00	485,692.44
JEFE DE CUADRILLA ALUMB PUB	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	63,456.58	0.00	0.00	761,735.97
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,757.44	63,456.58	0.00	0.00	762,333.97
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC C ED Y FO A	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,458.44	54,391.36	0.00	0.00	752,969.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	63,456.58	0.00	0.00	761,735.97
OPER. MAQUINARIA PESADA "C"	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	13,263.12	0.00	0.00	20,307.84	2,781.60	9,296.16	19,795.70	56,687.69	0.00	0.00	444,674.96
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,458.44	54,391.36	0.00	0.00	477,991.22
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	460,104.21
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,283.90	24,496.73	18,813.48	9,628.85	0.00	0.00	20,307.84	2,781.60	9,296.16	14,371.41	29,396.07	0.00	0.00	335,960.32
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	0.00	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	305,638.30
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	89,488.46	24,536.10	16,059.99	7,845.98	0.00	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	307,495.24
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,232.96
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	181,304.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	45,326.13	0.00	0.00	649,931.51
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	10,091.26	178,000.51	0.00	20,307.84	2,781.60	9,296.16	15,061.58	18,484.67	0.00	0.00	513,745.80
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,856.34	28,980.90	22,257.33	11,391.43	0.00	0.00	20,307.84	2,781.60	9,296.16	17,002.13	34,777.08	0.00	0.00	381,759.12
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,122.96

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
CHOFER C	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	92,237.71	26,239.30	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	6,297.43	0.00	0.00	510,893.80
JEFE DE CUADRILLA DE ALUM	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	108,038.82	37,771.78	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,458.44	81,587.03	0.00	0.00	782,380.26
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,757.44	54,391.36	0.00	0.00	753,268.74
OPERADOR DE MAQUINARIA PESADA "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	13,263.12	228,100.48	0.00	20,307.84	2,781.60	9,296.16	20,393.70	64,785.94	0.00	0.00	681,471.68
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,757.44	81,587.03	0.00	0.00	780,464.42
JEFE DE GRUPO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	99,797.16	32,155.38	24,695.33	12,639.21	206,223.14	0.00	20,307.84	2,781.60	9,296.16	18,864.49	69,455.61	0.00	0.00	650,561.70
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	39,175.09	0.00	0.00	558,481.86
JEFE DE CUADRILLA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,622.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,954.57	37,547.52	0.00	0.00	605,413.02
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,249.31	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	39,175.09	0.00	0.00	558,481.86
JEFE DE CUADRILLA ALUMB PUB	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,670.74
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	274,978.52	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	752,670.74
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	90,061.81	31,920.45	20,893.38	10,693.35	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,960.22	45,704.27	0.00	0.00	566,823.54
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,122.96
INTENDENTE	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	8,219.59	134,112.10	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	439,970.40
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,846.83	0.00	0.00	20,307.84	2,781.60	9,296.16	22,159.44	54,391.36	0.00	0.00	477,692.22
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	30,112.49	0.00	0.00	465,232.96
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,396.52	24,536.10	16,059.99	8,219.59	159,484.66	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	459,819.21
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	31,487.16	0.00	0.00	535,635.60
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	8,219.59	152,235.36	0.00	20,307.84	2,781.60	9,296.16	12,268.05	25,093.74	0.00	0.00	452,854.91
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	10,313.79	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,393.72	31,487.16	0.00	0.00	535,635.60
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	9,253.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,811.39	22,600.46	0.00	0.00	321,183.35
MECANOGRAFA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,981.93	0.00	0.00	20,307.84	2,781.60	9,296.16	10,420.80	16,550.68	0.00	0.00	308,185.36
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	310,401.18
TECNICO CONTABLE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	14,129.28	22,440.62	0.00	0.00	384,720.21
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,030.10
VELADOR	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	6,948.26	109,805.64	0.00	20,307.84	2,781.60	9,296.16	10,370.53	16,470.85	0.00	0.00	414,941.26
AYUDANTE UNIVERSAL DE OFICINA	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	17,901.41	0.00	0.00	325,736.96
CABO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	83,280.18	26,333.47	17,236.45	8,821.71	155,606.88	0.00	20,307.84	2,781.60	9,296.16	13,166.74	32,318.35	0.00	0.00	476,877.23
OPERADOR DE MAQ. PESADA "A"	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	148,857.36	0.00	0.00	0.00	94,494.78	36,387.35	23,817.18	9,973.44	0.00	0.00	20,307.84	2,781.60	9,296.16	14,885.74	29,771.47	0.00	0.00	390,572.93
JEFE DE CUADRILLA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	18,356.57	30,038.02	0.00	0.00	597,195.51
JEFE DE CUADRILLA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,732.17	36,713.13	24,030.41	12,298.90	200,670.63	0.00	20,307.84	2,781.60	9,296.16	21,947.17	22,528.51	0.00	0.00	593,496.61
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	93,476.09	26,971.30	17,653.94	7,392.59	159,375.84	0.00	20,307.84	2,781.60	9,296.16	11,033.71	22,067.42	0.00	0.00	480,693.61
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,903.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,903.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	386,748.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	386,748.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
SUBOFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	276,554.16	0.00	0.00	33,102.99	57,615.45	0.00	10,002.04	0.00	14,957.43	20,307.84	2,781.60	9,296.16	29,984.40	0.00	77,988.27	0.00	532,590.35
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,501.83

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,501.83
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,903.28
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	62,250.09	0.00	396,110.20
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	62,250.09	0.00	396,110.20
SUBOFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	276,554.16	0.00	0.00	33,102.99	57,615.45	0.00	10,002.04	0.00	14,957.43	20,307.84	2,781.60	9,296.16	29,984.40	0.00	77,988.27	0.00	532,590.35
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,948.25
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	386,748.33
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	15,435.62	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	453,381.47
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	50,483.39	0.00	336,925.65
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	7,087.62	0.00	14,957.43	20,307.84	2,781.60	9,296.16	0.00	0.00	43,271.48	0.00	305,100.09
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	1,901.58	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,383.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
SUBOFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	276,554.16	0.00	0.00	33,102.99	57,615.45	0.00	10,002.04	0.00	14,957.43	20,307.84	2,781.60	9,296.16	29,984.40	0.00	77,988.27	0.00	532,590.35
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	386,748.33
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
SUB-OFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	127,241.76	0.00	0.00	32,314.17	26,508.70	0.00	4,601.91	0.00	12,847.43	20,307.84	2,781.60	9,296.16	14,100.48	0.00	35,882.18	0.00	285,882.22
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,434.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,434.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,501.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,713.74
JUEZ B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	3,573.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	27,864.87	0.00	251,957.59
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,843.10	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,357.22	0.00	387,217.33
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	7,730.30	0.00	14,488.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	53,693.25	0.00	441,162.51
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	109,081.14	34,492.06	23,936.66	11,694.06	0.00	0.00	20,307.84	2,781.60	9,296.16	65,453.81	37,401.03	0.00	0.00	464,048.48
TRABAJADORA SOCIAL	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	103,093.46	34,069.35	22,299.94	10,894.45	0.00	0.00	20,307.84	2,781.60	9,296.16	16,260.37	34,843.65	0.00	0.00	393,221.41
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	97,037.65	30,787.45	20,151.78	9,844.99	181,925.81	0.00	20,307.84	2,781.60	9,296.16	14,694.01	31,487.16	0.00	0.00	544,263.09
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
ANALISTA	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	37,135.68	0.00	7,328.77	0.00	212,866.07
TECNICO ADMINISTRATIVO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	106,455.87	28,980.90	22,257.33	10,873.63	0.00	0.00	20,307.84	2,781.60	9,296.16	16,229.30	34,777.08	0.00	0.00	391,068.04

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
INSPECTOR (MDO. 20 DE NOV	DIR DE MERCADOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	28,979.01	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	21,605.04	0.00	14,634.70	0.00	187,090.53
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	89,488.46	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	466,979.90
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
COBRADOR	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	28,842.01	12,662.65	9,724.92	4,170.23	0.00	0.00	20,307.84	2,781.60	9,296.16	21,716.16	0.00	14,283.47	0.00	184,565.75
VERIFICADOR DE OBRA	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,567.24	0.00	0.00	0.00	99,950.72	25,118.18	19,290.76	9,424.34	0.00	0.00	20,307.84	2,781.60	9,296.16	14,066.18	30,141.81	0.00	0.00	350,944.82
JEFE DE GRUPO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	114,414.33	32,155.38	24,695.33	12,064.70	0.00	0.00	20,307.84	2,781.60	9,296.16	18,007.01	38,586.45	0.00	0.00	426,654.59
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	104,539.86	27,204.93	20,893.38	10,207.29	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,234.76	32,645.91	0.00	0.00	562,316.17
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	101,991.85	24,496.73	18,813.48	9,191.17	0.00	0.00	20,307.84	2,781.60	9,296.16	13,718.17	29,396.07	0.00	0.00	347,577.35
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	97,360.11	22,876.18	17,568.90	8,583.14	146,712.54	0.00	20,307.84	2,781.60	9,296.16	12,810.66	27,451.41	0.00	0.00	475,554.17
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	90,666.24	25,838.41	16,912.42	8,262.42	141,230.42	0.00	20,307.84	2,781.60	9,296.16	12,331.97	26,425.65	0.00	0.00	459,755.72
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	89,598.46	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	467,089.90
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
TECNICO ADMINISTRATIVO	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	109,653.37	28,980.90	22,257.33	10,873.63	0.00	0.00	20,307.84	2,781.60	9,296.16	16,229.30	34,777.08	0.00	0.00	394,265.54
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	104,539.86	27,204.93	20,893.38	10,207.29	87,055.76	0.00	20,307.84	2,781.60	9,296.16	15,234.76	32,645.91	0.00	0.00	460,751.12
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	113,488.33	44,318.88	29,008.72	14,171.97	274,978.52	0.00	20,307.84	2,781.60	9,296.16	21,152.19	36,260.90	0.00	0.00	747,069.65
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,378.30
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	378,103.70
OFICIAL DE TRABAJO SOCIAL	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	99,878.17	25,895.18	19,887.49	8,327.89	0.00	0.00	20,307.84	2,781.60	9,296.16	12,429.68	24,859.37	0.00	0.00	347,960.22
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,371.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	17,637.64	0.00	0.00	321,834.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,882.97
CHOFER C	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	103,023.72	26,239.30	20,151.78	9,844.99	181,925.81	0.00	20,307.84	2,781.60	9,296.16	14,694.01	31,487.16	0.00	0.00	545,701.01
AYUDANTE ADMINISTRATIVO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	99,520.98	24,863.08	19,094.84	9,328.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,923.32	29,835.69	0.00	0.00	348,294.90
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	97,250.11	22,876.18	17,568.90	8,583.14	146,712.54	0.00	20,307.84	2,781.60	9,296.16	12,810.66	21,961.13	0.00	0.00	469,953.89
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	94,702.06	26,971.30	17,653.94	8,624.68	159,375.84	0.00	20,307.84	2,781.60	9,296.16	12,872.66	27,584.28	0.00	0.00	490,507.48
TECNICO ADMINISTRATIVO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	109,543.37	28,980.90	22,257.33	10,873.63	0.00	0.00	20,307.84	2,781.60	9,296.16	16,229.30	34,777.08	0.00	0.00	394,155.54
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	29,794.09	16,871.50	12,957.31	4,971.47	0.00	0.00	20,307.84	2,781.60	9,296.16	29,741.52	0.00	15,224.84	0.00	222,929.53
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	97,406.49	23,542.15	18,080.37	8,833.01	0.00	0.00	20,307.84	2,781.60	9,296.16	13,183.60	22,600.46	0.00	0.00	329,034.01
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	97,250.11	22,876.18	17,568.90	8,583.14	146,712.54	0.00	20,307.84	2,781.60	9,296.16	12,810.66	27,451.41	0.00	0.00	475,444.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
INSPECTOR DE OBRAS	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	28,979.01	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	24,000.00	0.00	14,634.70	0.00	189,485.49
AUXILIAR UNIVERSAL DE OFICINA	SEC DE MAM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,868.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	312,362.15
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	101,991.85	24,496.73	18,813.48	9,191.17	0.00	0.00	20,307.84	2,781.60	9,296.16	13,718.17	29,396.07	0.00	0.00	347,577.35
INSPECTOR	DIR DE MER DE A	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	28,979.01	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	21,605.04	0.00	14,634.70	0.00	187,090.53
TECNICO CONTABLE	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	106,293.04	36,569.75	23,936.56	11,694.01	0.00	0.00	20,307.84	2,781.60	9,296.16	17,453.74	37,400.88	0.00	0.00	415,337.10
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	28,979.01	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	18,809.28	0.00	14,634.70	0.00	184,294.77
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,882.97
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
PROMOTOR DEPORTIVO	INST MPAL DEL D	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	28,765.60	12,489.00	9,591.55	4,113.04	0.00	0.00	20,307.84	2,781.60	9,296.16	4,200.00	0.00	14,087.59	0.00	165,579.59
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	97,250.11	22,876.18	17,568.90	8,583.14	146,712.54	0.00	20,307.84	2,781.60	9,296.16	12,810.66	27,451.41	0.00	0.00	475,444.17
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0.00	0.00	316,650.58
ASESOR "C"	SIND PRIMERA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	106,455.87	28,980.90	22,257.33	10,873.63	0.00	0.00	20,307.84	2,781.60	9,296.16	22,529.30	34,777.08	0.00	0.00	397,368.04
TAQUIMECANOGRAFA	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,505.10
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	7,730.30	0.00	14,957.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	53,693.25	0.00	441,631.51
SECRETARIA B	SEC DE MAM Y G	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	29,606.78	13,321.23	10,230.70	4,387.12	0.00	0.00	20,307.84	2,781.60	9,296.16	12,603.12	0.00	15,026.34	0.00	181,502.77
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	97,406.49	23,542.15	18,080.37	8,833.01	0.00	0.00	20,307.84	2,781.60	9,296.16	13,183.60	28,250.58	0.00	0.00	334,684.13
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	89,488.46	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	466,979.90
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	89,488.46	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	466,979.90
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	89,488.46	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	466,979.90
CAPTURISTA B	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,731.68	0.00	0.00	0.00	87,620.33	28,534.41	18,677.07	7,386.52	0.00	0.00	20,307.84	2,781.60	9,296.16	11,024.66	17,509.75	0.00	0.00	319,870.02
OFICIAL DE TRABAJO SOCIAL	DIR DE AG BARR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,297.08	0.00	0.00	0.00	89,155.22	30,383.73	19,887.53	7,865.24	0.00	0.00	20,307.84	2,781.60	9,296.16	11,739.17	18,644.56	0.00	0.00	334,358.14
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	9,328.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,923.32	29,835.69	0.00	0.00	342,100.18

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
TAQUIMECANOGRAFA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,505.10
MECANOGRAFA	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
SUBOFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	276,554.16	0.00	0.00	33,102.99	57,615.45	0.00	9,356.75	0.00	14,957.43	20,307.84	2,781.60	9,296.16	29,984.40	0.00	64,990.23	0.00	518,947.01
CAPTURISTA B	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	24,589.62	12,662.65	9,724.92	4,170.23	0.00	0.00	20,307.84	2,781.60	9,296.16	12,000.00	0.00	14,283.47	0.00	170,597.20
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	135,059.04	0.00	0.00	0.00	97,618.01	28,137.30	21,609.45	10,557.11	0.00	0.00	20,307.84	2,781.60	9,296.16	15,756.89	33,764.76	0.00	0.00	374,888.16
CHOFER C	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	95,130.21	26,239.30	20,151.78	9,844.99	0.00	0.00	20,307.84	2,781.60	9,296.16	14,694.01	25,189.73	0.00	0.00	349,584.26
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	459,282.96
OFICIAL ADMINISTRATIVO	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	17,901.41	0	0.00	325,846.96
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29464.0368	0.00	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29464.0368	0.00	277,422.70
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	459,282.96
AYUDANTE ADMINISTRATIVO	REG OB PUB Y DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	92,851.27	24,863.08	19,094.84	9,328.63	0.00	0.00	20,307.84	2,781.60	9,296.16	13,923.32	29,835.69	0.00	0.00	341,625.18
SECRETARIA B	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,633.52	13,321.23	10,230.70	4,387.12	0.00	0.00	20,307.84	2,781.60	9,296.16	21,453.36	0.00	15026.3418	0.00	185,379.75
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	11,314.32	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	273,545.08
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
TECNICO CONTABLE	DIR DE CONTABIL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	11,694.06	0.00	0.00	20,307.84	2,781.60	9,296.16	17,453.81	37,401.03	0.00	0.00	405,232.60
DIBUJANTE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,283.90	24,496.73	18,813.48	9,191.17	0.00	0.00	20,307.84	2,781.60	9,296.16	13,718.17	29,396.07	0.00	0.00	334,869.40
TECNICO CONTABLE	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	91,504.71	36,569.75	23,936.56	11,694.01	0.00	0.00	20,307.84	2,781.60	9,296.16	17,453.74	37,400.88	0.00	0.00	400,548.77
AUXILIAR DE CAJA	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	9,191.17	0.00	0.00	20,307.84	2,781.60	9,296.16	13,718.17	29,396.07	0.00	0.00	338,431.90
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	9,844.99	181,925.81	0.00	20,307.84	2,781.60	9,296.16	15,292.01	31,487.16	0.00	0.00	535,065.08
OFICIAL DE TRABAJO SOCIAL	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,297.08	0.00	0.00	0.00	89,265.22	30,383.73	19,887.53	7,865.24	0.00	0.00	20,307.84	2,781.60	9,296.16	11,739.17	18,644.56	0.00	0.00	334,468.14
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,882.97
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	90,285.52	22,543.03	17,313.04	8,458.14	0.00	0.00	20,307.84	2,781.60	9,296.16	12,624.09	27,051.63	0.00	0.00	318,867.57
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,091.52	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	459,582.96
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	459,172.96
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	9,191.17	58,792.14	0.00	20,307.84	2,781.60	9,296.16	13,718.17	23,516.86	0.00	0.00	388,257.33
TAQUIMECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	9,078.70	0.00	0.00	20,307.84	2,781.60	9,296.16	13,550.29	29,036.34	0.00	0.00	334,954.92
JEFE DE CUADRILLA ALUMB PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	98,881.87	44,318.88	29,008.72	14,171.97	274,978.52	0.00	20,307.84	2,781.60	9,296.16	21,152.19	45,326.13	0.00	0.00	741,528.41
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	378,103.70
TECNICO CONTABLE	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	11,694.06	0.00	0.00	20,307.84	2,781.60	9,296.16	17,453.81	37,401.03	0.00	0.00	405,232.60
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,882.97
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
SUBOFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	276,554.16	0.00	0.00	33,102.99	57,615.45	0.00	9,356.75	0.00	14,957.43	20,307.84	2,781.60	9,296.16	29,984.40	0.00	64,990.23	0.00	518,947.01
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,435.62	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,621.98
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,845.98	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,710.41	25,093.74	0.00	0.00	459,172.96
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,882.97
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	10,873.63	0.00	0.00	20,307.84	2,781.60	9,296.16	16,229.30	34,777.08	0.00	0.00	383,336.00
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	8,583.14	146,712.54	0.00	20,307.84	2,781.60	9,296.16	12,810.66	27,451.41	0.00	0.00	467,013.73
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	14,171.97	181,304.52	0.00	20,307.84	2,781.60	9,296.16	21,152.19	45,326.13	0.00	0.00	648,249.41
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	92,375.40	34,004.26	22,257.33	8,802.47	0.00	0.00	20,307.84	2,781.60	9,296.16	13,138.01	13,910.83	0.00	0.00	355,982.21
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	17,637.64	0.00	0.00	321,218.87
AYUDANTE UNIVERSAL DE OFICINA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	17,901.41	0.00	0.00	325,736.96
JEFE DE OFICINA	SECRETARIA MPAL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,265.62	14,927.70	11,464.47	4,916.19	0.00	0.00	20,307.84	2,781.60	9,296.16	20,361.12	0.00	16,838.45	0.00	196,812.11
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	25,093.74	0.00	0.00	458,241.70
SECRETARIO PARTICULAR	DIR DE PATRIMON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	25,043.04	19,463.93	14,948.29	5,398.00	0.00	0.00	20,307.84	2,781.60	9,296.16	31,558.32	0.00	13,173.18	0.00	235,397.19
MECANICO A	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	118,702.44	0.00	0.00	0.00	90,063.87	24,729.68	18,992.39	8,836.74	118,702.44	0.00	20,307.84	2,781.60	9,296.16	13,189.16	29,675.61	0.00	0.00	455,277.92
TECNICO ADMINISTRATIVO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,746.34	28,980.90	22,257.33	10,355.84	0.00	0.00	20,307.84	2,781.60	9,296.16	15,456.48	34,777.08	0.00	0.00	379,067.89
AUXILIAR DE CAJA	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	75,138.90	24,496.73	18,813.48	8,753.50	0.00	0.00	20,307.84	2,781.60	9,296.16	13,064.92	23,516.86	0.00	0.00	313,754.27
CAPTURISTA B	COORD DE GEST V	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	24,589.62	12,662.65	9,724.92	4,170.23	0.00	0.00	20,307.84	2,781.60	9,296.16	21,716.16	0.00	14,283.47	0.00	180,313.36
TECNICO CONTABLE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	11,137.20	0.00	0.00	20,307.84	2,781.60	9,296.16	16,622.68	37,401.03	0.00	0.00	403,844.61
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,722.93	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,590.37
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	377,400.19

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD 2025-2027

TRANSFORMANDO JUNTOS

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
AYUDANTE ADMINISTRATIVO	DIR DE CONTABIL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	92,851.27	24,863.08	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	29,835.69	0.00	0.00	340,517.95
OFICIAL ADMINISTRATIVO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	23,868.55	0.00	0.00	335,025.81
OFICINISTA B	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,103.04	12,489.00	9,591.55	4,113.04	0.00	0.00	20,307.84	2,781.60	9,296.16	21,552.48	0.00	14,087.59	0.00	178,269.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
SUB-OFICIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	127,241.76	0.00	0.00	32,314.17	26,508.70	0.00	4,305.01	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,461.44	0.00	29,901.81	0.00	276,965.92
OPER. MAQUINARIA PESADA "A"	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	148,857.36	0.00	0.00	0.00	94,494.78	36,387.35	23,817.18	11,081.60	0.00	0.00	20,307.84	2,781.60	9,296.16	16,539.71	37,214.34	0.00	0.00	400,777.93
TECNICO CONTABLE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	11,137.20	0.00	0.00	20,307.84	2,781.60	9,296.16	23,822.68	37,401.03	0.00	0.00	407,957.11
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
TECNICO CONTABLE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	11,137.20	0.00	0.00	20,307.84	2,781.60	9,296.16	16,622.68	37,401.03	0.00	0.00	400,757.11
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	377,400.19
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,647.05	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	25,331.72	0.00	247,706.99
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	7,730.30	0.00	14,957.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	53,693.25	0.00	441,631.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,883.83	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,443.56
INSPECTOR	DIR DE MER DE A	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	21,605.04	0.00	14,634.70	0.00	182,246.89
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	11,137.20	0.00	0.00	20,307.84	2,781.60	9,296.16	23,822.68	37,401.03	0.00	0.00	407,957.11
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
JUEZ B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	3,343.13	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	23,220.73	0.00	247,082.88
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	21,605.04	0.00	14,634.70	0.00	182,246.89
TECNICO CONTABLE	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	94,657.21	36,569.75	23,936.56	11,137.15	0.00	0.00	20,307.84	2,781.60	9,296.16	16,622.61	37,400.88	0.00	0.00	402,313.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,931.88
TECNICO CONTABLE	TESORERIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	94,657.21	36,569.75	23,936.56	11,137.15	0.00	0.00	20,307.84	2,781.60	9,296.16	16,622.61	37,400.88	0.00	0.00	402,313.28
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
AYUDANTE ADMINISTRATIVO	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	29,835.69	0.00	0.00	340,992.95
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
VELADOR	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,929.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	291,318.80
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	9,376.18	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,994.29	31,487.16	0.00	0.00	533,298.56
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,359.31	31,920.45	20,893.38	9,721.23	188,620.81	0.00	20,307.84	2,781.60	9,296.16	15,011.09	32,645.91	0.00	0.00	550,141.42
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	8,646.38	0.00	0.00	20,307.84	2,781.60	9,296.16	12,905.04	29,036.34	0.00	0.00	334,462.35
SECRETARIA B	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,633.52	13,321.23	10,230.70	4,387.12	0.00	0.00	20,307.84	2,781.60	9,296.16	21,453.36	0.00	15,026.34	0.00	185,379.75
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	25,093.74	0.00	0.00	458,241.70
ADMINISTRADOR	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	24,568.04	19,463.93	14,948.29	6,410.12	0.00	0.00	20,307.84	2,781.60	9,296.16	19,444.56	0.00	21,955.31	0.00	232,602.68
VELADOR	SEC C ED Y FO A	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,444.92	25,838.41	16,912.42	7,868.97	141,230.42	0.00	20,307.84	2,781.60	9,296.16	12,043.73	26,425.65	0.00	0.00	450,852.72
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	29,835.69	0.00	0.00	340,992.95
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,378.30
SUBOFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	276,554.16	0.00	0.00	33,102.99	57,615.45	0.00	9,356.75	0.00	14,957.43	20,307.84	2,781.60	9,296.16	29,984.40	0.00	64,990.23	0.00	518,947.01
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	10,876.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	273,107.70
OPERADOR DE COMPUTADORA	AG DE TRANS DIG	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	118,489.32	0.00	0.00	0.00	88,002.54	28,964.06	18,958.29	7,497.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,190.66	11,848.93	0.00	0.00	317,337.13
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	442,204.19
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	25,093.74	0.00	0.00	458,241.70
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
TECNICO ADMINISTRATIVO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,833.84	28,980.90	22,257.33	8,802.47	0.00	0.00	20,307.84	2,781.60	9,296.16	13,138.01	20,866.25	0.00	0.00	364,372.71
AUXILIAR UNIVERSAL DE OFICINA	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	17,637.64	0.00	0.00	321,438.87
NOTIFICADOR	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,250.04
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
ANALISTA	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	10,993.16	0.00	209,483.12
VELADOR	TESORERIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	7,868.97	141,230.42	0.00	20,307.84	2,781.60	9,296.16	11,744.73	26,425.65	0.00	0.00	450,948.72
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	378,103.70
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,472.36	0.00	0.00	20,307.84	2,781.60	9,296.16	11,152.77	20,074.99	0.00	0.00	293,848.30
TECNICO CONTABLE	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	97,445.26	34,492.06	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	14,129.28	22,440.62	0.00	0.00	383,900.21
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	9,600.00	0.00	8,780.82	0.00	163,713.32
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	9,376.18	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,994.29	25,189.73	0.00	0.00	527,001.13
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	20,074.99	0.00	0.00	453,222.95
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,598.68
JEFE DE GRUPO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	103,104.66	32,155.38	24,695.33	9,766.66	0.00	0.00	20,307.84	2,781.60	9,296.16	37,806.70	23,151.87	0.00	0.00	417,412.00
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,272.78	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	14,634.70	0.00	163,221.85
MACHETERO	D. SIS LIMPIA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	5,018.75	0.00	0.00	419,297.94
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,413.97
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	377,400.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	86,230.28	26,971.30	17,653.94	6,981.89	159,375.84	0.00	20,307.84	2,781.60	9,296.16	10,420.73	16,550.57	0.00	0.00	466,907.26
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	307,361.93
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,408.35	27,204.93	20,893.38	8,263.04	188,620.81	0.00	20,307.84	2,781.60	9,296.16	12,332.90	19,587.55	0.00	0.00	534,280.20
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
TECNICO CONTABLE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	11,137.20	0.00	0.00	20,307.84	2,781.60	9,296.16	36,062.68	37,401.03	0.00	0.00	420,197.11
ANALISTA	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	5,349.31	0.00	0.00	20,307.84	2,781.60	9,296.16	26,142.48	0.00	14,657.55	0.00	209,571.28
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,882.97
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,554.92	25,838.41	16,912.42	7,868.97	141,230.42	0.00	20,307.84	2,781.60	9,296.16	12,043.73	21,140.52	0.00	0.00	445,677.59
TECNICO CONTABLE	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	11,137.20	0.00	0.00	20,307.84	2,781.60	9,296.16	23,822.68	29,920.82	0.00	0.00	403,564.40
OFICINISTA B	DIR F A LA LEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,578.04	12,489.00	9,591.55	4,113.04	0.00	0.00	20,307.84	2,781.60	9,296.16	2,340.00	0.00	11,270.07	0.00	156,714.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,931.88
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,295.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	315,166.39
OPERADOR DE MAQUINARIA PESADA	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	91,251.78	32,741.13	21,430.56	9,971.16	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,882.33	26,788.20	0.00	0.00	552,025.35
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	315,166.39
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	8,174.42	146,712.54	0.00	20,307.84	2,781.60	9,296.16	12,200.63	21,961.13	0.00	0.00	460,504.70
AYUDANTE ADMINISTRATIVO	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,458.77	24,863.08	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	23,868.55	0.00	0.00	332,158.31
CHOFER C	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	93,117.71	26,239.30	20,151.78	9,376.18	181,925.81	0.00	20,307.84	2,781.60	9,296.16	14,592.29	25,189.73	0.00	0.00	528,927.05
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,295.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,529.89
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,462.88
OFICIAL ADMINISTRATIVO	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	88,187.99	29,172.67	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	29,835.69	0.00	0.00	340,164.27
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	88,273.02	22,543.03	17,313.04	8,055.37	156,298.31	0.00	20,307.84	2,781.60	9,296.16	12,022.95	21,641.30	0.00	0.00	466,739.14
AYUDANTE UNIVERSAL DE OFI	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,656.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	5,967.14	0.00	0.00	313,025.45
CHOFER C	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	9,376.18	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,994.29	25,189.73	0.00	0.00	527,001.13
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,826.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,529.89
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	9,376.18	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,994.29	25,189.73	0.00	0.00	527,001.13
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,462.88
OFICINISTA B	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	86,737.83	28,182.85	18,446.96	7,724.66	0.00	0.00	20,307.84	2,781.60	9,296.16	11,529.35	17,294.02	0.00	0.00	317,594.75
ENCARGADO DE MANTENIMIENTO	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	98,594.71	35,548.26	24,669.64	11,478.23	0.00	0.00	20,307.84	2,781.60	9,296.16	17,131.69	30,837.05	0.00	0.00	404,830.43
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	9,376.18	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,994.29	25,189.73	0.00	0.00	527,001.13
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,295.38
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	20,074.99	0.00	0.00	453,442.95
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	35,569.74	0.00	368,507.76
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,176.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	17,637.64	0.00	0.00	322,639.79
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,931.88
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,295.38
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	20,074.99	0.00	0.00	453,222.95
VELADOR	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	298,626.59
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	35,571.48	0.00	368,990.10
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,295.38
DIBUJANTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	8,753.50	0.00	0.00	20,307.84	2,781.60	9,296.16	13,064.92	23,516.86	0.00	0.00	331,461.77
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	20,074.99	0.00	0.00	453,332.95
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,615.10
TRACTORISTA	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	145,128.12	0.00	0.00	0.00	100,367.44	30,235.03	23,220.50	9,183.38	0.00	0.00	20,307.84	2,781.60	9,296.16	13,706.54	14,512.81	0.00	0.00	368,739.42
AUXILIAR UNIVERSAL DE OFI	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	90,088.90	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	17,637.64	0.00	0.00	319,552.29
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0.00	0.00	316,650.58
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
ADMINISTRADOR B	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	30,494.04	16,871.50	12,957.31	5,263.91	0.00	0.00	20,307.84	2,781.60	9,296.16	25,935.36	0.00	19,031.05	0.00	223,921.97
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,765.08	25,447.84	16,656.77	6,587.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,832.12	15,615.72	0.00	0.00	445,769.05
AUXILIAR DE EDUCACION	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,981.93	0.00	0.00	20,307.84	2,781.60	9,296.16	10,420.80	11,033.78	0.00	0.00	302,668.47
OPER. DE MAQUINARIA PESA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	106,539.78	39,591.41	25,914.37	12,057.38	228,100.48	0.00	20,307.84	2,781.60	9,296.16	20,988.69	40,491.21	0	0.00	668,033.77
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29464.0368	0.00	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29464.0368	0.00	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29464.0368	0.00	277,188.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29464.0368	0.00	276,719.19
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	3,343.13	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	23,220.73	0.00	244,646.16
CHOFER "B"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,760.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	18,484.67	0.00	0.00	508,139.25
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,647.05	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	25,331.72	0.00	247,706.99
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,652.00	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	25,093.74	0.00	0.00	465,212.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
OFICINISTA "B"	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	97,359.68	24,019.48	18,446.96	8,582.96	0.00	0.00	20,307.84	2,781.60	9,296.16	12,810.39	28,823.37	0.00	0.00	337,721.90
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	8,263.04	188,620.81	0.00	20,307.84	2,781.60	9,296.16	12,332.90	13,058.36	0.00	0.00	527,726.02
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,143.79
AUDITOR	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	29,767.58	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	26,142.48	0.00	18,321.93	0.00	218,368.40
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
OFICINISTA A	REG BIE TEQ VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,536.13	11,860.40	9,108.79	3,083.70	0.00	0.00	20,307.84	2,781.60	9,296.16	2,160.00	0.00	0.00	0.00	140,064.54
TRACTORISTA	REG D LAS M CD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	145,128.12	0.00	0.00	0.00	100,367.44	30,235.03	23,220.50	8,643.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,900.28	21,769.22	0.00	0.00	374,649.36
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	11,314.32	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	273,545.08
INSPECTOR (MDO. 20 DE NOV	DIR DE MTO URBA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	28,935.05	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	14,280.00	0.00	14,634.70	0.00	179,496.64
TRAILERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,292.52	0.00	0.00	0.00	104,228.86	37,715.95	24,686.80	11,486.22	217,295.30	0.00	20,307.84	2,781.60	9,296.16	17,143.61	38,573.13	0.00	0.00	637,808.00
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
AUXILIAR ADMINISTRATIVO	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	99,442.30	23,542.15	18,080.37	8,412.39	0.00	0.00	20,307.84	2,781.60	9,296.16	12,555.81	28,250.58	0.00	0.00	335,671.53
TECNICO CONTABLE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	111,503.97	31,167.53	23,936.66	11,137.20	0.00	0.00	20,307.84	2,781.60	9,296.16	16,622.68	37,401.03	0.00	0.00	413,758.78
VELADOR	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,917.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	295,343.81
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,762.00	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	25,093.74	0.00	0.00	465,322.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	97,427.62	31,920.45	20,893.38	9,721.23	87,055.76	0.00	20,307.84	2,781.60	9,296.16	14,509.29	32,645.91	0.00	0.00	457,142.88
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	111,867.46	44,318.88	29,008.72	13,497.11	274,978.52	0.00	20,307.84	2,781.60	9,296.16	20,144.95	45,326.13	0.00	0.00	752,831.90
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,652.00	24,536.10	16,059.99	7,472.36	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,152.77	25,093.74	0.00	0.00	465,212.19
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,765.08	25,447.84	16,656.77	6,587.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,832.12	10,410.48	0.00	0.00	440,563.81
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,378.30
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	441,842.93
TECNICO CONTABLE	DIR DE SANIDAD	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	105,046.34	36,569.75	23,936.56	11,137.15	0.00	0.00	20,307.84	2,781.60	9,296.16	16,622.61	37,400.88	0.00	0.00	412,702.42
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
ASESOR "C"	SIND PRIMERA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
TAQUIMECANOGRAFA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,615.10
PROMOTOR SOCIAL	REG SEG VEC Y C	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,362.40	0.00	0.00	29,775.64	15,075.50	11,577.98	4,703.56	0.00	0.00	20,307.84	2,781.60	9,296.16	15,876.00	0.00	17,005.16	0.00	198,761.84
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	6,401.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,464.35	0.00	377,413.97
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,647.05	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	25,331.72	0.00	250,143.95
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,435.62	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,621.98
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,851.86	32,350.35	21,174.78	9,359.55	186,382.16	0.00	20,307.84	2,781.60	9,296.16	13,969.47	26,468.47	0.00	0.00	543,284.60
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	156,157.56	0.00	0.00	0.00	93,809.47	38,171.85	24,985.21	11,043.81	219,921.90	0.00	20,307.84	2,781.60	9,296.16	16,483.30	31,231.51	0.00	0.00	624,190.20
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,832.60
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,182.22	39,591.41	25,914.37	11,454.51	228,100.48	0.00	20,307.84	2,781.60	9,296.16	17,096.29	32,392.97	0.00	0.00	644,082.69
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,501.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	526,092.60
OFICINISTA B	SEC C ED Y FO A	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	28,741.04	12,489.00	9,591.55	3,896.57	0.00	0.00	20,307.84	2,781.60	9,296.16	2,340.00	0.00	14,087.59	0.00	163,478.55
ADMINISTRADOR	DIR F A LA LEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	31,056.01	19,463.93	14,948.29	6,072.74	0.00	0.00	20,307.84	2,781.60	9,296.16	12,000.00	0.00	21,955.31	0.00	231,308.72
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,462.27	21,766.33	16,716.54	6,611.16	0.00	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	291,735.49
OFICIAL ADMINISTRATIVO	ALC MPAL CIVICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	101,613.96	24,863.08	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	29,835.69	0.00	0.00	349,280.64
AUXILIAR DE TRABAJO SOCIAL	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,488.63	25,340.84	17,585.93	7,773.23	0.00	0.00	20,307.84	2,781.60	9,296.16	35,601.83	21,982.42	0.00	0.00	338,070.56
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,422.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	322,378.30
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	276,719.19
ENCARGADO DE MANTENIMIENT	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	110,865.86	32,121.93	24,669.64	11,478.23	0.00	0.00	20,307.84	2,781.60	9,296.16	17,131.69	38,546.31	0.00	0.00	421,384.50
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,191.55	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	36,059.57	0.00	321,674.79
OFICIAL ADMINISTRATIVO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	98,746.46	24,863.08	19,094.84	8,884.41	0.00	0.00	20,307.84	2,781.60	9,296.16	13,260.31	29,835.69	0.00	0.00	346,413.14
TAQUIMECANOGRAFA	REG DE HDA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,615.10
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	9,472.61	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,138.22	26,788.20	0.00	0.00	548,510.17
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	94,677.22	39,591.41	25,914.37	11,454.51	228,100.48	0.00	20,307.84	2,781.60	9,296.16	17,096.29	32,392.97	0.00	0.00	643,577.69
PROGRAMADOR B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	9,600.00	0.00	10,993.16	0.00	188,519.78
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
AYUDANTE UNIVERSAL DE OFI	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	17,901.41	0.00	0.00	325,846.96
CONSERJE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	295,258.81
VELADOR	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	292,661.31

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
TAQUIMECANOGRAFA	DIR DE AG BARR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,730.27
SECRETARIO PARTICULAR	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	25,043.04	19,463.93	14,948.29	6,072.74	0.00	0.00	20,307.84	2,781.60	9,296.16	15,456.00	0.00	17,564.25	0.00	224,360.68
COCINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,111.30
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
ANALISTA	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	26,142.48	0.00	14,657.55	0.00	209,289.73
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,615.10
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	9,472.61	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,138.22	26,788.20	0.00	0.00	548,510.17
NOTIFICADOR	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,991.78	0.00	0.00	20,307.84	2,781.60	9,296.16	11,928.02	22,600.46	0.00	0.00	321,125.62
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	156,157.56	0.00	0.00	0.00	94,139.47	38,171.85	24,985.21	11,043.81	219,921.90	0.00	20,307.84	2,781.60	9,296.16	16,483.30	15,615.76	0.00	0.00	608,904.44
SECRETARIA C	OFICIALIA MAYOR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	65,810.04	0.00	0.00	24,659.47	13,710.43	10,529.61	4,277.65	0.00	0.00	20,307.84	2,781.60	9,296.16	2,760.00	0.00	12,372.29	0.00	166,505.08
AYDTE. OPER. MAQ. PESADA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,631.86	32,350.35	21,174.78	9,359.55	186,382.16	0.00	20,307.84	2,781.60	9,296.16	13,969.47	26,468.47	0.00	0.00	543,064.60
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	7,475.52	141,230.42	0.00	20,307.84	2,781.60	9,296.16	11,157.50	21,140.52	0.00	0.00	444,682.91
TECNICO CONTABLE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,722.30	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.55	29,920.82	0.00	0.00	392,108.91
ANALISTA	SEC DE BIE Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	33,471.36	0.00	7,328.77	0.00	208,726.75
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	20,265.38	0.00	244,826.08
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,492.58	25,447.84	16,656.77	7,362.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,988.84	20,820.96	0.00	0.00	450,633.51
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	89,089.28	32,741.13	21,430.56	9,472.61	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,138.22	26,788.20	0.00	0.00	548,620.17
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
PROYECTISTA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	140,919.24	0.00	0.00	0.00	96,240.63	29,358.18	22,547.08	8,917.06	0.00	0.00	20,307.84	2,781.60	9,296.16	32,749.04	21,137.89	0.00	0.00	384,254.71
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,942.60
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,238.77	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	315,575.09
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	6,480.00	0.00	11,707.76	0.00	163,970.03
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	9,235.17	188,620.81	0.00	20,307.84	2,781.60	9,296.16	13,783.83	26,116.73	0.00	0.00	543,207.43
JEFE DE GRUPO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	100,017.16	32,155.38	24,695.33	10,915.68	0.00	0.00	20,307.84	2,781.60	9,296.16	53,829.26	30,869.16	0.00	0.00	439,213.36
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	451,896.70
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	9,235.17	188,620.81	0.00	20,307.84	2,781.60	9,296.16	13,783.83	26,116.73	0.00	0.00	543,207.43
AYUDANTE ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	333,918.57
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,371.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	329,895.85
EMPLEADO DE CUADRILLA MO	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	9,235.17	0.00	0.00	20,307.84	2,781.60	9,296.16	13,783.83	19,587.55	0.00	0.00	348,057.44
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	23,105.18	11,758.43	0.00	0.00	328,430.58
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,401.70
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,032.42	23,542.15	18,080.37	7,991.78	0.00	0.00	20,307.84	2,781.60	9,296.16	11,928.02	22,600.46	0.00	0.00	317,563.12
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	11,454.51	228,100.48	0.00	20,307.84	2,781.60	9,296.16	17,096.29	32,392.97	0.00	0.00	643,972.69
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,567.44	31,985.74	20,936.12	9,254.06	87,233.84	0.00	20,307.84	2,781.60	9,296.16	13,812.02	26,170.15	0.00	0.00	441,195.74
SECRETARIA C	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	65,810.04	0.00	0.00	24,659.47	13,710.43	10,529.61	4,277.65	0.00	0.00	20,307.84	2,781.60	9,296.16	14,400.00	0.00	12,372.29	0.00	178,145.08
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	156,157.56	0.00	0.00	0.00	94,029.47	38,171.85	24,985.21	11,043.81	219,921.90	0.00	20,307.84	2,781.60	9,296.16	16,483.30	31,231.51	0.00	0.00	624,410.20
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	11,454.51	228,100.48	0.00	20,307.84	2,781.60	9,296.16	17,096.29	32,392.97	0.00	0.00	643,972.69
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	9,472.61	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,138.22	13,394.10	0.00	0.00	535,116.07
POLICIA 1o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	7,197.18	0.00	14,957.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	42,954.60	0.00	430,359.73
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	156,157.56	0.00	0.00	0.00	93,809.47	38,171.85	24,985.21	11,043.81	219,921.90	0.00	20,307.84	2,781.60	9,296.16	16,483.30	31,231.51	0.00	0.00	624,190.20
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	8,715.18	178,000.51	0.00	20,307.84	2,781.60	9,296.16	13,007.73	18,484.67	0.00	0.00	510,315.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,237.34
ASEADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	84,487.18	24,887.81	16,290.20	6,442.55	136,034.50	0.00	20,307.84	2,781.60	9,296.16	9,615.74	15,272.06	0.00	0.00	427,229.40
TECNICO CONTABLE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	94,767.21	36,569.75	23,936.56	10,580.29	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.48	29,920.70	0.00	0.00	393,555.12
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	24,532.08	0.00	11,707.76	0.00	182,497.11
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,112.42	25,838.41	16,912.42	7,475.52	141,230.42	0.00	20,307.84	2,781.60	9,296.16	11,157.50	15,855.39	0.00	0.00	441,670.28
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,809.80	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	63,791.55	29,920.82	0.00	0.00	443,196.41
EMPLEADO DE CUADRILLA MO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,492.58	25,447.84	16,656.77	7,362.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,988.84	20,820.96	0.00	0.00	450,633.51
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	9,472.61	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,138.22	26,788.20	0.00	0.00	548,510.17
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,942.60
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	88,890.93	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	315,942.60
JEFE DE CUADRILLA ALUMB.P	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	12,822.26	181,304.52	0.00	20,307.84	2,781.60	9,296.16	19,137.70	36,260.90	0.00	0.00	635,819.98
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	20,265.38	0.00	244,826.08
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	11,314.32	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	267,359.72
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	5,960.12	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	35,571.48	0.00	368,548.61
TAQUIMECANOGRAFA	REG SEG VEC Y C	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,030.10
AUXILIAR ADMINISTRATIVO	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,598.68
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
OFICIAL UNIVERSAL DE OFIC	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,360.88	0.00	0.00	24,136.56	12,991.85	9,977.74	4,053.46	0.00	0.00	20,307.84	2,781.60	9,296.16	18,806.88	0.00	11,723.85	0.00	176,436.82
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
AYUDANTE UNIVERSAL DE OFI	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	333,918.57
AUXILIAR UNIVERSAL DE OFI	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	87,625.83	28,742.82	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	329,396.37
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
CAJERO	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	73,281.36	0.00	0.00	24,288.24	15,266.95	11,725.02	4,763.29	0.00	0.00	20,307.84	2,781.60	9,296.16	24,023.04	0.00	13,776.90	0.00	199,510.39
JEFE DE CUADRILLA DE ALUMBRADO PUBLICO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	181,304.52	0.00	0.00	0.00	99,276.87	44,318.88	29,008.72	12,822.26	274,978.52	0.00	20,307.84	2,781.60	9,296.16	19,137.70	27,195.68	0.00	0.00	720,428.75
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,942.60
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	5,960.12	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	35,571.48	0.00	368,548.61
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
ENCARGADO DE MANTENIMIENTO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	96,330.21	35,548.26	24,669.64	10,904.32	154,185.24	0.00	20,307.84	2,781.60	9,296.16	16,275.11	30,837.05	0.00	0.00	555,320.67
TECNICO EN FOTOCOPIADO	AG PUE NVO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	74,270.93	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	11,614.54	0.00	0.00	295,515.34
SECRETARIA B	SEC DE PRO ECO	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,633.52	13,321.23	10,230.70	4,156.22	0.00	0.00	20,307.84	2,781.60	9,296.16	22,800.00	0.00	12,021.07	0.00	183,490.22
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
DIBUJANTE	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,371.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0.00	0.00	315,955.58
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,378.68
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	319,505.10
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	307,728.57
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,956.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	17,637.64	0.00	0.00	322,419.79
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,875.08	25,447.84	16,656.77	6,587.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,832.12	10,410.48	0.00	0.00	440,673.81
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
SECRETARIA A	D REC MA Y SE G	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,823.01	0.00	0.00	20,307.84	2,781.60	9,296.16	9,600.00	0.00	5,853.88	0.00	161,486.26
TECNICO ADMINISTRATIVO	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,943.84	28,980.90	22,257.33	9,838.05	0.00	0.00	20,307.84	2,781.60	9,296.16	14,683.66	27,821.66	0.00	0.00	374,019.36
CHOFER A	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,204.83	29,497.98	19,307.77	8,534.30	174,306.25	0.00	20,307.84	2,781.60	9,296.16	12,737.76	24,134.71	0.00	0.00	507,782.77
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	66,291.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0.00	0.00	272,398.29
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,942.60
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
MACHETERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	15,671.75	0.00	0.00	460,756.41
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
CHOFER "A"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,204.83	29,497.98	19,307.77	8,534.30	174,306.25	0.00	20,307.84	2,781.60	9,296.16	12,737.76	24,134.71	0.00	0.00	507,782.77
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,832.60
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,401.70
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,760.92	30,123.16	19,716.98	8,715.18	178,000.51	0.00	20,307.84	2,781.60	9,296.16	13,007.73	24,646.22	0.00	0.00	516,587.42
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	451,896.70
AYUDANTE UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	334,028.57
NOTIFICADOR	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	7,991.78	0.00	0.00	20,307.84	2,781.60	9,296.16	11,928.02	22,600.46	0.00	0.00	318,148.12
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	9,235.17	87,055.76	0.00	20,307.84	2,781.60	9,296.16	13,783.83	26,116.73	0.00	0.00	441,642.38
AUXILIAR ADMINISTRATIVO	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,991.78	0.00	0.00	20,307.84	2,781.60	9,296.16	11,928.02	22,600.46	0.00	0.00	321,125.62
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	152,235.36	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	445,042.39
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,462.27	21,766.33	16,716.54	7,388.94	0.00	0.00	20,307.84	2,781.60	9,296.16	11,028.27	20,895.67	0.00	0.00	304,121.98
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	292,807.04
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	20,265.38	0.00	242,389.12
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,712.58	25,447.84	16,656.77	7,362.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,988.84	20,820.96	0.00	0.00	450,853.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
OFICIAL ADMINISTRATIVO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	333,918.57
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	292,807.04
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,492.58	25,447.84	16,656.77	7,362.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,988.84	20,820.96	0.00	0.00	450,633.51
OPER. DE MAQUINARIA PESA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	161,964.84	0.00	0.00	0.00	95,072.22	39,591.41	25,914.37	11,454.51	228,100.48	0.00	20,307.84	2,781.60	9,296.16	17,096.29	32,392.97	0.00	0.00	643,972.69
SUPERVISOR	SEC DE GOB Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	24,532.08	0.00	11,707.76	0.00	182,022.11
NOTIFICADOR	ALC MPAL CIVICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,378.68
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	12,594.86	0.00	0.00	513,237.74
MEDICO B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	3,006.35	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	17,942.67	0.00	237,197.00
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,401.70
MECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
EMPLEADO DE CUADRILLA MO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	86,120.28	26,971.30	17,653.94	6,981.89	159,375.84	0.00	20,307.84	2,781.60	9,296.16	10,420.73	5,516.86	0.00	0.00	455,763.55
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,701.68
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,723.84	28,980.90	22,257.33	8,802.47	0.00	0.00	20,307.84	2,781.60	9,296.16	13,138.01	20,866.25	0.00	0.00	364,262.71
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	15,435.62	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	315,052.03
TECNICO CONTABLE	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	94,580.76	34,492.06	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	17,729.28	22,440.62	0	0.00	384,635.71
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0	0.00	258,706.39
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0.00	0.00	447,382.95
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	292,807.04
COORDINADOR	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	4,858.53	0.00	0.00	20,307.84	2,781.60	9,296.16	15,000.00	0.00	14,052.38	0.00	192,883.47
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0	0.00	452,401.70
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0	0.00	439,966.17
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	271,002.83
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	8,214.06	0.00	0.00	20,307.84	2,781.60	9,296.16	12,259.79	23,229.07	0.00	0.00	327,467.51
AUXILIAR DE CAJA	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	330,370.85
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,978.90	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	327,503.35
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
AYUDANTE UNIVERSAL DE OFI	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	89,763.77	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	330,356.07
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	7,765.70	146,712.54	0.00	20,307.84	2,781.60	9,296.16	11,590.60	21,961.13	0.00	0.00	458,900.95
JEFE DE DEPARTAMENTO	UNIDAD DE TRANS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	4,194.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	6,533.99	0.00	267,288.38
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,492.58	25,447.84	16,656.77	6,587.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,832.12	5,205.24	0.00	0.00	433,086.07
TECNICO CONTABLE	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	42,431.55	29,920.82	0.00	0.00	418,528.91
AFANADORA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,977.89	134,112.10	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	415,900.37
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	8,256.49	178,000.51	0.00	20,307.84	2,781.60	9,296.16	12,323.11	24,646.22	0.00	0.00	515,334.11
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
TECNICO CONTABLE	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	10,023.48	0.00	0.00	20,307.84	2,781.60	9,296.16	28,768.57	22,440.62	0.00	0.00	396,828.87
AUXILIAR UNIVERSAL DE OFI	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	330,370.85
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	8,263.04	188,620.81	0.00	20,307.84	2,781.60	9,296.16	12,332.90	19,587.55	0.00	0.00	534,255.20
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,956.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	330,480.85
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	5,812.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	8,675.40	5,205.24	0.00	0.00	431,264.35
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
EMPLEADO DE CUADRILLA MOVIL "B"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	83,957.78	26,971.30	17,653.94	7,803.29	159,375.84	0.00	20,307.84	2,781.60	9,296.16	11,646.70	22,067.42	0.00	0.00	472,198.98
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
AUXILIAR ADMINISTRATIVO	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,378.68
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	6,225.43	104,531.40	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	390,086.49
AUXILIAR UNIVERSAL DE OFI	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	309,460.44
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	10,037.50	0.00	0.00	441,322.94
AUXILIAR UNIVERSAL DE OFICINA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	17,637.64	0.00	0.00	321,218.87
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	24,395.21	16,871.50	12,957.31	5,263.91	0.00	0.00	20,307.84	2,781.60	9,296.16	24,000.00	0.00	15,224.84	0.00	212,081.57
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	11,096.93	20,074.99	0.00	0.00	452,903.50
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
CHOFER C	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	8,438.56	181,925.81	0.00	20,307.84	2,781.60	9,296.16	12,594.86	18,892.30	0.00	0.00	518,366.65
ENCARGADO DE MANTENIMIENTO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	98,594.71	35,548.26	24,669.64	10,904.32	0.00	0.00	20,307.84	2,781.60	9,296.16	16,275.11	30,837.05	0.00	0.00	403,399.93
ENCARGADO DE MANTENIMIENTO	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,185.24	0.00	0.00	0.00	96,130.21	35,548.26	24,669.64	10,904.32	0.00	0.00	20,307.84	2,781.60	9,296.16	34,275.11	30,837.05	0.00	0.00	418,935.43
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,741.86	32,350.35	21,174.78	8,866.94	186,382.16	0.00	20,307.84	2,781.60	9,296.16	13,234.24	19,851.35	0.00	0.00	535,329.64
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,725.12	0.00	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0.00	0.00	287,077.03
AUXILIAR ARCHIVISTA	SEC C ED Y FO A	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	7,803.34	0.00	0.00	20,307.84	2,781.60	9,296.16	11,646.77	22,067.57	0.00	0.00	312,187.13
DIBUJANTE	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	327,283.35
DIBUJANTE	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,956.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	330,480.85
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,603.35	27,204.93	20,893.38	9,235.17	87,055.76	0.00	20,307.84	2,781.60	9,296.16	13,783.83	26,116.73	0.00	0.00	441,862.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	292,807.04
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,401.70
CHOFER A	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,094.83	29,497.98	19,307.77	8,534.30	174,306.25	0.00	20,307.84	2,781.60	9,296.16	12,737.76	24,134.71	0.00	0.00	507,672.77
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,461.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	526,052.60
COBRADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	112,682.28	0.00	0.00	0.00	84,467.42	27,544.56	18,029.16	7,969.14	154,625.13	0.00	20,307.84	2,781.60	9,296.16	11,894.24	22,536.46	0.00	0.00	472,133.99
AUXILIAR DE MECANICA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	85,224.13	25,340.84	17,585.93	6,545.87	54,956.04	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0.00	0.00	352,711.67
OPERADOR DE MAQUINA PESAD	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,979.28	32,741.13	21,430.56	9,472.61	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,138.22	26,788.20	0.00	0.00	548,510.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,621.70

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
CHOFER C	D. SIS LIMPIA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	71,166.65	30,787.45	20,151.78	8,907.37	0.00	0.00	20,307.84	2,781.60	9,296.16	13,294.58	18,892.30	0.00	0.00	321,534.36
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	8,715.18	178,000.51	0.00	20,307.84	2,781.60	9,296.16	13,007.73	24,646.22	0.00	0.00	516,477.42
OPERADOR DE MAQUINA PESADA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	88,584.28	32,741.13	21,430.56	9,472.61	188,633.58	0.00	20,307.84	2,781.60	9,296.16	14,138.22	26,788.20	0.00	0.00	548,115.17
AYUDANTE ADMINISTRATIVO	SIND SEGUNDA MP	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	333,918.57
VELADOR	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	7,765.70	0.00	0.00	20,307.84	2,781.60	9,296.16	11,590.60	21,961.13	0.00	0.00	312,663.41
TECNICO CONTABLE	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	22,991.55	29,920.82	0.00	0.00	399,088.91
TECNICO CONTABLE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,502.30	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	22,991.55	29,920.82	0.00	0.00	399,088.91
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	88,407.99	29,172.67	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,053.91
TECNICO CONTABLE	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.55	29,920.82	0.00	0.00	394,976.41
AUXILIAR UNIVERSAL DE OFI	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0.00	0.00	316,650.58
"EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	83,957.78	26,971.30	17,653.94	7,392.59	159,375.84	0.00	20,307.84	2,781.60	9,296.16	11,033.71	16,550.57	0.00	0.00	465,658.44
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,949.92	25,838.41	16,912.42	7,475.52	141,230.42	0.00	20,307.84	2,781.60	9,296.16	11,456.50	21,140.52	0.00	0.00	445,091.91
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,373.18	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,539.30	20,074.99	0.00	0.00	458,553.90
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,492.58	25,447.84	16,656.77	6,975.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,410.48	15,615.72	0.00	0.00	444,462.41
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	439,966.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	10,037.50	0.00	0.00	441,432.94
CHOFER "C"	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	95,638.22	30,787.45	20,151.78	8,438.56	181,925.81	0.00	20,307.84	2,781.60	9,296.16	12,594.86	25,189.73	0.00	0.00	533,060.65
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,119.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	307,253.57
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0.00	0.00	447,422.95
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,511.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,188.35	27,204.93	20,893.38	8,263.04	188,620.81	0.00	20,307.84	2,781.60	9,296.16	12,332.90	13,058.36	0.00	0.00	527,531.02
AUXILIAR ARCHIVISTA	REG PROS COMP Y	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	295,652.89
AYUDANTE ADMINISTRATIVO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	17,901.41	0.00	0.00	324,629.73
OFICIAL ADMINISTRATIVO	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,546.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	11,934.28	0.00	0.00	319,989.83
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	4,666.70	0.00	0.00	20,307.84	2,781.60	9,296.16	6,965.22	0.00	0.00	0.00	274,233.51
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,878.15	58,792.14	0.00	20,307.84	2,781.60	9,296.16	11,758.43	17,637.64	0.00	0.00	382,192.85
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	133,630.44	0.00	0.00	31,117.94	27,839.68	0.00	4,209.36	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	25,122.52	0.00	282,430.28
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
ANALISTA	PRESIDENCIA MPA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	14,657.55	0.00	186,922.25
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0.00	0.00	446,341.69
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,378.68
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	24,114.62	12,662.65	9,724.92	3,950.75	0.00	0.00	20,307.84	2,781.60	9,296.16	24,572.88	0.00	11,426.78	0.00	179,618.90
CHOFER A	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,314.83	29,497.98	19,307.77	8,085.13	174,306.25	0.00	20,307.84	2,781.60	9,296.16	12,067.36	18,101.03	0.00	0.00	500,739.51
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,483.18	24,536.10	16,059.99	6,725.12	0.00	0.00	20,307.84	2,781.60	9,296.16	10,037.50	20,074.99	0.00	0.00	298,677.45
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	6,725.12	0.00	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0.00	0.00	286,462.03
AYUDANTE OPER/MAQ.PESADA	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	121,259.40	0.00	0.00	0.00	93,959.78	25,262.38	19,401.50	8,575.73	0.00	0.00	20,307.84	2,781.60	9,296.16	12,799.60	24,251.88	0.00	0.00	337,895.88
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,373.18	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	20,074.99	0.00	0.00	458,052.10
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,373.18	24,536.10	16,059.99	6,725.12	0.00	0.00	20,307.84	2,781.60	9,296.16	10,037.50	5,018.75	0.00	0.00	283,511.20
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	5,959.82	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	35,569.74	0.00	368,066.29
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,474.77	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	455,752.49
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	80,256.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	10,037.50	0.00	0.00	440,829.20
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0.00	0.00	446,451.69
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0.00	0.00	447,272.95
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	292,917.04
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	9,501.54	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	301,906.04
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	20,265.38	0.00	244,826.08
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	20,265.38	0.00	242,389.12
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,483.18	24,536.10	16,059.99	6,725.12	0.00	0.00	20,307.84	2,781.60	9,296.16	10,037.50	20,074.99	0.00	0.00	298,677.45
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,942.60
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	135,059.04	0.00	0.00	0.00	97,618.01	28,137.30	21,609.45	9,551.68	0.00	0.00	20,307.84	2,781.60	9,296.16	14,256.23	20,258.86	0.00	0.00	358,876.16
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	20,074.99	0.00	0.00	451,580.44
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	24,532.08	0.00	11,707.76	0.00	182,022.11
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	36,411.67	23,516.86	0.00	0.00	354,370.85
MAESTRO SOLDADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	114,013.80	0.00	0.00	0.00	92,247.64	27,870.04	18,242.21	7,638.92	164,686.60	0.00	20,307.84	2,781.60	9,296.16	11,401.38	22,802.76	0.00	0.00	491,288.95
CHOFER C	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	93,117.71	26,239.30	20,151.78	8,907.37	0.00	0.00	20,307.84	2,781.60	9,296.16	13,294.58	18,892.30	0.00	0.00	338,937.28
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	8,214.06	0.00	0.00	20,307.84	2,781.60	9,296.16	12,259.79	23,229.07	0.00	0.00	327,467.51

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
TAQUIMECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	8,214.06	0.00	0.00	20,307.84	2,781.60	9,296.16	12,259.79	23,229.07	0.00	0.00	327,577.51
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,551.70
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,274.75	23,297.83	17,892.73	7,908.83	149,416.72	0.00	20,307.84	2,781.60	9,296.16	11,804.23	22,365.91	0.00	0.00	468,176.16
TECNICO CONTABLE	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.55	29,920.82	0.00	0.00	394,976.41
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	5,959.82	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	35,569.74	0.00	368,066.29
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,673.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	34,324.03	11,614.54	0.00	0.00	336,840.27
TECNICO CONTABLE	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.55	29,920.82	0.00	0.00	394,976.41
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	307,728.57
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,546.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0	0.00	334,138.57
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	8,214.06	0.00	0.00	20,307.84	2,781.60	9,296.16	12,259.79	23,229.07	0.00	0.00	327,577.51
TAQUIMECANOGRAFA	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,365.93	24,196.95	18,583.26	8,214.06	0.00	0.00	20,307.84	2,781.60	9,296.16	12,259.79	23,229.07	0.00	0.00	324,380.01
AUXILIAR UNIVERSAL DE OFI	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	330,370.85
AYUDANTE ADMINISTRATIVO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	334,028.57
TECNICO CONTABLE	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,612.30	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.55	29,920.82	0.00	0.00	391,998.91
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0	0.00	440,441.17
AUXILIAR UNIVERSAL DE OFICINA	DIR DE AG BARR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	17,637.64	0	0.00	324,491.63
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	8,256.49	178,000.51	0.00	20,307.84	2,781.60	9,296.16	12,323.11	24,646.22	0	0.00	515,334.11
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,401.70
VELADOR	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,462.05	25,316.30	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	294,328.81
CAPTURISTA B	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,731.68	0.00	0.00	0.00	87,510.33	28,534.41	18,677.07	8,255.52	0.00	0.00	20,307.84	2,781.60	9,296.16	12,321.68	11,673.17	0	0.00	316,089.46
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	88,297.25	23,297.83	17,892.73	7,076.33	55,914.78	0.00	20,307.84	2,781.60	9,296.16	10,561.68	11,182.96	0	0.00	358,438.71
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,371.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	329,895.85
AUXILIAR ADMINISTRATIVO	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,488.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,725.12	0.00	0.00	20,307.84	2,781.60	9,296.16	10,539.30	15,056.24	0.00	0.00	287,468.83
CAPTURISTA B	REG DE HDA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,731.56	0.00	0.00	0.00	92,613.31	24,319.08	18,677.05	8,255.52	0.00	0.00	20,307.84	2,781.60	9,296.16	12,321.66	23,346.31	0.00	0.00	328,650.08
AYUDANTE ADMINISTRATIVO	AGENCIA DE SANT	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	92,851.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	333,443.57
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28847.65248	0.00	314,573.84
SUPERVISOR	DIR PLA URB Y L	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	12,274.56	0.00	11707.76016	0.00	169,764.59
MECANOGRAFA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	7,803.34	0.00	0.00	20,307.84	2,781.60	9,296.16	11,646.77	22,067.57	0	0.00	315,749.63
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,119.92	23,542.15	18,080.37	7,991.78	0.00	0.00	20,307.84	2,781.60	9,296.16	38,328.02	22,600.46	0.00	0.00	347,050.62
TECNICO CONTABLE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.55	29,920.82	0	0.00	394,976.41
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,790.16
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	271,237.34
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0	0.00	446,451.69
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	19,726.32	0.00	11,707.76	0.00	177,216.35
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0.00	0.00	446,341.69
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0	0.00	447,382.95
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	8,715.18	178,000.51	0.00	20,307.84	2,781.60	9,296.16	13,007.73	24,646.22	0	0.00	516,477.42
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0	0.00	452,511.70
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,305.08	25,447.84	16,656.77	7,362.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,988.84	20,820.96	0	0.00	452,446.01
OPERADOR DE MAQUINA PESAD	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	91,251.78	32,741.13	21,430.56	9,472.61	0.00	0.00	20,307.84	2,781.60	9,296.16	14,138.22	26,788.20	0.00	0.00	362,149.10
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,765.08	25,447.84	16,656.77	7,362.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,988.84	20,820.96	0	0.00	452,906.01
ELECTRICISTA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	87,912.44	31,985.74	20,936.12	9,254.06	198,456.99	0.00	20,307.84	2,781.60	9,296.16	13,812.02	26,170.15	0.00	0.00	551,763.88
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,359.31	31,920.45	20,893.38	9,235.17	188,620.81	0.00	20,307.84	2,781.60	9,296.16	13,783.83	13,058.36	0.00	0.00	528,840.55
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	292,917.04
MACHETERO	D. SIS LIMPIA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0	0.00	431,197.95
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0	0.00	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0.00	0.00	447,272.95
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,512.17	36,713.13	24,030.41	10,621.78	227,788.29	0.00	20,307.84	2,781.60	9,296.16	15,853.40	30,038.02	0.00	0.00	620,132.87
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,511.70
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,760.92	30,123.16	19,716.98	8,715.18	178,000.51	0.00	20,307.84	2,781.60	9,296.16	13,007.73	24,646.22	0.00	0.00	516,587.42
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	292,807.04
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,461.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	526,052.60
TRAILERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,292.52	0.00	0.00	0.00	93,404.10	37,715.95	24,686.80	10,911.91	217,295.30	0.00	20,307.84	2,781.60	9,296.16	16,286.43	23,143.88	0.00	0.00	610,122.49
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,622.17	36,713.13	24,030.41	10,621.78	150,190.08	0.00	20,307.84	2,781.60	9,296.16	15,853.40	30,038.02	0.00	0.00	542,644.67
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	8,715.18	178,000.51	0.00	20,307.84	2,781.60	9,296.16	13,007.73	24,646.22	0	0.00	516,477.42
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0	0.00	452,511.70
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0	0.00	452,291.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0	0.00	447,272.95

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	451,896.70
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	451,896.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	8,907.37	181,925.81	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	525,832.60
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	8,315.82	0.00	0.00	20,307.84	2,781.60	9,296.16	12,411.67	23,516.86	0.00	0.00	330,370.85
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,571.65	30,787.45	20,151.78	8,438.56	181,925.81	0.00	20,307.84	2,781.60	9,296.16	12,594.86	25,189.73	0.00	0.00	524,994.08
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
NOTIFICADOR	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	304,641.07
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	7,765.70	0.00	0.00	20,307.84	2,781.60	9,296.16	11,590.60	21,961.13	0.00	0.00	312,188.41
CHOFER	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,723.80	0.00	0.00	0.00	92,698.40	25,984.13	19,955.81	8,820.74	175,652.69	0.00	20,307.84	2,781.60	9,296.16	13,165.29	24,944.76	0	0.00	518,331.21
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	11,314.32	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	310,930.73
AUXILIAR ADMINISTRATIVO	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,119.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	307,253.57
CAPTURISTA B	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	24,114.62	12,662.65	9,724.92	3,511.77	0.00	0.00	20,307.84	2,781.60	9,296.16	2,460.00	0.00	2,856.69	0.00	148,496.97
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	442,774.19
TAQUIMECANOGRAFA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,673.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,840.27
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,410.44
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,410.44
AYDTE. OPER. MAQ. PESADA	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,781.86	32,350.35	21,174.78	8,374.33	186,382.16	0.00	20,307.84	2,781.60	9,296.16	12,499.00	19,851.35	0.00	0.00	534,141.79
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,630.44
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,956.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	17,637.64	0.00	0.00	321,328.87
TRABAJADOR SOCIAL	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	95,233.92	29,036.38	22,299.94	8,819.31	0.00	0.00	20,307.84	2,781.60	9,296.16	13,163.16	20,906.19	0.00	0.00	361,219.09
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	440,551.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0	0.00	446,561.69
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0	0.00	455,057.49
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0	0.00	445,520.44
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	5,018.75	0.00	0.00	436,414.20
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,015.44
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
EMPLEADO DE CUADRILLA MO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	83,957.78	26,971.30	17,653.94	6,981.89	159,375.84	0.00	20,307.84	2,781.60	9,296.16	10,922.53	16,550.57	0.00	0.00	465,136.56
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	133,630.44	0.00	0.00	31,117.94	27,839.68	0.00	4,209.36	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	25122.52272	0.00	282,430.28
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,584.77	21,766.33	16,716.54	6,222.27	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,286.97	10,447.84	0.00	0.00	439,801.85
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	20265.37728	0.00	242,389.12
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,621.70
VERIFICADOR DE OBRA	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,567.24	0.00	0.00	0.00	90,161.50	27,797.45	19,290.76	7,629.23	0.00	0.00	20,307.84	2,781.60	9,296.16	11,386.91	12,056.72	0.00	0.00	321,275.40
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0.00	0.00	447,382.95
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	7,098.74	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,595.13	20,074.99	0.00	0.00	452,291.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,237.34
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,410.44
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,410.44
CHOFER "C"	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	93,337.71	26,239.30	20,151.78	8,907.37	83,965.76	0.00	20,307.84	2,781.60	9,296.16	13,294.58	25,189.73	0.00	0.00	429,420.47
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,237.34
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,722.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,768.33
ASESOR B	REG DE PROTEC C	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,783.59	15,572.23	11,959.47	4,858.53	0.00	0.00	20,307.84	2,781.60	9,296.16	27,860.64	0.00	10,539.28	0.00	202,706.02
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,875.08	25,447.84	16,656.77	6,587.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,832.12	10,410.48	0.00	0.00	440,673.81
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	442,774.19
TRAILERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,292.52	0.00	0.00	0.00	93,514.10	37,715.95	24,686.80	9,763.29	217,295.30	0.00	20,307.84	2,781.60	9,296.16	14,572.07	23,143.88	0.00	0.00	607,369.51
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	11,934.28	0.00	0.00	319,879.83
SUPERVISOR B	DIR DE MERCADOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	47,245.08	0.00	0.00	24,401.62	9,842.73	7,559.21	3,070.93	0.00	0.00	20,307.84	2,781.60	9,296.16	24,477.60	0.00	8,882.08	0.00	157,864.84
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	5,313.37	146,712.54	0.00	20,307.84	2,781.60	9,296.16	7,930.41	0.00	0.00	0.00	431,412.31
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,474.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	440,661.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	7,098.74	0.00	0.00	20,307.84	2,781.60	9,296.16	10,595.13	15,056.24	0.00	0.00	287,938.29
AYUDANTE ADMINISTRATIVO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	28,799.69	23,868.55	0.00	0.00	350,120.97
TECNICO CONTABLE	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	10,580.34	0.00	0.00	20,307.84	2,781.60	9,296.16	15,791.55	29,920.82	0.00	0.00	394,976.41
AYUDANTE ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	8,440.19	0.00	0.00	20,307.84	2,781.60	9,296.16	12,597.29	23,868.55	0.00	0.00	334,028.57
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	0.00	0.00	0.00	270,869.53
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	4,293.23	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	303,909.64
COORDINADOR	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	120,434.64	0.00	0.00	54,713.27	25,090.55	0.00	3,793.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	22,641.71	0.00	274,343.62
CHOFER C	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	7,969.75	181,925.81	0.00	20,307.84	2,781.60	9,296.16	11,895.15	18,892.30	0.00	0.00	517,198.12
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0	0.00	445,630.44
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,740.44
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	315,339.65

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
TAQUIMECANOGRAFA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	17,421.80	0.00	0.00	317,952.53
MECANOGRAFA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	295,652.89
MECANOGRAFA	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,864.78
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0	0.00	445,630.44
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
TECNICO ADMINISTRATIVO	DIR DE CONTABIL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	94,337.54	32,072.20	22,257.33	8,802.47	0.00	0.00	20,307.84	2,781.60	9,296.16	13,138.01	13,910.83	0.00	0.00	356,012.29
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,030.04
TAQUIMECANOGRAFA	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	87,643.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	11,614.60	0.00	0.00	312,005.16
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	286,145.78
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,722.93	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,339.34
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,481.02
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
DIRECTOR	SEC DE PRO ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
SECRETARIO	PRESIDENCIA MPA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	5,246.17	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	546,722.65
ANALISTA	INST MPAL DE PL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	10,993.16	0.00	209,764.67
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	5,960.12	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	35,571.48	0.00	368,548.61
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	20265.37728	0.00	242,389.12
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
POLICIA 2o.	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	109,507.56	0.00	0.00	32,067.86	22,814.08	0.00	2,938.45	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15440.56596	0.00	241,637.86
AUXILIAR UNIVERSAL DE OFICINA	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	87,695.83	28,742.82	18,813.48	7,878.15	0.00	0.00	20,307.84	2,781.60	9,296.16	11,758.43	23,516.86	0.00	0.00	328,375.44
ANALISTA	SEC DE M A M Y G	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	14657.54784	0.00	213,429.05
JEFE DE INSPECTORES	DIR DE MTO URBA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,740.62	14,927.70	11,464.47	4,657.44	0.00	0.00	20,307.84	2,781.60	9,296.16	24,000.00	0.00	13,470.76	0.00	197,299.55
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
AUXILIAR BIBLIOTECARIO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	16,550.68	0.00	0.00	307,271.67
DIRECTOR	DIR DEL C Y P H	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
PROMOTOR SOCIAL	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,362.40	0.00	0.00	24,275.47	15,075.50	11,577.98	3,919.63	0.00	0.00	20,307.84	2,781.60	9,296.16	3,120.00	0.00	3401.0328	0.00	166,117.62
ASESOR	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	33,471.36	0.00	7328.77392	0.00	209,201.75
ANALISTA	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	10993.16088	0.00	182,782.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	13,794.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	20265.37728	0.00	245,773.27
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,075.04	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	4,644.15	0.00	224,801.50
ASESOR	CONSEJ JURIDICA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	15,366.72	0.00	14,657.55	0.00	198,988.97
OFICIAL ADMINISTRATIVO	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,995.96	0.00	0.00	20,307.84	2,781.60	9,296.16	11,934.28	23,868.55	0	0.00	332,811.34
TECNICO CONTABLE	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	10,023.48	0.00	0.00	20,307.84	2,781.60	9,296.16	14,960.41	29,920.82	0.00	0.00	393,588.41
PROGRAMADOR B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	6,000.00	0.00	14657.54784	0.00	189,147.25
CHOFER B	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,870.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	18,484.67	0.00	0.00	508,249.25
CHOFER B	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,870.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	18,484.67	0	0.00	508,249.25
OFICINISTA B	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	87,307.83	28,182.85	18,446.96	7,724.66	0.00	0.00	20,307.84	2,781.60	9,296.16	11,529.35	23,058.70	0.00	0.00	323,929.42
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	286,145.78
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
ASESOR	CONSEJ JURIDICA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	10,993.16	0.00	209,764.67
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,492.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	439,996.69
INSPECTOR (UNID.INSPECCIO	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	4,047.90	0.00	0.00	20,307.84	2,781.60	9,296.16	27,459.12	0.00	11707.76016	0.00	184,949.15
MECANOGRAFA	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,127.89
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,573.84
ANALISTA	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	11,326.32	0.00	14,657.55	0.00	194,948.57
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	16,950.35	0.00	0.00	312,440.27
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,533.83
CHOFER	D. SIS LIMPIA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	70,019.83	29,497.98	19,307.77	7,635.95	0.00	0.00	20,307.84	2,781.60	9,296.16	11,396.95	12,067.36	0.00	0.00	302,985.00
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,611.69
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,002.83
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,104.84
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	270,533.83
CHOFER "A"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,204.83	29,497.98	19,307.77	7,635.95	174,306.25	0.00	20,307.84	2,781.60	9,296.16	11,396.95	18,101.03	0.00	0.00	499,509.93
NIÑERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	295,258.81
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	6,614.51	0.00	0.00	20,307.84	2,781.60	9,296.16	9,872.41	10,453.14	0.00	0.00	291,751.48
TECNICO ADMINISTRATIVO	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	91,948.04	32,072.20	22,257.33	8,802.47	0.00	0.00	20,307.84	2,781.60	9,296.16	13,138.01	20,866.25	0.00	0.00	360,578.21

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0	0.00	128,649.60
ANALISTA	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	5,067.77	0.00	0.00	20,307.84	2,781.60	9,296.16	10,800.00	0.00	14657.54784	0.00	193,947.25
TECNICO CONTABLE	REG GPOS PRI JU	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,114.80	31,167.53	23,936.66	10,023.48	0.00	0.00	20,307.84	2,781.60	9,296.16	20,960.41	29,920.82	0	0.00	399,113.41
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,492.58	25,447.84	16,656.77	6,587.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,832.12	5,205.24	0	0.00	433,086.07
CHOFER "A"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,314.83	29,497.98	19,307.77	7,635.95	174,306.25	0.00	20,307.84	2,781.60	9,296.16	11,396.95	18,101.03	0	0.00	499,619.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	271,002.83
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,722.93	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28847.65248	0.00	314,339.34
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,055.92
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,099.92	25,838.41	16,912.42	6,688.63	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,983.02	10,570.26	0	0.00	432,411.28
CHOFER B	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,870.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	18,484.67	0	0.00	508,249.25
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0	0.00	445,670.44
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	0.00	0	0.00	429,959.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,641.02
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,833.52	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,892.93
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,641.02
TRAILERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,292.52	0.00	0.00	0.00	93,404.10	37,715.95	24,686.80	9,763.29	217,295.30	0.00	20,307.84	2,781.60	9,296.16	14,572.07	23,143.88	0	0.00	607,259.51
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	258,193.29
TECNICO CONTABLE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,699.80	31,167.53	23,936.66	10,023.48	0.00	0.00	20,307.84	2,781.60	9,296.16	62,960.41	22,440.62	0	0.00	434,218.21
NOTIFICADOR	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,032.42	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0	0.00	304,166.07
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	111,783.40	31,167.53	23,936.66	10,023.48	0.00	0.00	20,307.84	2,781.60	9,296.16	62,960.41	29,920.82	0	0.00	451,782.02
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	5,960.12	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	26678.61	0.00	359,655.74
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	440,551.17
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	7,356.98	146,712.54	0.00	20,307.84	2,781.60	9,296.16	10,980.56	16,470.85	0	0.00	452,866.91
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	265,110.02
MECANOGRAFA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0	0.00	301,754.78
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,094.83	29,497.98	19,307.77	7,635.95	169,948.60	0.00	20,307.84	2,781.60	9,296.16	11,396.95	18,101.03	0	0.00	495,042.28
VELADOR	SEC C ED Y FO A	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,059.92	25,838.41	16,912.42	6,688.63	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,983.02	10,570.26	0	0.00	432,371.28
COCINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,222.42	25,838.41	16,912.42	6,688.63	0.00	0.00	20,307.84	2,781.60	9,296.16	9,983.02	10,570.26	0	0.00	293,303.36
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,314.83	29,497.98	19,307.77	7,635.95	169,948.60	0.00	20,307.84	2,781.60	9,296.16	11,396.95	12,067.36	0	0.00	489,228.60
AUXILIAR UNIVERSAL DE OFI	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,878.15	0.00	0.00	20,307.84	2,781.60	9,296.16	11,758.43	17,637.64	0	0.00	323,620.71
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0.00	0.00	445,520.44
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,641.02
CHOFER B	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,760.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	18,484.67	0	0.00	508,139.25
OFICINISTA B	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,578.04	12,489.00	9,591.55	2,814.19	0.00	0.00	20,307.84	2,781.60	9,296.16	2,340.00	0.00	0.00	0.00	144,145.58
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,395.53	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	15,199.03	0.00	237,322.78
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,641.02
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,589.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,501.69
OPER. MAQUINARIA PESADA "A"	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	148,857.36	0.00	0.00	0.00	92,442.28	36,387.35	23,817.18	9,419.36	0.00	0.00	20,307.84	2,781.60	9,296.16	14,058.75	22,328.60	0	0.00	379,696.49
CHOFER B	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,760.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	18,484.67	0	0.00	508,139.25
MECANOGRAFA	REG GOB DE TER	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0	0.00	301,754.78
AUXILIAR ADMINISTRATIVO	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,263.75	26,053.31	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0	0.00	306,908.57
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,493.35	27,204.93	20,893.38	8,263.04	188,620.81	0.00	20,307.84	2,781.60	9,296.16	12,332.90	13,058.36	0.00	0.00	527,836.02
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	152,235.36	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0	0.00	438,381.13
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	439,996.69
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	440,611.69
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	281,017.03
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	440,551.17
OPERADOR DE GRUA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,622.17	36,713.13	24,030.41	9,503.69	227,788.29	0.00	20,307.84	2,781.60	9,296.16	14,184.62	22,528.51	0	0.00	609,946.51
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,332.42	25,838.41	16,912.42	6,688.63	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,983.02	10,570.26	0.00	0.00	434,643.78
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,611.69
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	440,501.69
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	15,056.24	0	0.00	445,520.44
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,094.83	29,497.98	19,307.77	7,635.95	169,948.60	0.00	20,307.84	2,781.60	9,296.16	11,396.95	12,067.36	0	0.00	489,008.60
VELADOR	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,112.42	25,838.41	16,912.42	6,688.63	0.00	0.00	20,307.84	2,781.60	9,296.16	9,983.02	10,570.26	0.00	0.00	293,193.36
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,501.69
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	440,551.17
INTENDENTE	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,030.46
AUXILIAR UNIVERSAL DE OFICINA	SEC C ED Y FO A	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0	0.00	315,559.65
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,269.77	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	20265.37728	0.00	244,700.32
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	29,794.09	16,871.50	12,957.31	4,971.47	0.00	0.00	20,307.84	2,781.60	9,296.16	29,741.52	0.00	15,224.84	0.00	222,929.53
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,654.50	0.00	14,722.93	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28847.65248	0.00	314,160.32
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,654.50	0.00	10,173.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28847.65248	0.00	309,610.82
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	270,387.55
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,654.50	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,394.82

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
MACHETERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	455,642.49
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	280,907.03
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,204.83	29,497.98	19,307.77	7,635.95	169,948.60	0.00	20,307.84	2,781.60	9,296.16	11,396.95	12,067.36	0.00	0.00	489,118.60
JEFE DE OFICINA	INST MPAL DE PL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	29,042.48	14,927.70	11,464.47	4,398.70	0.00	0.00	20,307.84	2,781.60	9,296.16	11,638.08	0.00	13470.75648	0.00	188,980.75
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	270,856.55
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	440,501.69
AUXILIAR UNIVERSAL DE OFI	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	100,685.36	24,496.73	18,813.48	7,878.15	0.00	0.00	20,307.84	2,781.60	9,296.16	11,758.43	23,516.86	0.00	0.00	337,118.88
CHOFER B	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,910.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	12,323.11	0	0.00	502,127.69
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,274.75	23,297.83	17,892.73	7,076.33	0.00	0.00	20,307.84	2,781.60	9,296.16	10,561.68	11,182.96	0.00	0.00	305,501.43
CHOFER C	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	100,634.29	26,239.30	20,151.78	8,438.56	0.00	0.00	20,307.84	2,781.60	9,296.16	12,594.86	25,189.73	0.00	0.00	351,582.76
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	94,329.99	21,766.33	16,716.54	7,000.05	150,913.19	0.00	20,307.84	2,781.60	9,296.16	10,447.84	20,895.67	0.00	0.00	458,933.56
PROYECTISTA	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	140,919.24	0.00	0.00	0.00	105,050.25	29,358.18	22,547.08	9,441.59	0.00	0.00	20,307.84	2,781.60	9,296.16	14,091.92	28,183.85	0	0.00	381,977.70
PROYECTISTA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	140,919.24	0.00	0.00	0.00	108,137.75	29,358.18	22,547.08	9,441.59	0.00	0.00	20,307.84	2,781.60	9,296.16	14,091.92	28,183.85	0.00	0.00	385,065.20
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	30,269.09	16,871.50	12,957.31	4,971.47	0.00	0.00	20,307.84	2,781.60	9,296.16	29,741.52	0.00	15,224.84	0.00	223,404.53
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	100,685.36	24,496.73	18,813.48	7,878.15	0.00	0.00	20,307.84	2,781.60	9,296.16	11,758.43	23,516.86	0	0.00	337,118.88
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	95,555.05	22,876.18	17,568.90	7,356.98	146,712.54	0.00	20,307.84	2,781.60	9,296.16	10,980.56	21,961.13	0.00	0.00	465,202.57
CONSERJE	AG SAN MAR MEX	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,942.17	22,876.18	17,568.90	6,948.26	0.00	0.00	20,307.84	2,781.60	9,296.16	10,370.53	10,980.56	0.00	0.00	301,877.84
ANALISTA	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	30,026.01	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	14,657.55	0.00	218,345.22
AUXILIAR UNIVERSAL DE OFI	SEC DE M A M Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	100,210.36	24,496.73	18,813.48	7,878.15	0.00	0.00	20,307.84	2,781.60	9,296.16	11,758.43	23,516.86	0.00	0.00	336,643.88
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	100,795.36	24,496.73	18,813.48	7,878.15	0.00	0.00	20,307.84	2,781.60	9,296.16	11,758.43	23,516.86	0.00	0.00	337,228.88
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,792.27	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	458,069.99
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	135,059.04	0.00	0.00	0.00	106,731.95	28,137.30	21,609.45	9,048.96	0.00	0.00	20,307.84	2,781.60	9,296.16	13,505.90	27,011.81	0.00	0.00	373,490.00
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	270,387.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
SECRETARIA A	DIR DEL C Y P H	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	28,762.06	12,974.03	9,964.05	3,823.01	0.00	0.00	20,307.84	2,781.60	9,296.16	12,274.32	0.00	11707.76016	0.00	174,166.15
TECNICO CONTABLE	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,809.80	31,167.53	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	14,129.28	14,960.41	0	0.00	377,460.01
CHOFER	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,723.80	0.00	0.00	0.00	101,098.32	25,984.13	19,955.81	8,356.49	175,652.69	0.00	20,307.84	2,781.60	9,296.16	12,472.38	24,944.76	0	0.00	525,573.97
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,373.18	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	20,074.99	0.00	0.00	458,052.10
TRABAJADORA SOCIAL	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	105,330.56	29,036.38	22,299.94	9,338.10	69,687.30	0.00	20,307.84	2,781.60	9,296.16	13,937.46	27,874.92	0.00	0.00	449,264.85
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	99,238.40	23,542.15	18,080.37	7,571.16	0.00	0.00	20,307.84	2,781.60	9,296.16	11,300.23	22,600.46	0.00	0.00	327,720.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,654.50	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	28,847.65	0.00	314,629.33
CONSERJE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	300,164.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,501.69
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,611.69
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,387.55
NIÑERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,166.93	26,841.38	17,568.90	6,948.26	0.00	0.00	20,307.84	2,781.60	9,296.16	10,370.53	16,470.85	0	0.00	304,558.08
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	440,501.69
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	270,387.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	271,091.06
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	270,387.55
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,237.89
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0	0.00	295,258.81
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23,571.23	0.00	270,856.55
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,611.69
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	439,996.69
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,204.83	29,497.98	19,307.77	7,635.95	169,948.60	0.00	20,307.84	2,781.60	9,296.16	11,396.95	12,067.36	0	0.00	489,118.60
MECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,644.78
TAQUIMECANOGRAFA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,673.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,840.27
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	280,907.03
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	139,716.48	0.00	0.00	31,202.47	29,107.60	0.00	4,238.07	0.00	14,957.43	20,307.84	2,781.60	9,296.16	15,256.56	0.00	26,266.70	0.00	293,130.90

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,269.77	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	20,265.38	0.00	244,700.32
ARCHIVISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,961.36	0.00	0.00	0.00	99,674.25	23,741.95	18,233.82	7,635.41	0.00	0.00	20,307.84	2,781.60	9,296.16	11,396.14	22,792.27	0.00	0.00	329,820.80
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	280,907.03
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	96,254.17	29,172.67	19,094.84	7,995.96	0.00	0.00	20,307.84	2,781.60	9,296.16	11,934.28	23,868.55	0.00	0.00	340,048.84
ANALISTA	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	29,551.01	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	14657.54784	0.00	217,870.22
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,351.50	152,235.36	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	433,252.39
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,611.69
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	28,166.66	12,662.65	9,724.92	3,731.26	0.00	0.00	20,307.84	2,781.60	9,296.16	2,460.00	0.00	11,426.78	0.00	161,338.59
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,269.77	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	20265.37728	0.00	242,263.36
JEFE DE GRUPO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,345.80	0.00	0.00	0.00	112,699.38	32,155.38	24,695.33	10,341.17	0.00	0.00	20,307.84	2,781.60	9,296.16	15,434.58	30,869.16	0.00	0.00	412,926.39
MACHETERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	94,219.99	21,766.33	16,716.54	7,000.05	166,004.51	0.00	20,307.84	2,781.60	9,296.16	10,447.84	20,895.67	0.00	0.00	473,914.88
PROYECTISTA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	140,919.24	0.00	0.00	0.00	105,745.25	29,358.18	22,547.08	9,441.59	0.00	0.00	20,307.84	2,781.60	9,296.16	14,091.92	28,183.85	0.00	0.00	382,672.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	87,978.18	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	20,074.99	0.00	0.00	457,657.10
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,997.29	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	18576.5808	0.00	239,656.18
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	440,651.69
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,241.65	30,787.45	20,151.78	7,969.75	181,925.81	0.00	20,307.84	2,781.60	9,296.16	11,895.15	12,594.86	0	0.00	510,900.69
CHOFER B	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,870.92	30,123.16	19,716.98	7,797.79	178,000.51	0.00	20,307.84	2,781.60	9,296.16	11,638.49	12,323.11	0.00	0.00	502,087.69
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	446,751.68
MACHETERO	D. SIS LIMPIA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	258,882.02
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	159,484.66	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	440,611.69
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	6,587.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,832.12	10,410.48	0.00	0.00	437,896.31
AUXILIAR UNIVERSAL DE OFICINA	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	87,805.83	28,742.82	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0	0.00	314,545.17
MECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,981.93	0.00	0.00	20,307.84	2,781.60	9,296.16	10,420.80	11,033.78	0.00	0.00	302,778.47
CHOFER C	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,461.65	30,787.45	20,151.78	7,969.75	181,925.81	0.00	20,307.84	2,781.60	9,296.16	11,895.15	6,297.43	0.00	0.00	504,823.26
DIBUJANTE	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,868.90	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0.00	0.00	313,453.08
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,803.16	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	23571.22944	0.00	271,091.06
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,269.77	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	20265.37728	0.00	244,700.32
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,493.35	27,204.93	20,893.38	7,776.98	188,620.81	0.00	20,307.84	2,781.60	9,296.16	11,607.43	13,058.36	0	0.00	526,624.49
MEDICO	DIR F A LA LEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	30,026.01	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	14657.54784	0.00	191,838.42
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	152,235.36	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0	0.00	433,362.39
TAQUIMECANOGRAFA	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	100,306.45	24,196.95	18,583.26	7,781.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,614.54	23,229.07	0	0.00	334,242.97
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	87,269.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	10,453.14	0	0.00	288,659.16
TAQUIMECANOGRAFA	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0	0.00	312,145.27
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	91,705.40	25,447.84	16,656.77	6,975.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,410.48	20,820.96	0	0.00	458,880.47
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0	0.00	306,900.16
EMPLEADO DE CUADRILLA MO "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,493.35	27,204.93	20,893.38	7,776.98	188,620.81	0.00	20,307.84	2,781.60	9,296.16	11,607.43	13,058.36	0	0.00	526,624.49
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,332.42	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0	0.00	428,377.96
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,765.08	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	10,410.48	0	0.00	439,597.95
ARCHIVISTA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,961.36	0.00	0.00	0.00	89,649.33	23,741.95	18,233.82	7,211.22	0.00	0.00	20,307.84	2,781.60	9,296.16	10,763.02	17,094.20	0	0.00	313,040.50
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,373.18	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	20,074.99	0	0.00	458,052.10
MECANOGRAFA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0	0.00	301,754.78
AUXILIAR ARCHIVISTA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,222.27	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,286.97	10,447.84	0.00	0.00	439,581.85
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,371.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0	0.00	314,864.65
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0	0.00	312,620.27
AUXILIAR ADMINISTRATIVO	REG GOB DE TER	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0	0.00	297,942.54
AUXILIAR ARCHIVISTA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	88,109.91	22,987.05	17,654.05	6,571.23	151,408.04	0.00	20,307.84	2,781.60	9,296.16	9,807.81	16,550.68	0	0.00	455,812.21
MECANOGRAFA	REG BIE TEQ VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89
AUXILIAR DE ENFERMERA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,274.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	5,591.48	0.00	0.00	298,872.42
SECRETARIA A	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	28,762.06	12,974.03	9,964.05	3,823.01	0.00	0.00	20,307.84	2,781.60	9,296.16	19,007.76	0.00	11707.76016	0.00	180,899.59
EMPLEADO DE CUADRILLA MOVIL "B"	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	86,120.28	26,971.30	17,653.94	6,571.19	159,375.84	0.00	20,307.84	2,781.60	9,296.16	9,807.74	11,033.71	0	0.00	460,256.72
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,065.43
CHOFER C	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	7,969.75	181,925.81	0.00	20,307.84	2,781.60	9,296.16	11,895.15	12,594.86	0.00	0.00	511,010.69
AUXILIAR ADMINISTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,119.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,205.16
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	5,297.88	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	26,678.61	0.00	358,993.51
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,222.27	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	434,357.93
ESPECIALISTA ADMVO. B	REG BIE TEQ VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,333.48	0.00	0.00	24,750.07	15,069.48	11,573.36	4,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	21,600.00	0.00	10199.02068	0.00	192,351.48
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
MECANOGRAFA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,889.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,667.28
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0.00	0.00	313,488.68
JEFE DE OFICINA	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	117,379.44	0.00	0.00	54,535.05	24,454.05	0.00	3,286.62	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	16,550.50	0.00	261,438.70
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	7,356.98	146,712.54	0.00	20,307.84	2,781.60	9,296.16	10,980.56	16,470.85	0	0.00	452,866.91
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,222.27	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	434,357.93
ANALISTA	DIR PLA URB Y L	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	10993.16088	0.00	182,501.32
NOTIFICADOR	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0	0.00	313,598.68

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,589.18
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	10,845.32	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	302,712.76
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,765.08	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	10,410.48	0.00	0.00	439,597.95
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,479.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,589.18
ASEADOR DE INODOROS	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	82,104.68	24,887.81	16,290.20	6,063.58	136,034.50	0.00	20,307.84	2,781.60	9,296.16	9,050.11	5,090.69	0.00	0.00	413,720.92
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,112.42	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	433,443.09
JEFE DE UNIDAD	AG DE TRANS DIG	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	4,456.83	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	9,800.98	0.00	313,072.38
AUXILIAR UNIVERSAL DE OFI	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	17,637.64	0.00	0.00	322,309.79
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	6,725.12	0.00	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0.00	0.00	286,967.03
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	444,084.18
TECNICO CONTABLE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	10,023.48	0.00	0.00	20,307.84	2,781.60	9,296.16	14,960.41	22,440.62	0	0.00	386,108.21
AUXILIAR DE MECANICA	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,663.62	22,898.35	17,585.93	7,364.11	54,956.04	0.00	20,307.84	2,781.60	9,296.16	10,991.21	16,486.81	0.00	0.00	360,243.76
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	285,214.52
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,474.77	21,766.33	16,716.54	7,000.05	166,004.51	0.00	20,307.84	2,781.60	9,296.16	10,447.84	15,671.75	0.00	0.00	461,945.74
MECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	6,725.12	159,484.66	0.00	20,307.84	2,781.60	9,296.16	10,037.50	15,056.24	0.00	0.00	446,341.69
COCINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,624.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	293,051.31
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,084.18
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,236.86	32,350.35	21,174.78	7,881.72	186,382.16	0.00	20,307.84	2,781.60	9,296.16	11,763.77	19,851.35	0.00	0.00	532,368.95
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	285,254.52
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	15,615.72	0.00	0.00	442,640.69
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
MECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89
MECANICO "A"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	118,702.44	0.00	0.00	0.00	83,037.60	29,016.15	18,992.39	7,069.39	171,459.08	0.00	20,307.84	2,781.60	9,296.16	10,551.33	17,805.37	0.00	0.00	489,019.34
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,444.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	15,855.39	0.00	0.00	436,060.72
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,722.93	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,590.37
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	425,885.46
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	284,994.52
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	265,149.38
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,018.25	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	15,199.03	0.00	236,945.50
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,905.70
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,355.87
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	307,059.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA VIAL	COMISARIA VIAL	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	29,853.33	26,120.60	0.00	3,510.61	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	17,678.42	0.00	234,927.44

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	307,059.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
CAPTURADOR Y AUX. DE SERVICIOS	INST MPAL DE PL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	86,777.75	22,054.68	16,937.99	7,092.78	0.00	0.00	20,307.84	2,781.60	9,296.16	34,586.24	15,879.37	0.00	0.00	321,576.85
AYDTE. OPER. MAQ. PESADA	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,961.86	32,350.35	21,174.78	7,881.72	186,382.16	0.00	20,307.84	2,781.60	9,296.16	11,763.77	19,851.35	0	0.00	533,093.95
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,479.18
AUXILIAR DE MECANICA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	85,224.13	25,340.84	17,585.93	6,545.87	54,956.04	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0.00	0.00	352,711.67
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	429,980.57
MECANICO A	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	118,702.44	0.00	0.00	0.00	90,173.87	24,729.68	18,992.39	7,511.23	118,702.44	0.00	20,307.84	2,781.60	9,296.16	59,210.79	17,805.37	0.00	0.00	488,213.80
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	12,975.00	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	262,688.76
AUXILIAR UNIVERSAL DE OFICINA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0.00	0.00	313,343.08
MACHETERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	7,000.05	166,004.51	0.00	20,307.84	2,781.60	9,296.16	10,447.84	15,671.75	0.00	0.00	461,725.74
EMPLEADO DE CUADRILLA MOVIL	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,765.08	25,447.84	16,656.77	6,975.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	10,410.48	15,615.72	0	0.00	446,734.91
OFICIAL ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,348.77	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	11,934.28	0	0.00	316,792.33
MECANOGRAFA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,237.89
MECANOGRAFA	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,127.89
AUXILIAR ARCHIVISTA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,557.28
TAQUIMECANOGRAFA	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	7,781.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,614.54	17,421.80	0.00	0.00	320,692.67
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,589.18
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,441.68
TAQUIMECANOGRAFA	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	87,603.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	11,614.60	0.00	0.00	311,965.16
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	444,589.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,699.18
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	139,716.48	0.00	0.00	31,202.47	29,107.60	0.00	3,912.06	0.00	10,642.43	20,307.84	2,781.60	9,296.16	15,256.56	0.00	19700.02368	0.00	281,923.22
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	284,994.52
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,091.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	444,889.18
TRABAJADOR SOCIAL	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	95,818.92	29,036.38	22,299.94	8,819.31	0.00	0.00	20,307.84	2,781.60	9,296.16	13,163.16	20,906.19	0	0.00	361,804.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,661.68
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	444,629.18
TECNICO CONTABLE	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	94,980.76	34,492.06	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	14,129.28	14,960.41	0	0.00	373,955.51
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
TECNICO ADMINISTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	94,812.54	32,072.20	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	13,910.83	0.00	0.00	355,196.68
VERIFICADOR DE RASTRO	REG PROS COMP Y	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,611.96	0.00	0.00	0.00	93,681.63	24,085.83	18,497.91	6,885.33	0.00	0.00	20,307.84	2,781.60	9,296.16	10,276.62	11,561.20	0.00	0.00	312,986.08
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	444,479.18
COCINERA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,332.42	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0	0.00	433,663.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	444,699.18
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,527.44	31,985.74	20,936.12	7,792.89	87,233.84	0.00	20,307.84	2,781.60	9,296.16	11,631.18	6,542.54	0	0.00	417,886.11
OPERADOR DE MAQUINA PESAD	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	133,941.00	0.00	0.00	0.00	89,089.28	32,741.13	21,430.56	7,976.93	188,633.58	0.00	20,307.84	2,781.60	9,296.16	11,905.87	20,091.15	0	0.00	538,195.10
MECANOGRAFA	AGENCIA MONTOYA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	6,981.93	0.00	0.00	20,307.84	2,781.60	9,296.16	10,420.80	11,033.78	0	0.00	302,193.47
AUXILIAR UNIVERSAL DE OFICINA	SEC DE TURISMO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	85,548.92	27,109.71	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0	0.00	311,746.08
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	444,479.18
CONSERJE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,514.67	22,876.18	17,568.90	5,722.09	109,805.64	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0	0.00	400,709.44
AUXILIAR DE ENFERMERA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,384.75	23,297.83	17,892.73	5,827.56	0.00	0.00	20,307.84	2,781.60	9,296.16	8,697.85	5,591.48	0	0.00	296,907.36
ASEADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	81,599.68	24,887.81	16,290.20	6,063.58	136,034.50	0.00	20,307.84	2,781.60	9,296.16	9,050.11	15,272.06	0	0.00	423,397.30
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0	0.00	437,339.88
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	88,890.93	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0	0.00	315,942.60
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,222.27	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,286.97	10,447.84	0	0.00	439,471.85
COCINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,942.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0	0.00	293,331.30
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0	0.00	258,706.39
SUB-OFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	127,241.76	0.00	0.00	32,314.17	26,508.70	0.00	3,562.77	0.00	13,794.62	20,307.84	2,781.60	9,296.16	14,100.48	0.00	17941.08816	0.00	267,849.18
JEFE DE DEPARTAMENTO	DIR DE CO EN VI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0	0.00	258,706.39
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	258,778.39
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0	0.00	259,230.72
ADMINISTRADOR A	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	4,588.62	0.00	0.00	20,307.84	2,781.60	9,296.16	24,000.00	0.00	10539.28188	0.00	198,100.46
ASESOR "C"	REG D LAS M CD	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0	0.00	128,649.60
MECANOGRAFA	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,307.44	31,985.74	20,936.12	7,792.89	87,233.84	0.00	20,307.84	2,781.60	9,296.16	11,631.18	19,627.61	0.00	0.00	430,751.19
REGIDOR	REG GOB DE TER	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
OFICINISTA A	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,536.13	11,860.40	9,108.79	3,494.86	0.00	0.00	20,307.84	2,781.60	9,296.16	18,416.88	0.00	8,027.12	0.00	164,759.70
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,919.80	31,167.53	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	14,129.28	14,960.41	0	0.00	377,570.01
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ESPECIALISTA ADMVO. B	COORD DE COM SO	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,333.48	0.00	0.00	24,750.07	15,069.48	11,573.36	4,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	9,600.00	0.00	10,199.02	0.00	180,351.48
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	429,464.88
AUXILIAR ADMINISTRATIVO	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,032.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,467.54
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,699.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	80,616.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	443,414.18
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
ASEADOR DE INODOROS	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	84,267.18	24,887.81	16,290.20	6,063.58	136,034.50	0.00	20,307.84	2,781.60	9,296.16	9,050.11	10,181.38	0.00	0.00	420,974.11
INTENDENTE	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,823.01	0.00	0.00	20,307.84	2,781.60	9,296.16	27,459.12	0.00	8,780.82	0.00	181,797.32
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	285,104.52
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	284,994.52
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,622.17	36,713.13	24,030.41	8,944.65	227,788.29	0.00	20,307.84	2,781.60	9,296.16	13,350.23	22,528.51	0	0.00	608,553.08
MECANOGRAFA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,237.89
INTENDENTE	AGENCIA CANDIAN	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	6,614.51	0.00	0.00	20,307.84	2,781.60	9,296.16	9,872.41	15,679.71	0	0.00	296,393.05
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	133,630.44	0.00	0.00	31,117.94	27,839.68	0.00	3,741.65	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	18841.89204	0.00	275,681.95
AYUDANTE ADMINISTRATIVO	REG GPOS PRI JU	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	11,934.28	0.00	0.00	319,769.83
AUXILIAR DE CAJA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,868.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	17,637.64	0.00	0.00	318,241.37
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,589.18
JEFE DE OFICINA	DIR DEL C Y P H	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,740.62	14,927.70	11,464.47	4,398.70	0.00	0.00	20,307.84	2,781.60	9,296.16	27,096.72	0.00	10,103.07	0.00	196,769.84
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	10,132.69	0.00	231,501.87
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	284,994.52
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,018.25	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	15199.03296	0.00	236,945.50
CHOFER C	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	87,351.65	30,787.45	20,151.78	7,500.94	181,925.81	0.00	20,307.84	2,781.60	9,296.16	11,195.43	18,892.30	0.00	0.00	516,139.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,479.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,699.18
JEFE DE OFICINA	DIR DEL C Y P H	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,265.62	14,927.70	11,464.47	4,139.95	0.00	0.00	20,307.84	2,781.60	9,296.16	3,000.00	0.00	10,103.07	0.00	171,939.37
MECANOGRAFA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,237.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,018.25	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15,199.03	0.00	239,382.46
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
VERIFICADOR	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,502.00	0.00	0.00	0.00	87,429.96	27,551.85	19,120.32	7,117.01	119,502.00	0.00	20,307.84	2,781.60	9,296.16	10,622.40	11,950.20	0.00	0.00	435,181.34
MECANOGRAFA	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	295,652.89
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,699.18
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,084.18
ANALISTA	PRESIDENCIA MPA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	10,993.16	0.00	209,008.12
ANALISTA B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,672.31	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	13,457.00	0.00	232,377.29
AUXILIAR ADMINISTRATIVO	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,032.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,467.54
MEDICO B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,672.31	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	13,457.00	0.00	232,377.29
CHOFER B	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	7,339.10	178,000.51	0.00	20,307.84	2,781.60	9,296.16	10,953.88	18,484.67	0	0.00	506,885.94
ELECTRICISTA DE BAJA TENS	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,718.40	0.00	0.00	0.00	85,127.40	28,286.72	18,514.94	6,891.67	167,148.80	0.00	20,307.84	2,781.60	9,296.16	10,286.08	17,357.76	0	0.00	481,717.38
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,824.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	265,149.38
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	11,314.32	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	261,028.08
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	30,243.14	31,967.70	0.00	4,296.46	0.00	7,400.81	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14423.82624	0.00	290,906.34
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	133,630.44	0.00	0.00	31,117.94	27,839.68	0.00	3,741.65	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	18,841.89	0.00	275,681.95

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	10,642.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	260,356.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	10,642.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	260,356.19
MECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,347.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	5,297.88	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	26678.61	0.00	358,993.51
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,274.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	5,591.48	0.00	0.00	298,872.42
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	8,263.04	87,055.76	0.00	20,307.84	2,781.60	9,296.16	12,332.90	13,058.36	0.00	0.00	426,160.97
OFICINISTA D	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,560.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	13,457.00	0.00	232,265.95
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	265,149.38
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	10,037.50	0.00	0.00	281,127.03
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,722.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,436.69
INTENDENTE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	10,453.14	0.00	0.00	287,109.16
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0	0.00	306,813.00
ASESOR B	CONSEJ JURIDICA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	4,588.62	0.00	0.00	20,307.84	2,781.60	9,296.16	6,480.00	0.00	7026.18792	0.00	177,067.37
VELADOR	SECRETARIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	84,652.42	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	432,983.09
CHOFER "B"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,650.92	30,123.16	19,716.98	7,339.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,953.88	12,323.11	0	0.00	322,723.87
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,051.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,830.43
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,622.17	36,713.13	24,030.41	8,944.65	227,788.29	0.00	20,307.84	2,781.60	9,296.16	13,350.23	15,019.01	0.00	0.00	601,043.58
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,585.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0	0.00	303,945.50
JEFE DE UNIDAD	TESORERIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	302,222.73
INTENDENTE	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,414.52	21,777.38	16,725.02	6,614.51	0.00	0.00	20,307.84	2,781.60	9,296.16	9,872.41	15,679.71	0	0.00	294,000.55
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,570.43
MECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,347.89
TAQUIMECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,673.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0	0.00	312,840.27
AUXILIAR ADMINISTRATIVO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,032.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,467.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
MECANOGRAFO	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	292,565.39
ANALISTA	D REC MA Y SE G	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	29,806.80	0.00	10,993.16	0.00	209,008.12
NOTIFICADOR	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,119.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	16,950.35	0	0.00	312,903.68
AUXILIAR ADMINISTRATIVO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0	0.00	301,140.04
OFICIAL DE TRABAJO SOCIAL	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	94,679.21	25,895.18	19,887.49	7,865.23	0.00	0.00	20,307.84	2,781.60	9,296.16	18,939.15	12,429.68	0.00	0.00	336,378.38
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0	0.00	307,728.57
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
TECNICO CONTABLE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,027.30	31,167.53	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	22,987.92	22,440.62	0.00	0.00	390,016.35
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA 3o JEFE DE UNIDAD	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	176,099.04	0.00	0.00	31,707.78	36,687.30	0.00	4,930.77	0.00	14,957.43	20,307.84	2,781.60	9,296.16	15,257.04	0.00	24829.96464	0.00	336,854.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	5,297.88	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	26678.61	0.00	358,993.51
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,824.87
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,355.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	6,131.88	20,307.84	2,781.60	9,296.16	0.00	0.00	17678.42208	0.00	242,209.32
TECNICO CONTABLE	REG SEG VEC Y C	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	91,329.71	36,569.75	23,936.56	7,796.01	0.00	0.00	20,307.84	2,781.60	9,296.16	59,635.83	7,480.18	0	0.00	408,737.15
OFICINISTA A	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,061.13	11,860.40	9,108.79	3,494.86	0.00	0.00	20,307.84	2,781.60	9,296.16	2,160.00	0.00	8027.11872	0.00	148,027.82
INTENDENTE	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	10,453.14	0	0.00	290,671.66
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,722.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,436.69
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	29,853.33	26,120.60	0.00	3,510.61	0.00	3,975.29	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	252,539.05

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	15,435.62	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	307,303.06
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,722.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,436.69
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	COMISARIA SEG P	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	29,853.33	26,120.60	0.00	3,510.61	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	17,678.42	0.00	234,927.44
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
DIBUJANTE	REG OB PUB Y DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	315,559.65
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	265,149.38
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,309.39
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	11,758.43	0.00	0.00	316,430.58
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	139,716.48	0.00	0.00	31,202.47	29,107.60	0.00	3,912.06	0.00	14,957.43	20,307.84	2,781.60	9,296.16	15,256.56	0.00	19,700.02	0.00	286,238.22
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
ESPECIALISTA ADMVO. A	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	61,700.28	0.00	0.00	24,127.39	12,854.23	9,872.04	3,787.71	0.00	0.00	20,307.84	2,781.60	9,296.16	12,160.56	0.00	8,699.74	0.00	165,587.55
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
TAQUIMECANOGRAFO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,475.93	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	17,421.80	0.00	0.00	316,527.60
VERIFICADOR	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,502.00	0.00	0.00	0.00	87,429.96	27,551.85	19,120.32	7,561.82	0.00	0.00	20,307.84	2,781.60	9,296.16	11,286.30	11,950.20	0	0.00	316,788.05
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	307,059.38
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	10,173.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	253,994.39
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21635.73936	0.00	306,355.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,018.25	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	15199.03296	0.00	236,945.50
AUXILIAR DE ALMACEN	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,127.89
VELADOR	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	91,247.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0	0.00	295,673.81
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,462.27	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	15,671.75	0	0.00	462,963.91
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	11,314.32	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	255,135.28
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
CONSERJE	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0	0.00	295,148.81
JARDINERO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	6,222.27	0.00	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0	0.00	282,859.74
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	257,724.29
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,905.70
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	265,149.38
SECRETARIA B	INST MPAL DE LA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,633.52	13,321.23	10,230.70	3,694.42	0.00	0.00	20,307.84	2,781.60	9,296.16	2,700.00	0.00	9015.80508	0.00	159,923.15
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,720.43
OPERADOR DE GRUA ALUMB.PU	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	150,190.08	0.00	0.00	0.00	92,732.17	36,713.13	24,030.41	8,944.65	227,788.29	0.00	20,307.84	2,781.60	9,296.16	13,350.23	15,019.01	0	0.00	601,153.58
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,236.86	32,350.35	21,174.78	7,881.72	0.00	0.00	20,307.84	2,781.60	9,296.16	11,763.77	13,234.24	0	0.00	339,369.67
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	279,975.77
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	279,975.77
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,441.68
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	10,410.48	0	0.00	436,930.45
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	436,824.18
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	432,431.13
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,790.43
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,314.83	29,497.98	19,307.77	7,186.78	169,948.60	0.00	20,307.84	2,781.60	9,296.16	10,726.54	12,067.36	0	0.00	488,109.02
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	280,085.77
MAESTRO SOLDADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	114,013.80	0.00	0.00	0.00	84,756.72	27,870.04	18,242.21	6,790.16	164,686.60	0.00	20,307.84	2,781.60	9,296.16	10,134.56	11,401.38	0	0.00	470,281.06
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	80,106.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	273,382.02
INTENDENTE	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0	0.00	285,555.09
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	5,807.27	0	0.00	307,890.57
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,671.19
AUXILIAR ARCHIVISTA	REG CULT Y EDUC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	72,684.91	22,987.05	17,654.05	6,981.93	0.00	0.00	20,307.84	2,781.60	9,296.16	10,420.80	11,033.78	0	0.00	284,485.97
CHOFER C	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	125,948.64	0.00	0.00	0.00	92,922.71	26,239.30	20,151.78	7,969.75	83,965.76	0.00	20,307.84	2,781.60	9,296.16	11,895.15	18,892.30	0	0.00	420,370.99
TECNICO CONTABLE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	14,129.28	14,960.41	0	0.00	377,240.01
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
MECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	296,127.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,673.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	11,614.54	0	0.00	313,917.84
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,574.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0	0.00	256,692.11
AUXILIAR DE ENFERMERO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,384.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	5,591.48	0	0.00	298,982.42
CHOFER	DIR DE MER DE A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,723.80	0.00	0.00	0.00	92,698.40	25,984.13	19,955.81	7,428.00	0.00	0.00	20,307.84	2,781.60	9,296.16	11,086.56	6,236.19	0	0.00	320,498.48
AUXILIAR ADMINISTRATIVO	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0	0.00	301,030.04
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,673.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0	0.00	307,033.00
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,018.25	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15199.03296	0.00	239,382.46
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,823.01	0.00	0.00	20,307.84	2,781.60	9,296.16	27,459.12	0.00	8780.82012	0.00	181,797.32
AUXILIAR DE ENFERMERO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,274.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	0.00	0	0.00	293,280.94
DIBUJANTE	DIR DE MER DE A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,956.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0	0.00	315,449.65
EMPLEADO DE CUADRILLA MOVIL "A"	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	90,285.52	22,543.03	17,313.04	6,444.30	0.00	0.00	20,307.84	2,781.60	9,296.16	9,618.36	10,820.65	0	0.00	297,617.01
OFICIAL DE TRABAJO SOCIAL	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	91,116.71	25,895.18	19,887.49	7,865.23	0.00	0.00	20,307.84	2,781.60	9,296.16	11,739.15	18,644.53	0	0.00	331,830.72
AYUDANTE ADMINISTRATIVO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	88,187.99	29,172.67	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	5,967.14	0	0.00	311,866.77
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0	0.00	428,096.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,616.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0	0.00	429,357.94
MECANOGRAFA	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	85,660.37	26,971.53	17,654.09	6,571.25	110,338.08	0.00	20,307.84	2,781.60	9,296.16	9,807.83	5,516.90	0	0.00	405,243.74
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,551.68
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	84,107.78	26,971.30	17,653.94	6,571.19	159,375.84	0.00	20,307.84	2,781.60	9,296.16	9,807.74	11,033.71	0	0.00	458,244.22
INTENDENTE	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0	0.00	285,445.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,610.43
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0	0.00	429,752.94
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,570.43
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,112.42	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0	0.00	428,157.96
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,194.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0	0.00	282,357.59
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	83,957.78	26,971.30	17,653.94	6,571.19	159,375.84	0.00	20,307.84	2,781.60	9,296.16	9,807.74	11,033.71	0	0.00	458,094.22
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,570.43
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,094.83	29,497.98	19,307.77	7,186.78	169,948.60	0.00	20,307.84	2,781.60	9,296.16	10,726.54	12,067.36	0.00	0.00	487,889.02
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	429,422.94
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ADMINISTRADOR A	DIR DE MERCADOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	4,588.62	0.00	0.00	20,307.84	2,781.60	9,296.16	3,240.00	0.00	7,026.19	0.00	173,827.37
CHOFER B	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,870.92	30,123.16	19,716.98	7,339.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,953.88	12,323.11	0.00	0.00	322,943.87
VELADOR	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	294,673.81
MACHETERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,222.27	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	449,339.25
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
TRAILERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	154,292.52	0.00	0.00	0.00	93,404.10	37,715.95	24,686.80	9,188.98	217,295.30	0.00	20,307.84	2,781.60	9,296.16	13,714.89	15,429.25	0.00	0.00	598,113.39
OFICINISTA B	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	89,243.18	24,019.48	18,446.96	6,866.37	0.00	0.00	20,307.84	2,781.60	9,296.16	10,248.31	11,529.35	0.00	0.00	308,032.72
AUXILIAR TOPOGRAFO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	85,704.77	21,766.33	16,716.54	6,222.27	0.00	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	281,784.74
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,981.93	0.00	0.00	20,307.84	2,781.60	9,296.16	10,420.80	11,033.78	0	0.00	299,105.97
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,169.78
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,222.27	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	449,339.25
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	5,967.14	0.00	0.00	312,695.45
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,702.66
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,702.66
VELADOR	D. MERCADOS P	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	72,539.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	276,966.31
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,889.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0	0.00	293,150.39
AUXILIAR DE TRABAJO SOCIA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,751.12	22,898.35	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0.00	0.00	300,840.13
TAQUIMECANOGRAFA	DIR PLA URB Y L	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	86,923.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0.00	0.00	305,477.86
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,065.43
CHOFER	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,314.83	29,497.98	19,307.77	7,186.78	169,948.60	0.00	20,307.84	2,781.60	9,296.16	10,726.54	6,033.68	0	0.00	482,075.34
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	83,957.78	26,971.30	17,653.94	6,571.19	159,375.84	0.00	20,307.84	2,781.60	9,296.16	9,807.74	11,033.71	0.00	0.00	458,094.22
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0	0.00	431,725.21
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,441.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,263.75	26,053.31	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	300,210.04
AUXILIAR ADMINISTRATIVO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,030.04
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
MECANOGRAFA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,642.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	432,270.21
OFICINISTA B	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	87,307.83	28,182.85	18,446.96	6,866.37	0.00	0.00	20,307.84	2,781.60	9,296.16	10,248.31	5,764.67	0	0.00	304,496.07
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	10,410.48	0	0.00	436,930.45
INTENDENTE	AGENCIA DE SANT	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,559.25
INTENDENTE	D. REC MAT Y SG	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	258,156.75
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,065.43
NINERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	294,673.81
AUX DE TRABAJO SOCIAL	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,861.12	22,898.35	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	293,415.05
TAQUIMECANOGRAFA	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,365.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	303,725.50
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,030.04
AUXILIAR UNIVERSAL DE OFI	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	93,066.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	315,559.65
AUXILIAR ADMINISTRATIVO	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	298,052.54
NINERA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,571.93	26,841.38	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	292,963.77
INTENDENTE	DIR F A LA LEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	277,449.52
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
CONSERJE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,221.30
TAQUIMECANOGRAFA	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,365.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,532.77
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
MECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	85,955.37	26,971.53	17,654.09	6,571.25	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.83	5,516.90	0.00	0.00	295,200.66
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	135,059.04	0.00	0.00	0.00	97,143.01	28,137.30	21,609.45	8,043.52	0.00	0.00	20,307.84	2,781.60	9,296.16	12,005.25	6,752.95	0.00	0.00	341,136.11
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,584.77	21,766.33	16,716.54	6,611.16	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	440,771.17
ANALISTA	INST MPAL DE PL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	10,993.16	0.00	182,976.32
EMPLEADO DE CUADRILLA MO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	86,340.28	26,971.30	17,653.94	6,571.19	159,375.84	0.00	20,307.84	2,781.60	9,296.16	9,807.74	5,516.86	0.00	0.00	454,959.86
TAQUIMECANOGRAFA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	306,813.00
TECNICO CONTABLE	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	27,329.28	14,960.41	0.00	0.00	390,440.01
VELADOR	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,917.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	300,834.09
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	139,716.48	0.00	0.00	31,202.47	29,107.60	0.00	3,912.06	0.00	14,957.43	20,307.84	2,781.60	9,296.16	15,256.56	0.00	19,700.02	0.00	286,238.22
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	139,716.48	0.00	0.00	31,202.47	29,107.60	0.00	3,912.06	0.00	14,488.43	20,307.84	2,781.60	9,296.16	15,256.56	0.00	19,700.02	0.00	285,769.22
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17678.42208	0.00	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,462.27	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	457,739.99
BARRENDERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,790.43
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,355.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,296.46	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,824.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	10,642.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	260,356.19

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
PROGRAMADOR B	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	7,328.77	0.00	179,311.94
JARDINERO	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,222.27	0.00	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	283,444.74
TAQUIMECANOGRAFA	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	7,349.42	0.00	0.00	20,307.84	2,781.60	9,296.16	10,969.28	11,614.54	0.00	0.00	313,697.84
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
INTENDENTE	DIR DE AG BARR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,615.46
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	6,351.50	0.00	0.00	20,307.84	2,781.60	9,296.16	9,479.86	5,018.75	0.00	0.00	275,493.28
MEDICO	DIR F A LA LEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	10,993.16	0.00	182,501.32
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	84,652.42	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	432,983.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
ASEADOR DE INODOROS	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	82,214.68	24,887.81	16,290.20	6,063.58	136,034.50	0.00	20,307.84	2,781.60	9,296.16	9,050.11	5,090.69	0.00	0.00	413,830.92
AUXILIAR BIBLIOTECARIO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,237.89
ANALISTA	TESORERIA MPAL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,786.23	0.00	0.00	20,307.84	2,781.60	9,296.16	17,158.32	0.00	10,993.16	0.00	196,359.64
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,202.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,671.19
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,018.25	0.00	13,794.62	20,307.84	2,781.60	9,296.16	11,199.36	0.00	15,199.03	0.00	237,892.69
JARDINERA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,462.27	21,766.33	16,716.54	5,444.48	113,184.89	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0.00	0.00	396,788.48
NOTIFICADOR	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,140.04
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,905.70
AUXILIAR UNIVERSAL DE OFICINA	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	87,235.83	28,742.82	18,813.48	7,440.47	0.00	0.00	20,307.84	2,781.60	9,296.16	11,105.18	17,637.64	0.00	0.00	320,945.31
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,051.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,830.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
AYUDANTE UNIVERSAL DE OFI	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,348.77	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	11,934.28	0.00	0.00	316,792.33
AUXILIAR ADMINISTRATIVO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	307,838.57
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	5,470.20	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	255,183.96
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,949.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	431,280.59
POLICIA 2o.	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	109,507.56	0.00	0.00	32,067.86	22,814.08	0.00	3,066.21	0.00	13,794.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,293.71	0.00	237,565.96
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,778.39
EMPLEADO DE CUADRILLA MO	COOR SERV MUN	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	72,103.02	22,543.03	17,313.04	6,444.30	0.00	0.00	20,307.84	2,781.60	9,296.16	9,618.36	5,410.33	0	0.00	274,024.19
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	5,444.48	150,913.19	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0.00	0.00	432,309.27
TAQUIMECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	17,421.80	0.00	0.00	318,427.53
NOTIFICADOR	SEC DE MAM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	304,641.07
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	304,751.07
NOTIFICADOR	REG SEG VEC Y C	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0	0.00	307,728.57
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,462.27	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0	0.00	457,739.99
CHOFER	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,094.83	29,497.98	19,307.77	7,635.95	0.00	0.00	20,307.84	2,781.60	9,296.16	11,396.95	12,067.36	0	0.00	319,060.00
INTENDENTE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,194.52	21,777.38	16,725.02	6,614.51	0.00	0.00	20,307.84	2,781.60	9,296.16	9,872.41	10,453.14	0	0.00	288,553.98
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,656.27	24,863.08	19,094.84	7,551.74	0.00	0.00	20,307.84	2,781.60	9,296.16	11,271.26	11,934.28	0	0.00	320,099.83
NOTIFICADOR	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0	0.00	301,250.04
MECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	455,532.49
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	259,256.58
JARDINERO	SEC DE MAM Y G	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,267.27	21,766.33	16,716.54	6,611.16	0.00	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0	0.00	291,540.49
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,018.25	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10132.68864	0.00	234,316.11
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	258,309.39
JARDINERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	6,222.27	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0	0.00	448,864.25
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,046.68
INTENDENTE	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,396.52	24,536.10	16,059.99	5,977.89	134,112.10	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	408,784.12
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,570.43
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,661.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	432,230.21
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	426,797.38
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0	0.00	306,900.16
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11785.61472	0.00	258,309.39

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
CONSERJE	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,597.55	25,316.30	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	296,954.59
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	94,752.65	27,260.58	20,936.12	7,792.89	0.00	0.00	20,307.84	2,781.60	9,296.16	11,631.18	6,542.54	0.00	0.00	332,152.31
AUXILIAR ADMINISTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	87,029.57	27,622.82	18,080.39	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.66	5,650.12	0.00	0.00	300,545.52
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,510.61	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,778.39
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,194.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0	0.00	282,357.59
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,611.16	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,867.40	10,447.84	0.00	0.00	455,532.49
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	82,885.18	26,333.47	17,236.45	6,415.79	155,606.88	0.00	20,307.84	2,781.60	9,296.16	9,575.81	0.00	0.00	0.00	438,167.03
JARDINERO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,222.27	113,184.89	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	396,629.63
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	85,939.41	20,911.45	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	435,074.92
AUXILIAR DE TRABAJO SOCIA	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,773.62	22,898.35	17,585.93	6,954.99	0.00	0.00	20,307.84	2,781.60	9,296.16	10,380.59	5,495.60	0	0.00	293,386.77
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,661.68
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	420,053.08
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,949.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0	0.00	425,995.46
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,384.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	11,182.96	0	0.00	304,573.90
CHOFER	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,314.83	29,497.98	19,307.77	7,186.78	169,948.60	0.00	20,307.84	2,781.60	9,296.16	10,726.54	6,033.68	0	0.00	482,075.34
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0	0.00	439,460.43
INTENDENTE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	285,555.09
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	7,150.54	0.00	0.00	20,307.84	2,781.60	9,296.16	10,672.44	11,300.23	0.00	0.00	307,728.57
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	87,493.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0	0.00	306,047.86
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,701.68
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	280,195.77
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
JARDINERO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	6,222.27	113,184.89	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	396,519.63
MECANOGRAFA	REG D LAS M CD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,120.46	25,439.00	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	294,832.89
AUXILIAR DE TRABAJO SOCIAL	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,488.63	25,340.84	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	5,495.60	0.00	0.00	294,524.53
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0	0.00	293,111.30
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	294,673.81
JARDINERA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,572.27	21,766.33	16,716.54	5,444.48	166,004.51	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0	0.00	449,718.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0	0.00	434,046.68
TECNICO CONTABLE	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	94,980.76	34,492.06	23,936.66	9,466.62	0.00	0.00	20,307.84	2,781.60	9,296.16	32,129.28	14,960.41	0.00	0.00	391,955.51
VELADOR	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,917.17	22,876.18	17,568.90	6,948.26	0.00	0.00	20,307.84	2,781.60	9,296.16	10,370.53	10,980.56	0.00	0.00	301,852.84
TECNICO ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,943.84	28,980.90	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	20,866.25	0.00	0.00	363,192.09
VERIFICADOR	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,502.00	0.00	0.00	0.00	89,894.46	27,551.85	19,120.32	7,117.01	0.00	0.00	20,307.84	2,781.60	9,296.16	10,622.40	11,950.20	0.00	0.00	318,143.84
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	285,445.09
CONSERJE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,462.05	25,316.30	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	292,291.30
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,274.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	0.00	0.00	0.00	293,280.94
CONSERJE	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,221.30
AUXILIAR UNIVERSAL DE OFI	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	315,339.65
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	17,901.41	0.00	0.00	324,629.73
TECNICO CONTABLE	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,699.80	31,167.53	23,936.66	8,909.76	0.00	0.00	20,307.84	2,781.60	9,296.16	13,298.14	7,480.21	0.00	0.00	368,481.81
CONSERJE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	295,258.81
MECANOGRAFA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
AUXILIAR DE CAJA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	17,637.64	0	0.00	321,218.87
JARDINERO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	6,222.27	113,184.89	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	396,044.63
VELADOR	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	72,539.67	22,876.18	17,568.90	4,087.21	109,805.64	0.00	20,307.84	2,781.60	9,296.16	6,100.31	0.00	0	0.00	375,169.15
VELADOR	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0	0.00	298,151.59
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	284,994.52
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,705.72
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
ASESOR "C"	REG CULT Y EDUC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
AUXILIAR DE TRABAJO SOCIAL	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	85,024.13	25,340.84	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	16,486.81	0.00	0.00	303,051.24
ASESOR "C"	AG DE TRANS DIG	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	5,508.28	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,221.31	5,285.13	0.00	0.00	423,924.09
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	30,385.92	0.00	8,780.82	0.00	184,499.24
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	89,763.77	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	17,901.41	0.00	0.00	321,067.23
AUXILIAR DE TRABAJO SOCIAL	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,773.62	22,898.35	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0	0.00	297,862.63
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
NOTIFICADOR	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0	0.00	298,052.54
DIBUJANTE	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,868.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	312,362.15
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,117.44	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,645.85

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	265,003.11
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,117.44	0.00	10,642.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	302,330.85
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
NOTIFICADOR	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,592.66
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,892.49	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15,199.03	0.00	239,256.70
AUXILIAR UNIVERSAL DE OFI	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,413.42	27,109.71	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	22,451.94	17,637.64	0.00	0.00	332,398.87
DIRECTOR	DIR DE MER DE A	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
MECANOGRAFA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,347.89
TECNICO ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,248.84	28,980.90	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	20,866.25	0.00	0.00	362,497.09
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,117.44	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,645.85
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,892.49	0.00	13,316.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15,199.03	0.00	239,725.70
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	17,421.80	0.00	0.00	318,537.53
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,892.49	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15,199.03	0.00	239,256.70
OFICINISTA A	OFICIALIA MAYOR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,061.13	11,860.40	9,108.79	3,289.28	0.00	0.00	20,307.84	2,781.60	9,296.16	9,334.80	0.00	8,027.12	0.00	154,997.04
OFICINISTA D	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,560.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	13,457.00	0.00	232,265.95
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	275,177.02
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
SECRETARIA B	SEC C ED Y FO A	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,158.52	13,321.23	10,230.70	3,694.42	0.00	0.00	20,307.84	2,781.60	9,296.16	30,469.44	0.00	9,015.81	0.00	187,217.59
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,117.44	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,645.85
ASEADOR DE INODOROS	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	81,599.68	24,887.81	16,290.20	6,063.58	0.00	0.00	20,307.84	2,781.60	9,296.16	9,050.11	5,090.69	0.00	0.00	277,181.42
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
MEDICO	DIR DE SANIDAD	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	10,993.16	0.00	182,694.78
ESPECIALISTA ADMVO. B	DIR DE CONTABIL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,333.48	0.00	0.00	24,750.07	15,069.48	11,573.36	4,179.27	0.00	0.00	20,307.84	2,781.60	9,296.16	3,060.00	0.00	10,199.02	0.00	173,550.27
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
AUXILIAR ADMINISTRATIVO	DIR DE REG DE L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	85,799.25	26,053.31	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,745.54
ESPECIALISTA ADMVO. B	DIR OB PUB Y MA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,333.48	0.00	0.00	24,275.07	15,069.48	11,573.36	4,179.27	0.00	0.00	20,307.84	2,781.60	9,296.16	15,600.00	0.00	10,199.02	0.00	185,615.27
COMANDANTE SUPERVISOR	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	128,492.28	0.00	0.00	32,331.54	26,769.23	0.00	3,447.88	0.00	12,847.43	20,307.84	2,781.60	9,296.16	27,943.92	0.00	18,117.41	0.00	282,335.28
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,892.49	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	15,199.03	0.00	236,819.74
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,892.49	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15,199.03	0.00	239,256.70
JEFE DE UNIDAD	SEC DE BIE Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,911.23
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,759.43
AFANADORA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	5,977.89	134,112.10	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	387,975.38
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	425,885.46
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	4,117.44	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	21,635.74	0.00	306,176.85
MECANOGRAFA	REG GOB DE TER	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	16,550.68	0.00	0.00	307,161.67
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,589.18
JARDINERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,474.77	21,766.33	16,716.54	6,222.27	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	449,559.25
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,567.44	31,985.74	20,936.12	7,792.89	198,456.99	0.00	20,307.84	2,781.60	9,296.16	11,631.18	6,542.54	0.00	0.00	529,149.26
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,594.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	0.00	0.00	0.00	420,355.33
INTENDENTE	DIR F A LA LEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	281,788.27
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	269,938.28
OFICINISTA "E"	OFICIALIA MAYOR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	45,147.48	0.00	0.00	23,897.49	9,405.73	7,223.60	2,608.52	0.00	0.00	20,307.84	2,781.60	9,296.16	1,860.00	0.00	6,365.79	0.00	128,894.21
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
MECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,197.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,457.89
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
POLICIA UNIDAD DE REACCIO	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	139,716.48	0.00	0.00	31,202.47	29,107.60	0.00	3,749.06	0.00	14,488.43	20,307.84	2,781.60	9,296.16	15,256.56	0.00	19,700.02	0.00	285,606.22
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	11,621.21	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	249,403.08
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,824.18
SECRETARIO PARTICULAR	PRESIDENCIA MPA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	25,043.04	19,463.93	14,948.29	5,398.00	0.00	0.00	20,307.84	2,781.60	9,296.16	3,480.00	0.00	13,173.18	0.00	207,318.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
INTENDENTE	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,505.46
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,339.25
OFICINISTA A	DIR DE PATRIMON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,061.13	11,860.40	9,108.79	3,289.28	0.00	0.00	20,307.84	2,781.60	9,296.16	32,124.24	0.00	2,675.71	0.00	172,435.07
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,642.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	432,270.21
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	83,390.18	26,333.47	17,236.45	6,415.79	155,606.88	0.00	20,307.84	2,781.60	9,296.16	9,575.81	5,386.39	0.00	0.00	444,058.42
MECANOGRAFA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	5,339.13	0.00	0.00	20,307.84	2,781.60	9,296.16	7,968.84	0.00	0.00	0.00	287,064.93
VELADOR	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,917.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	295,343.81
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
MECANOGRAFO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	86,704.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	297,482.28
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,194.52	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	274,221.57
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
ANALISTA B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,560.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	13,457.00	0.00	232,265.95
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
ELECTRICISTA DE ALUMBRADO PUBLICO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,307.44	31,985.74	20,936.12	7,792.89	198,456.99	0.00	20,307.84	2,781.60	9,296.16	11,631.18	13,085.08	0.00	0.00	535,431.79
AUXILIAR UNIVERSAL DE OFI	SEC DE TURISMO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	86,548.92	27,109.71	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	305,775.94
COCINERA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,221.30
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,449.25
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,111.30
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,790.16
AUXILIAR UNIVERSAL DE OFI	SEC DE MAM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,868.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	312,362.15
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	306,813.00
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
AYDTE. OPER. MAQ. PESADA "C"	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,631.86	32,350.35	21,174.78	7,881.72	186,382.16	0.00	20,307.84	2,781.60	9,296.16	11,763.77	6,617.12	0.00	0.00	519,529.71
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	87,912.44	31,985.74	20,936.12	7,792.89	198,456.99	0.00	20,307.84	2,781.60	9,296.16	11,631.18	6,542.54	0.00	0.00	528,494.26
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	274,562.02
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,892.49	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	15,199.03	0.00	239,256.70
ANALISTA	DIR DE PATRIMON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	33,471.36	0.00	10,993.16	0.00	212,391.14
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	425,885.46
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
ASESOR "C"	REG CULT Y EDUC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	429,682.94
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	86,923.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0.00	0.00	305,477.86
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	16,950.35	0.00	0.00	309,242.77
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	273,204.51
VERIFICADOR	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,502.00	0.00	0.00	0.00	71,711.96	27,551.85	19,120.32	7,117.01	0.00	0.00	20,307.84	2,781.60	9,296.16	10,622.40	17,925.30	0.00	0.00	305,936.44
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
EMPL. DE CUADRILLA DE JAR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,492.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	432,120.21
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,396.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,156.68
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,065.43
AYUDANTE ADMINISTRATIVO	AGENCIA MONTOYA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	17,901.41	0.00	0.00	324,739.73
TECNICO ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,161.34	28,980.90	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	20,866.25	0.00	0.00	359,409.59
INTENDENTE	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,559.25
INTENDENTE	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	274,562.02
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,591.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	429,027.94
EMPLEADO DE CUADRILLA MOV	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	84,067.78	26,971.30	17,653.94	5,749.79	159,375.84	0.00	20,307.84	2,781.60	9,296.16	8,581.78	5,516.86	0.00	0.00	450,640.00
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,729.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	273,204.51
OFICINISTA B	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	87,307.83	28,182.85	18,446.96	6,866.37	0.00	0.00	20,307.84	2,781.60	9,296.16	10,248.31	5,764.67	0.00	0.00	304,496.07
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
OFICINISTA B	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	87,307.83	28,182.85	18,446.96	6,866.37	0.00	0.00	20,307.84	2,781.60	9,296.16	10,248.31	17,294.02	0.00	0.00	316,025.41
EDUCADORA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,730.27
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,579.17
DIRECTOR	DIR DE MOVILIDA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	84,725.88	0.00	0.00	13,584.19	17,651.23	0.00	988.47	0.00	947.19	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	402,410.47
INSPECTOR (UNID.INSPECCION)	DIR DE REG DE L	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	8,780.82	0.00	156,693.32
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,055.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
AUXILIAR DE TRABAJO SOCIAL	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,861.12	22,898.35	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	0.00	0.00	0.00	289,958.92
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,396.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,294.17
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	82,274.60	24,100.30	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	280,760.59
POLICIA 2o.	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	109,507.56	0.00	0.00	32,067.86	22,814.08	0.00	2,938.45	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,146.86	0.00	231,344.15
AUXILIAR UNIVERSAL DE OFICINA	COOR INF Y DURB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	69,348.33	28,742.82	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	290,208.46
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	83,500.18	26,333.47	17,236.45	5,613.82	155,606.88	0.00	20,307.84	2,781.60	9,296.16	8,378.83	5,386.39	0.00	0.00	442,169.47
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
SELECCIONADOR DE BASURA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	429,574.88
CHOFER "A"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,673.56	0.00	0.00	0.00	86,204.83	29,497.98	19,307.77	7,186.78	174,306.25	0.00	20,307.84	2,781.60	9,296.16	10,726.54	12,067.36	0.00	0.00	492,356.67
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
SUB-OFICIAL	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	127,241.76	0.00	0.00	32,314.17	26,508.70	0.00	3,414.32	0.00	12,847.43	20,307.84	2,781.60	9,296.16	14,100.48	0.00	17,941.09	0.00	266,753.55
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,364.33	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,524.92
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	15,056.24	0.00	0.00	444,589.18
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	87,493.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0.00	0.00	306,047.86
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,934.18
TAQUIMECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	87,493.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0.00	0.00	306,047.86
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	431,805.44
MECANOGRAFA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	294,190.51
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,799.17
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,230.65	152,235.36	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	425,329.87
AYUDANTE ADMINISTRATIVO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	88,297.99	29,172.67	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	5,967.14	0.00	0.00	311,976.77
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	299,075.90
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	29,853.33	26,120.60	0.00	3,071.78	0.00	2,308.92	20,307.84	2,781.60	9,296.16	0.00	0.00	11,785.61	0.00	230,904.73
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	11,986.21	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	255,368.34
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,722.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,105.06
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,722.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,105.06
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA 2o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,210.00	0.00	0.00	31,889.88	39,418.75	0.00	4,635.65	0.00	14,957.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	17,785.74	0.00	349,438.40
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	10,642.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	294,760.90
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	299,075.90
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,817.75
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,221.30
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
INTENDENTE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,339.25
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,714.18
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	273,314.51
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,099.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	431,430.59
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,799.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
AUXILIAR DE TRABAJO SOCIAL	REG PROS COMP Y	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,488.63	25,340.84	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0.00	0.00	300,020.13
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	434,961.67
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,677.44	31,985.74	20,936.12	7,792.89	198,456.99	0.00	20,307.84	2,781.60	9,296.16	11,631.18	6,542.54	0.00	0.00	529,259.26
OFICINISTA A	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,536.13	11,860.40	9,108.79	3,289.28	0.00	0.00	20,307.84	2,781.60	9,296.16	15,672.72	0.00	5,351.41	0.00	159,134.26
PROGRAMADOR B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	14,326.32	0.00	7,328.77	0.00	190,056.71
AYDTE. OPER. MAQ. PESADA	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	91,124.36	32,350.35	21,174.78	7,881.72	0.00	0.00	20,307.84	2,781.60	9,296.16	11,763.77	13,234.24	0.00	0.00	342,257.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,799.17
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,254.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	30,385.92	0.00	5,853.88	0.00	182,047.30
CAPTURISTA B	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	24,589.62	12,662.65	9,724.92	3,511.77	0.00	0.00	20,307.84	2,781.60	9,296.16	2,460.00	0.00	5,713.39	0.00	151,828.66
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
MECANOGRAFO	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,557.28
NOTIFICADOR	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,702.66
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,799.17
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	427,452.38
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,978.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	312,472.15
OFICIAL DE TRABAJO SOCIAL	INST MPAL DE PL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	94,679.21	25,895.18	19,887.49	7,402.57	0.00	0.00	20,307.84	2,781.60	9,296.16	11,048.61	12,429.68	0.00	0.00	328,025.18
AUXILIAR UNIVERSAL DE OFI	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,371.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	314,864.65
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,714.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,104.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,864.18
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	420,163.08
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,169.92	25,838.41	16,912.42	5,901.73	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,808.55	0.00	0.00	0.00	419,949.65
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	83,452.78	26,971.30	17,653.94	6,571.19	159,375.84	0.00	20,307.84	2,781.60	9,296.16	9,807.74	11,033.71	0.00	0.00	457,589.22
VELADOR	TESORERIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,139.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	426,185.46
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
INTENDENTE	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,002.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,225.46
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	4,194.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	6,533.99	0.00	266,813.38
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,790.16
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	5,425.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	8,097.04	5,205.24	0.00	0.00	429,793.48
MECANOGRAFA	COORD DE GEST V	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,595.46	25,439.00	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	300,824.78
AFANAFORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	88,396.00	20,933.65	16,077.04	4,488.17	0.00	0.00	20,307.84	2,781.60	9,296.16	6,698.77	0.00	0.00	0.00	269,460.75
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,324.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	437,084.18
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
NINERA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,159.67	22,876.18	17,568.90	4,495.93	0.00	0.00	20,307.84	2,781.60	9,296.16	6,710.34	0.00	0.00	0.00	281,002.26
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
CHOFER	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,723.80	0.00	0.00	0.00	92,893.40	25,984.13	19,955.81	7,428.00	175,652.69	0.00	20,307.84	2,781.60	9,296.16	11,086.56	6,236.19	0.00	0.00	496,346.16
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	298,052.54
VELADOR	COOR ADM Y FIN	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	72,539.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	0.00	0.00	0.00	271,476.03
INTENDENTE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,449.25
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	272,699.51
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	298,606.90
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,145.27
MECANOGRAFA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,644.78
VELADOR	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,372.42	25,838.41	16,912.42	6,295.18	0.00	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	287,187.54
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	10,132.69	0.00	231,501.87
SUPERVISOR	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	14,400.00	0.00	5,853.88	0.00	166,061.38
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	275,864.25
TAQUIMECANOGRAFA	CONSEJ JURIDICA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,620.27
MECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,730.27
AUXILIAR ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	87,029.57	27,622.82	18,080.39	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.66	5,650.12	0.00	0.00	300,545.52
AUXILIAR DE COCINA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,230.65	134,112.10	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	407,466.61
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,604.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	431,345.44
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,783.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,950.27
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,493.35	27,204.93	20,893.38	7,776.98	188,620.81	0.00	20,307.84	2,781.60	9,296.16	11,607.43	6,529.18	0.00	0.00	520,095.31
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
NOTIFICADOR	REG DE HDA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,702.66

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
AUXILIAR DE INGENIERO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	429,684.88
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,579.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
AUXILIAR DE TRABAJO SOCIAL	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,751.12	22,898.35	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	293,305.05
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	298,606.90
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
INTENDENTE	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,230.65	134,112.10	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	409,479.11
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	82,885.18	26,333.47	17,236.45	6,415.79	155,606.88	0.00	20,307.84	2,781.60	9,296.16	9,575.81	0.00	0.00	0.00	438,167.03
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,475.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,642.77
VELADOR	SEC DE MAM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	298,151.59
VELADOR	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	293,246.31
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	4,194.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	6,533.99	0.00	267,288.38
TECNICO ADMINISTRATIVO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	98,248.84	28,980.90	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	13,910.83	0.00	0.00	355,541.68
VELADOR	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	298,736.59
OFICIAL ADMINISTRATIVO	INST MPAL DEL D	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,772.59
AUXILIAR DE TRABAJO SOCIAL	D.CIENCIA EYRC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	72,568.62	22,898.35	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0.00	0.00	282,657.63
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
MECANOGRAFA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,644.78
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,474.77	21,766.33	16,716.54	6,222.27	166,004.51	0.00	20,307.84	2,781.60	9,296.16	9,286.97	10,447.84	0.00	0.00	454,783.16
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,799.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,697.91
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,799.17
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,773.62	22,898.35	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	5,495.60	0.00	0.00	292,367.03
NOTIFICADOR	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,250.04
AUXILIAR DE TRABAJO SOCIAL	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,488.63	25,340.84	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0.00	0.00	300,020.13
MECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
AUXILIAR UNIVERSAL DE OFI	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	312,252.15
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	285,555.09
ANALISTA	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	7,328.77	0.00	178,555.39
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	6,222.27	150,913.19	0.00	20,307.84	2,781.60	9,296.16	9,286.97	10,447.84	0.00	0.00	439,581.85
OFICINISTA B	DIR DE PATRIMON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,103.04	12,489.00	9,591.55	3,463.62	0.00	0.00	20,307.84	2,781.60	9,296.16	2,340.00	0.00	5,635.04	0.00	149,955.04
AUXILIAR ARCHIVISTA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,237.89
AUXILIAR ARCHIVISTA	SEC DE MAM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	152,235.36	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	425,439.87
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
EMPLEADO DE CUADRILLA MOVIL "A"	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	87,798.02	22,543.03	17,313.04	6,444.30	108,206.52	0.00	20,307.84	2,781.60	9,296.16	9,618.36	10,820.65	0.00	0.00	403,336.03
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,059.92	25,838.41	16,912.42	5,508.28	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,221.31	5,285.13	0.00	0.00	424,144.09
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	420,273.08
INTENDENTE	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,230.65	134,112.10	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	409,589.11
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,579.17
INTENDENTE	AGENCIA CINCO S	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,414.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	10,453.14	0.00	0.00	287,804.16
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	294,190.51
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,620.27
AUXILIAR UNIVERSAL DE OFI	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	88,938.42	27,109.71	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	308,165.44
VELADOR	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,797.55	25,316.30	17,568.90	6,539.54	109,805.64	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	401,469.95
ARCHIVISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,961.36	0.00	0.00	0.00	88,879.33	23,741.95	18,233.82	6,787.03	0.00	0.00	20,307.84	2,781.60	9,296.16	10,129.90	11,396.14	0.00	0.00	305,515.12
TAQUIMECANOGRAFA	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,730.27
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	82,885.18	26,333.47	17,236.45	5,212.83	155,606.88	0.00	20,307.84	2,781.60	9,296.16	7,780.34	0.00	0.00	0.00	435,168.60
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	66,181.52	24,536.10	16,059.99	4,109.80	152,235.36	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	402,017.35
AUXILIAR ADMINISTRATIVO	AGENCIA CANDIAN	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,790.16
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	152,235.36	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	425,439.87
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	279,975.77
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,615.46
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	4,666.70	0.00	0.00	20,307.84	2,781.60	9,296.16	6,965.22	0.00	0.00	0.00	273,758.51
ASEADOR	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	89,755.25	22,054.68	16,937.99	6,304.70	0.00	0.00	20,307.84	2,781.60	9,296.16	9,409.99	5,293.12	0.00	0.00	288,003.77
TAQUIMECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,365.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	22,324.03	11,614.54	0.00	0.00	321,532.77
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,579.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,799.17
EMPLEADO DE CUADRILLA MOVIL "A"	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	88,383.02	22,543.03	17,313.04	6,444.30	108,206.52	0.00	20,307.84	2,781.60	9,296.16	9,618.36	5,410.33	0.00	0.00	398,510.71

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	5,444.48	150,913.19	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0.00	0.00	432,309.27
COCINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,462.05	25,316.30	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	294,328.81
VELADOR	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,997.55	25,316.30	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	27,760.50	5,490.28	0.00	0.00	309,864.31
INTENDENTE	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,725.46
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	294,673.81
MECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	294,190.51
COCINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	300,749.09
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,599.52	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	280,822.96
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
ADMINISTRADOR "B"	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	24,395.21	16,871.50	12,957.31	4,679.03	0.00	0.00	20,307.84	2,781.60	9,296.16	33,547.68	0.00	7,612.42	0.00	213,431.95
ANALISTA	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	33,471.36	0.00	7,328.77	0.00	209,201.75
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	272,699.51
COORDINADOR	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	120,434.64	0.00	0.00	54,713.27	25,090.55	0.00	2,950.65	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	11,320.86	0.00	262,179.72
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
SECRETARIA A	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	5,853.88	0.00	154,241.38
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	431,695.44
EMPLEADO DE CUADRILLA MO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	432,230.21
AYUDANTE ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,546.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,882.59
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,817.75
SECRETARIA C	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	65,810.04	0.00	0.00	24,659.47	13,710.43	10,529.61	3,802.36	0.00	0.00	20,307.84	2,781.60	9,296.16	30,413.76	0.00	6,186.14	0.00	187,497.40
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	272,699.51
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	426,027.91
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	434,851.67
AUXILIAR UNIVERSAL DE OFICINA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	0.00	0.00	0.00	300,493.73
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,712.58	25,447.84	16,656.77	4,650.01	0.00	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	272,897.92
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,949.92	25,838.41	16,912.42	5,508.28	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,221.31	5,285.13	0.00	0.00	424,034.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
MECANOGRAFA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,644.78
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,817.75
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	299,075.90
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
MECANOGRAFA	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,889.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,667.28
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	416,684.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,234.17
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,214.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,974.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,506.52	24,536.10	16,059.99	4,483.41	0.00	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	266,038.25
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,506.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,522.91
NOTIFICADOR	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,900.16
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
NOTIFICADOR	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,592.66
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,889.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,150.39
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	30,385.92	0.00	5,853.88	0.00	182,047.30
AUXILIAR UNIVERSAL DE OFI	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	88,938.42	27,109.71	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	76,451.94	11,758.43	0.00	0.00	380,044.65
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
OFICIAL UNIVERSAL DE OFIC	TESORERIA MPAL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,360.88	0.00	0.00	24,136.56	12,991.85	9,977.74	3,603.07	0.00	0.00	20,307.84	2,781.60	9,296.16	2,640.00	0.00	5,861.92	0.00	153,957.63
DIBUJANTE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	306,372.94
AYUDANTE ADMINISTRATIVO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,326.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,662.59
TAQUIMECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	87,493.19	28,391.23	18,583.35	6,917.14	58,072.98	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0.00	0.00	364,120.84
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,221.30
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	83,280.18	26,333.47	17,236.45	6,415.79	155,606.88	0.00	20,307.84	2,781.60	9,296.16	9,575.81	5,386.39	0.00	0.00	443,948.42
CHOFER B	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,760.92	30,123.16	19,716.98	7,339.10	178,000.51	0.00	20,307.84	2,781.60	9,296.16	10,953.88	12,323.11	0.00	0.00	500,834.38
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
MECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,644.78
MECANOGRAFA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	72,684.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	277,945.39
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,714.18
INTENDENTE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,414.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	282,577.59
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	4,650.01	0.00	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	272,282.92
ELECTRICISTA DE ALUMB.PUB	D. MC IMAGEN UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	72,232.44	31,985.74	20,936.12	5,844.67	198,456.99	0.00	20,307.84	2,781.60	9,296.16	8,723.38	0.00	0.00	0.00	501,415.70
INTENDENTE	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	134,112.10	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	399,930.35
CONSERJE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,462.05	25,316.30	17,568.90	4,904.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,320.38	0.00	0.00	0.00	284,763.52
AUXILIAR DE INGENIERO	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,889.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,667.28
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	285,555.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,455.74
AYDTE. OPER. MAQ. PESADA "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	88,236.86	32,350.35	21,174.78	7,881.72	186,382.16	0.00	20,307.84	2,781.60	9,296.16	11,763.77	13,234.24	0.00	0.00	525,751.83
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	4,650.01	0.00	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	272,282.92
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	4,483.41	152,235.36	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	418,558.61
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,697.91
ASEADOR	DIR DE CAP HUM	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	81,599.68	24,887.81	16,290.20	4,547.68	0.00	0.00	20,307.84	2,781.60	9,296.16	6,787.58	0.00	0.00	0.00	268,312.31
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	90,799.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	5,591.48	0.00	0.00	298,397.42
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	424,371.65
SUPERVISOR	DIR DE PENSIONE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	30,385.92	0.00	5,853.88	0.00	182,047.30
SECRETARIA B	OFICIALIA MAYOR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,158.52	13,321.23	10,230.70	3,694.42	0.00	0.00	20,307.84	2,781.60	9,296.16	30,469.44	0.00	6,010.54	0.00	184,212.32
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
TAQUIMECANOGRAFA	DIR DE CONTABIL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,475.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,642.77
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,145.27
EDUCADORA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,620.27
TAQUIMECANOGRAFA	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,365.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,532.77
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,339.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,425.16
ELECTRICISTA DE ALUMBRADO PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,527.44	31,985.74	20,936.12	7,792.89	198,456.99	0.00	20,307.84	2,781.60	9,296.16	11,631.18	13,085.08	0.00	0.00	535,651.79
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,384.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	11,182.96	0.00	0.00	304,573.90
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	429,011.67
MECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,120.46	25,439.00	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	294,832.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	275,369.43
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,917.91
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
PROMOTOR SOCIAL	DIR F A LA LEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,362.40	0.00	0.00	24,750.47	15,075.50	11,577.98	4,180.94	0.00	0.00	20,307.84	2,781.60	9,296.16	3,120.00	0.00	6,802.07	0.00	170,254.96
TAQUIMECANOGRAFA	INST MPAL DEL D	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	88,890.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,057.77
OFICIAL ADMINISTRATIVO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,772.59
MECANOGRAFA	AG STA ROSA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	72,684.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	0.00	0.00	0.00	272,428.50
OFICIAL ADMINISTRATIVO	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,772.59
ANALISTA	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	31,500.24	0.00	7,328.77	0.00	207,230.63
PROMOTOR SOCIAL	REG GOB DE TER	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,362.40	0.00	0.00	24,750.47	15,075.50	11,577.98	4,180.94	0.00	0.00	20,307.84	2,781.60	9,296.16	3,120.00	0.00	6,802.07	0.00	170,254.96
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,722.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,105.06
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,615.46
AYUDANTE ADMINISTRATIVO	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	92,851.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	34,608.25	11,934.28	0.00	0.00	342,187.59
OFICIAL DE TRABAJO SOCIAL	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	124,296.84	0.00	0.00	0.00	91,591.71	25,895.18	19,887.49	7,402.57	0.00	0.00	20,307.84	2,781.60	9,296.16	11,048.61	12,429.68	0.00	0.00	324,937.68
VELADOR	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	5,722.09	109,805.64	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	400,429.44
INTENDENTE	AGENCIA CANDIAN	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	10,453.14	0.00	0.00	287,109.16
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,194.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	282,357.59
MECANOGRAFA	AGENCIA CANDIAN	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,169.78
AUXILIAR DE TRABAJO SOCIA	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	72,568.62	22,898.35	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	275,122.55
AUXILIAR ARCHIVISTA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,999.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,260.39
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	298,606.90
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,446.75
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,420.88	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	9,288.29	0.00	229,791.48
MECANOGRAFA	SEC DE TURISMO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,595.46	25,439.00	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	295,307.89
AUXILIAR ADMINISTRATIVO	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	86,809.57	27,622.82	18,080.39	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.66	5,650.12	0.00	0.00	300,325.52
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	4,650.01	0.00	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	272,282.92
MECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
TECNICO ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,636.34	28,980.90	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	13,910.83	0.00	0.00	352,929.18

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
TECNICO ADMINISTRATIVO	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	95,636.34	28,980.90	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	13,910.83	0.00	0.00	352,929.18
AYUDANTE UNIVERSAL DE OFI	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,568.77	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	315,905.09
TRABAJADORA SOCIAL	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,796.42	29,036.38	22,299.94	8,300.53	0.00	0.00	20,307.84	2,781.60	9,296.16	12,388.85	13,937.46	0.00	0.00	356,519.78
TECNICO ADMINISTRATIVO	SEC DE TURISMO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	94,161.34	28,980.90	22,257.33	8,284.67	0.00	0.00	20,307.84	2,781.60	9,296.16	12,365.18	6,955.42	0.00	0.00	344,498.76
MECANOGRAFA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
AUX DE TRABAJO SOCIAL	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,861.12	22,898.35	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	293,415.05
AYUDANTE ADMINISTRATIVO	AGENCIA DE SANT	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,546.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,882.59
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	281,788.27
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,727.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,812.66
JARDINERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	282,358.27
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	441,732.93
TAQUIMECANOGRAFA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,620.27
MECANOGRAFA	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,082.28
VELADOR	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	291,208.80
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	10,132.69	0.00	231,501.87
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,574.07
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	10,132.69	0.00	231,501.87
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	4,650.01	0.00	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	272,787.92
AFANADORA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	66,181.52	24,536.10	16,059.99	4,109.80	134,112.10	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	383,894.09
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,109.80	152,235.36	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	417,122.35
NOTIFICADOR	AG SAN MAR MEX	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,680.16
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	29,853.33	26,120.60	0.00	3,071.78	0.00	3,264.66	20,307.84	2,781.60	9,296.16	0.00	0.00	5,892.81	0.00	225,967.66
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
VERIFICADOR	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,502.00	0.00	0.00	0.00	89,894.46	27,551.85	19,120.32	7,117.01	0.00	0.00	20,307.84	2,781.60	9,296.16	10,622.40	5,975.10	0.00	0.00	312,168.74
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,365.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,532.77
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	COMISARIA SEG P	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	30,894.07	22,457.20	0.00	2,640.97	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	5,066.34	0.00	201,238.74
MECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	110,337.84	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	412,092.62
JEFE DE DEPARTAMENTO	SEC DE BIE Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
AUXILIAR ADMINISTRATIVO	AG DE TRANS DIG	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,030.04
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
SECRETARIO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
JEFE DE OFICINA	DIR DE ASEO PUB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,265.62	14,927.70	11,464.47	4,139.95	0.00	0.00	20,307.84	2,781.60	9,296.16	3,000.00	0.00	3,367.69	0.00	165,203.99
ANALISTA "C"	DIR DE SANIDAD	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,949.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	17,678.42	0.00	264,641.02
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	15,191.94	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	453,137.79
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,434.28
SUBOFICIAL VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	276,554.16	0.00	0.00	33,102.99	57,615.45	0.00	10,002.04	0.00	15,435.62	20,307.84	2,781.60	9,296.16	29,984.40	0.00	77,988.27	0.00	533,068.54
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,898.57	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	30,398.07	0.00	253,024.85
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	387,437.61
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	386,734.10
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	386,734.10
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,241.99	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,188.19
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	387,437.61
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	15,191.94	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,948.25
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	3,573.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	27,864.87	0.00	249,520.87
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	15,191.94	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	453,137.79
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,434.28
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,898.57	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	30,398.07	0.00	255,461.81
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,898.57	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	30,398.07	0.00	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA 1 VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,434.28
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,401.29	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	44,462.18	0.00	378,103.70
OFICIAL VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	398,210.76	0.00	0.00	34,792.67	82,960.58	0.00	14,401.96	0.00	15,191.94	20,307.84	2,781.60	9,296.16	1,828.08	0.00	112,295.43	0.00	692,067.01
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,898.57	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	30,398.07	0.00	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	283,608.05
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	386,734.10

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,898.57	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	30,398.07	0.00	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	283,608.05
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,898.57	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	30,398.07	0.00	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	29,464.04	0.00	277,011.74
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	387,437.61
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	3,898.57	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	30,398.07	0.00	253,024.85
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	15,191.94	20,307.84	2,781.60	9,296.16	24,347.28	0.00	53,693.25	0.00	442,399.14
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	387,437.61
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	4,534.54	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	35,356.84	0.00	282,904.54
POLICIA 3o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	5,549.59	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	43,271.48	0.00	329,244.74
POLICIA 1o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	228,481.92	0.00	0.00	32,435.32	47,600.40	0.00	8,263.43	0.00	14,488.43	20,307.84	2,781.60	9,296.16	24,347.28	0.00	64,431.90	0.00	452,434.28
POLICIA 2o VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	15,191.94	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	387,437.61
POLICIA 2 VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	189,200.76	0.00	0.00	31,889.75	39,416.83	0.00	6,842.76	0.00	14,488.43	20,307.84	2,781.60	9,296.16	19,155.36	0.00	53,354.61	0.00	386,734.10
COORDINADOR	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	120,434.64	0.00	0.00	54,713.27	25,090.55	0.00	2,810.14	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	11,320.86	0.00	262,039.21
COORDINADOR	SEC C ED Y FO A	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	2,969.10	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	0.00	0.00	164,521.67
JEFE DE DEPARTAMENTO	COORD DE GEST V	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
ASESOR "C"	REG GOB DE TER	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,883.83	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,443.56
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
DIRECTOR	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
SECRETARIO	SEC DE BIE Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	4,546.68	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	546,023.16
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
NOTIFICADOR	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,032.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,467.54
SECRETARIO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASISTENTE OPERATIVO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
ASESOR "C"	REG DE HDA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
JEFE DE UNIDAD	JEF DE LA OF D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
ADMINISTRADOR B	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	24,870.21	16,871.50	12,957.31	4,386.59	0.00	0.00	20,307.84	2,781.60	9,296.16	33,187.68	0.00	7,612.42	0.00	213,254.51
ANALISTA	PRESIDENCIA MPA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	175,084.46
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
SECRETARIO	SEC DE SERV VEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
COORDINADOR	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	4,048.78	0.00	0.00	20,307.84	2,781.60	9,296.16	3,240.00	0.00	7,026.19	0.00	173,287.53
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
SECRETARIA B	REG GPOS PRI JU	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,158.52	13,321.23	10,230.70	3,463.52	0.00	0.00	20,307.84	2,781.60	9,296.16	2,700.00	0.00	0.00	0.00	150,201.45
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
REGIDORA	REG DE HDA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
NOTIFICADOR	DIR C SEG CT OB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,790.16
JEFE DE DEPARTAMENTO	DIR DE CON SOC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,492.89
SECRETARIO	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
OFICINISTA A	REG SEG VEC Y C	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,536.13	11,860.40	9,108.79	3,083.70	0.00	0.00	20,307.84	2,781.60	9,296.16	2,160.00	0.00	0.00	0.00	140,064.54
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	24,114.62	12,662.65	9,724.92	3,292.29	0.00	0.00	20,307.84	2,781.60	9,296.16	24,676.80	0.00	2,856.69	0.00	170,494.28
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	SEC DE TURISMO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
ANALISTA "C"	DIR DE CONTABIL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
MECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	85,660.37	26,971.53	17,654.09	5,339.14	0.00	0.00	20,307.84	2,781.60	9,296.16	7,968.86	0.00	0.00	0.00	286,317.68
DIRECTOR	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
OFICINISTA B	PRESIDENCIA MPA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,103.04	12,489.00	9,591.55	3,463.62	0.00	0.00	20,307.84	2,781.60	9,296.16	32,822.40	0.00	2,817.52	0.00	177,619.93
ASESOR	REG DE PROTEC C	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	0.00	0.00	171,226.62
COORDINADOR "A"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
OFICINISTA "E"	REG CEN HIS Y	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	45,147.48	0.00	0.00	24,372.49	9,405.73	7,223.60	2,282.46	0.00	0.00	20,307.84	2,781.60	9,296.16	1,860.00	0.00	2,121.93	0.00	124,799.28
ASESOR "C"	REG DE HDA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,495.21
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,932.49	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	3,266.99	0.00	263,284.22

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ASESOR "C"	REG DES S ME AM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
REGIDOR	REG BIE TEQ VEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
PROMOTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
AUXILIAR UNIVERSAL DE OFICINA	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	309,460.44
ASESOR "C"	REG OB PUB Y DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,369.45
NOTIFICADOR	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,032.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,467.54
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,222.34	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	7,211.91	0.00	290,857.93
ANALISTA "C"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
AUXILIAR DE COCINA	SEC PARTICULAR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	53,308.56	0.00	0.00	24,485.84	11,105.95	8,529.37	2,502.54	0.00	0.00	20,307.84	2,781.60	9,296.16	2,040.00	0.00	0.00	0.00	134,357.86
ASESOR "C"	REG OB PUB Y DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INTENDENTE	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,194.52	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	274,221.57
ESPECIALISTA ADMVO. B	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,333.48	0.00	0.00	24,275.07	15,069.48	11,573.36	3,918.06	0.00	0.00	20,307.84	2,781.60	9,296.16	3,060.00	0.00	0.00	0.00	162,615.05
AUXILIAR UNIVERSAL DE OFICINA	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	28,451.94	5,879.21	0.00	0.00	327,460.44
ANALISTA	D REC MA Y SE G	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	175,084.46
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	DIR DE ASEO PUB	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ASESOR "C"	SEC DE M AM Y G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA	DIR OB PUB Y MA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,609.46
OFICINISTA D	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	1,892.89	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,485.67	0.00	222,626.54
COORDINADOR	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	4,048.78	0.00	0.00	20,307.84	2,781.60	9,296.16	3,240.00	0.00	3,513.09	0.00	169,774.43
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,486.12
CAJERO "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
COORDINADOR "A"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,486.12
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE TURISMO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
COBRADOR "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	PRESIDENCIA MPA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,230.72
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,967.89
TECNICO CONTABLE	SIND SEGUNDA MP	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	97,445.26	34,492.06	23,936.66	8,909.76	0.00	0.00	20,307.84	2,781.60	9,296.16	61,298.14	7,480.21	0.00	0.00	415,551.81
PROGRAMADOR DE COMPUTADORA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
COORDINADOR	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,308.59	15,572.23	11,959.47	4,048.78	0.00	0.00	20,307.84	2,781.60	9,296.16	3,240.00	0.00	0.00	0.00	166,261.34
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	96,970.26	34,492.06	23,936.66	8,909.76	0.00	0.00	20,307.84	2,781.60	9,296.16	61,298.14	7,480.21	0.00	0.00	415,076.81
SINDICO	SIND SEGUNDA MP	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	0.00	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	495,098.16	0.00	0.00	0.00	666,637.55
JUEZ	ALC MPAL CIVICA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	106,170.36	0.00	0.00	24,745.03	22,118.83	16,987.26	5,750.89	0.00	0.00	20,307.84	2,781.60	9,296.16	3,600.00	0.00	4,990.01	0.00	216,747.97
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,222.34	0.00	14,957.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	7,211.91	0.00	291,326.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	13,316.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,838.45
JEFE DE DEPARTAMENTO	SEC TECNICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
AUXILIAR UNIVERSAL DE OFICINA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	87,805.83	28,742.82	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	306,484.12
ANALISTA "A"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
SECRETARIO	SEC DE TURISMO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	5,246.17	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	546,722.65
ASESOR "C"	REG PROS COMP Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	84,543.33	28,742.82	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	303,221.62
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	6,565.12	0.00	0.00	20,307.84	2,781.60	9,296.16	9,798.69	5,879.21	0.00	0.00	305,282.02
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	84,543.33	28,742.82	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	303,221.62
CAJERO "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	69,348.33	28,742.82	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	288,026.62
ANALISTA	SEC DE TURISMO	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,609.46
ANALISTA	DIR DE AUDIT IN	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	0.00	0.00	170,945.08
AUXILIAR UNIVERSAL DE OFICINA	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	307,278.60
AUDITOR "A"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	62,400.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	97,905.60
CAPACITADOR "A"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	62,400.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	97,905.60
CAPACITADOR "A"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	62,400.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	97,905.60
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,392.65

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
JEFE DE DEPARTAMENTO	DIR F A LA LEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,967.89
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
AUXILIAR UNIVERSAL DE OFICINA	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,846.40	24,496.73	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	307,278.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAPACITADOR "A"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	62,400.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	97,905.60
TECNICO CONTABLE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	97,445.26	34,492.06	23,936.66	8,352.90	0.00	0.00	20,307.84	2,781.60	9,296.16	60,467.01	7,480.21	0.00	0.00	414,163.81
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA	REG PROS COMP Y	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	3,941.60	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,327.92
TECNICO CONTABLE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	98,027.30	31,167.53	23,936.66	8,352.90	0.00	0.00	20,307.84	2,781.60	9,296.16	60,467.01	0.00	0.00	0.00	403,941.11
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "B"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	475.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,760.60
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,932.49	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	260,017.22
ASESOR "C"	REG DE HDA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
ANALISTA	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	3,941.60	0.00	0.00	20,307.84	2,781.60	9,296.16	24,000.00	0.00	3,664.39	0.00	195,027.92
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG GOB DE TER	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ADMINISTRADOR "C"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
TECNICO CONTABLE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,589.80	31,167.53	23,936.66	7,796.04	0.00	0.00	20,307.84	2,781.60	9,296.16	59,635.88	7,480.21	0.00	0.00	413,595.82
ESPECIALISTA ADMINISTRATIVO "A"	DIR DE SANIDAD	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	61,700.28	0.00	0.00	24,127.39	12,854.23	9,872.04	3,119.29	0.00	0.00	20,307.84	2,781.60	9,296.16	2,520.00	0.00	2,899.91	0.00	149,478.74
JUEZ	ALC MPAL CIVICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	13,316.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,838.45
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
INSPECTOR "C"	DIR DE MER DE A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
AYUDANTE ADMINISTRATIVO	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	86,989.71	27,515.14	19,094.84	6,219.08	0.00	0.00	20,307.84	2,781.60	9,296.16	51,282.21	5,967.14	0.00	0.00	348,796.48
ANALISTA "A"	D REC MA Y SE G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	475.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,980.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
TECNICO CONTABLE	REG DES S ME AM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,114.80	31,167.53	23,936.66	7,796.04	0.00	0.00	20,307.84	2,781.60	9,296.16	59,635.88	7,480.21	0.00	0.00	413,120.82
CAJERO "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAJERO "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ANALISTA "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ANALISTA "C"	DIR DE CONTABIL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	UNIDAD DE TRANS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
SECRETARIA C	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	65,810.04	0.00	0.00	24,184.47	13,710.43	10,529.61	2,614.12	0.00	0.00	20,307.84	2,781.60	9,296.16	3,120.00	0.00	0.00	0.00	152,354.26
ANALISTA	SEC PARTICULAR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	3,660.06	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	167,081.99
ANALISTA "C"	UNIDAD DE TRANS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "A"	SEC PARTICULAR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ANALISTA "A"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	475.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,980.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
JEFE DE DEPARTAMENTO	INST MPAL DE LE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE BIE COM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG D LAS M CD	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	SEC DE M AM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
SUPERVISOR	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	2,923.48	0.00	0.00	20,307.84	2,781.60	9,296.16	36,240.00	0.00	0.00	0.00	180,897.85
ASESOR "C"	DIR DE BIE COM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
BOLETERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	37,200.00	0.00	0.00	1,550.00	0.00	310.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	71,445.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	SEC DE M AM Y G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
COORDINADOR "C"	SEC PARTICULAR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MER DE A	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
SUPERVISOR "C"	DIR DE MER DE A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
ASISTENTE OPERATIVO "C"	D REC MA Y SE G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	DIR DE AG BARR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,230.72
ANALISTA "B"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ARRIERO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,109.80	152,235.36	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	417,122.35
ADMINISTRADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAPTURISTA DE DATOS "B"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	54,000.00	0.00	0.00	2,250.00	0.00	450.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	89,085.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	CONSEJ JURIDICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,705.72
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ASESOR "C"	REG GOB DE TER	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	AG DE TRANS DIG	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	4,194.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	6,533.99	0.00	266,813.38
MECANOGRAFO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,864.78
SUPERVISOR	DIR DE PATRIMON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	30,000.00	0.00	5,853.88	0.00	181,186.38
ADMINISTRADOR	OFICIALIA MAYOR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	25,043.04	19,463.93	14,948.29	5,398.00	0.00	0.00	20,307.84	2,781.60	9,296.16	32,617.92	0.00	8,782.12	0.00	232,065.73
JUEZ	ALC MPAL CIVICA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	106,170.36	0.00	0.00	24,745.03	22,118.83	16,987.26	6,134.29	0.00	0.00	20,307.84	2,781.60	9,296.16	3,600.00	0.00	9,980.01	0.00	222,121.37
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
VELADOR	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,039.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	290,428.80
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	13,316.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	234,407.83
TECNICO CONTABLE	INST MPAL DE PL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,809.80	31,167.53	23,936.66	8,909.76	0.00	0.00	20,307.84	2,781.60	9,296.16	61,298.14	14,960.41	0.00	0.00	424,072.01
TAQUIMECANOGRAFA	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	312,620.27
OFICINISTA A	SECRETARIA MPAL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,536.13	11,860.40	9,108.79	3,289.28	0.00	0.00	20,307.84	2,781.60	9,296.16	29,448.48	0.00	5,351.41	0.00	172,910.02
OFICINISTA A	SECRETARIA MPAL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,061.13	11,860.40	9,108.79	3,289.28	0.00	0.00	20,307.84	2,781.60	9,296.16	2,160.00	0.00	5,351.41	0.00	145,146.54
SUBDIRECTOR OPERATIVO	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	132,752.04	0.00	0.00	32,390.70	27,656.68	0.00	3,252.42	0.00	12,847.43	20,307.84	2,781.60	9,296.16	7,074.96	0.00	12,478.69	0.00	260,838.52
AUDITOR	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	0.00	0.00	170,945.08
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
ESPECIALISTA ADMVO. A	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	61,700.28	0.00	0.00	24,127.39	12,854.23	9,872.04	3,564.91	0.00	0.00	20,307.84	2,781.60	9,296.16	2,520.00	0.00	5,799.83	0.00	152,824.27
INSPECTOR (UNID.INSPECCIO	SEC DE TURISMO	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	5,853.88	0.00	154,241.38
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,506.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	419,768.08
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,444.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	430,775.59
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,670.33	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	3,266.99	0.00	263,497.05
MECANOGRAFA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,644.78
INSPECTOR (UNID.INSPECCIO	DIR DE INGRESOS	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	5,853.88	0.00	153,766.38
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	281,882.59
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,417.44	31,985.74	20,936.12	7,792.89	87,233.84	0.00	20,307.84	2,781.60	9,296.16	11,631.18	13,085.08	0.00	0.00	424,318.65
MECANOGRAFA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,347.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
JEFE DE DEPARTAMENTO	SEC DE SEG VECI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	240,441.95
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
INSPECTOR (MDO. 20 DE NOV	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,610.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	21,600.00	0.00	5,853.88	0.00	173,261.38
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	10,642.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	248,131.75
SECRETARIA DE JUEZ B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,338.27	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	8,971.33	0.00	225,120.87
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	10,132.69	0.00	231,501.87
INTENDENTE	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	10,453.14	0.00	0.00	287,109.16
PROGRAMADOR B	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	27,300.00	0.00	7,328.77	0.00	203,030.39
INSPECTOR (UNID.INSPECCIO	SEC DE MAMY G	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	5,853.88	0.00	153,766.38
PROMOTOR SOCIAL	REG BIE TEQ VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,362.40	0.00	0.00	24,750.47	15,075.50	11,577.98	4,180.94	0.00	0.00	20,307.84	2,781.60	9,296.16	30,877.92	0.00	6,802.07	0.00	198,012.88
CAPTURADOR Y AUX. DE SERVICIOS	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	89,865.25	22,054.68	16,937.99	6,304.70	0.00	0.00	20,307.84	2,781.60	9,296.16	33,409.99	10,586.24	0.00	0.00	317,406.89
PROMOTOR SOCIAL	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,362.40	0.00	0.00	24,750.47	15,075.50	11,577.98	4,180.94	0.00	0.00	20,307.84	2,781.60	9,296.16	3,120.00	0.00	6,802.07	0.00	170,254.96
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,059.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	426,105.46
ADMINISTRADOR	D REC MA Y SE G	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	24,568.04	19,463.93	14,948.29	5,398.00	0.00	0.00	20,307.84	2,781.60	9,296.16	32,617.92	0.00	8,782.12	0.00	231,590.73
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	432,431.13
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
OFICINISTA B	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,578.04	12,489.00	9,591.55	3,463.62	0.00	0.00	20,307.84	2,781.60	9,296.16	2,340.00	0.00	2,817.52	0.00	147,612.53
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
AUXILIAR DE EDUCACION	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	294,190.51
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,739.17
TAQUIMECANOGRAFA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,585.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,752.77
PROGRAMADOR B	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	32,573.28	0.00	7,328.77	0.00	207,828.67
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	10,642.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	254,024.56
VELADOR	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	293,246.31
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,673.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	307,033.00
AYUDANTE ADMINISTRATIVO	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	88,297.99	29,172.67	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	317,943.91
AUXILIAR ADMINISTRATIVO	SEC DE MAMY G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,680.16
MECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,557.28
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,771.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	274,957.02
MECANOGRAFA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,347.89
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,139.10	24,100.30	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	284,625.09
JEFE DE DEPARTAMENTO	JEF DE LA OF D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,574.07
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
VELADOR	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,059.92	25,838.41	16,912.42	6,295.18	0.00	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	290,160.17
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
VELADOR	SEC DE GOB Y TE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,819.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	291,208.80
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	91,978.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	306,338.00
TAQUIMECANOGRAFA	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,365.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	11,614.54	0.00	0.00	309,532.77
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,875.08	25,447.84	16,656.77	4,262.51	0.00	0.00	20,307.84	2,781.60	9,296.16	6,361.96	0.00	0.00	0.00	274,094.56
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,934.18
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,949.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	425,995.46
INTENDENTE	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,977.89	134,112.10	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	411,561.62
TAQUIMECANOGRAFA	REG GPOS PRI JU	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	89,585.93	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	303,945.50
COORDINADOR	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	120,434.64	0.00	0.00	54,713.27	25,090.55	0.00	2,950.65	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	11,320.86	0.00	262,179.72
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	14,423.83	0.00	298,606.90

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	10,173.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	253,555.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,420.88	0.00	13,316.43	20,307.84	2,781.60	9,296.16	0.00	0.00	9,288.29	0.00	230,260.48
POLICIA UNIDAD DE ANALISI	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	133,630.44	0.00	0.00	31,117.94	27,839.68	0.00	3,273.95	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	12,561.26	0.00	268,933.61
VELADOR	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,997.55	25,316.30	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	289,826.80
CONSERJE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	4,495.93	0.00	0.00	20,307.84	2,781.60	9,296.16	6,710.34	0.00	0.00	0.00	284,674.76
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,736.93	26,841.38	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	291,091.26
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,234.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,065.43
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	6,225.43	104,531.40	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	386,413.99
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	434,961.67
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	274,562.02
AYUDANTE ADMINISTRATIVO	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	92,851.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	5,967.14	0.00	0.00	312,220.45
MECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
MECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	290,518.01
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,572.27	21,766.33	16,716.54	6,222.27	0.00	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	285,652.24
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
TAQUIMECANOGRAFA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,563.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	306,923.00
VELADOR	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,942.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,331.30
NOTIFICADOR	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,727.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	298,162.54
AUXILIAR ADMINISTRATIVO	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,727.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	298,162.54
AUXILIAR DE TRABAJO SOCIAL	SEC PARTICULAR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,861.12	22,898.35	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	293,415.05
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	85,464.41	20,911.45	16,059.99	4,483.41	0.00	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	266,371.49
ANALISTA	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	40,800.00	0.00	7,328.77	0.00	216,055.39
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	84,652.42	25,838.41	16,912.42	5,508.28	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,221.31	5,285.13	0.00	0.00	425,736.59
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
SECRETARIA B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	63,941.88	0.00	0.00	24,158.52	13,321.23	10,230.70	3,694.42	0.00	0.00	20,307.84	2,781.60	9,296.16	32,326.08	0.00	3,005.27	0.00	183,063.70
OFICINISTA A	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,061.13	11,860.40	9,108.79	3,289.28	0.00	0.00	20,307.84	2,781.60	9,296.16	2,160.00	0.00	5,351.41	0.00	145,146.54
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	6,200.02	0.00	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	281,351.61
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	10,132.69	0.00	231,501.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,420.88	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	9,288.29	0.00	229,791.48
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	10,132.69	0.00	231,501.87
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
COBRADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	112,682.28	0.00	0.00	0.00	83,962.42	27,544.56	18,029.16	6,710.86	154,625.13	0.00	20,307.84	2,781.60	9,296.16	10,016.20	11,268.23	0.00	0.00	457,224.44
OPERADOR DE COMPUTADORA	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	118,489.32	0.00	0.00	0.00	84,850.04	28,964.06	18,958.29	7,056.70	0.00	0.00	20,307.84	2,781.60	9,296.16	10,532.38	11,848.93	0.00	0.00	313,085.32
JEFE DE UNIDAD	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
CAPTURISTA B	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,731.68	0.00	0.00	0.00	83,962.83	28,534.41	18,677.07	6,952.02	0.00	0.00	20,307.84	2,781.60	9,296.16	10,376.15	5,836.58	0.00	0.00	303,456.35
VELADOR	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,734.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	291,123.80
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	85,662.68	26,333.47	17,236.45	5,613.82	155,606.88	0.00	20,307.84	2,781.60	9,296.16	8,378.83	5,386.39	0.00	0.00	444,331.97
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
MECANOGRAFA	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
AUXILIAR DE TRABAJO SOCIAL	SEC PARTICULAR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,861.12	22,898.35	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	293,415.05
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,759.40	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	7,211.91	0.00	291,394.98
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,870.56
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,868.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	11,758.43	0.00	0.00	312,362.15
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,938.83
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,339.56
MECANOGRAFA	AGENCIA MONTOYA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89
AUXILIAR DE TRABAJO SOCIAL	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	82,985.22	26,867.40	17,585.93	6,545.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,769.96	10,991.21	0.00	0.00	297,043.27
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	430,874.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
JARDINERA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	88,987.27	21,766.33	16,716.54	6,222.27	0.00	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	285,067.24
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	434,961.67
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,384.75	23,297.83	17,892.73	5,827.56	0.00	0.00	20,307.84	2,781.60	9,296.16	8,697.85	5,591.48	0.00	0.00	296,907.36
ANALISTA	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	36,000.00	0.00	3,664.39	0.00	207,591.01
NINERA	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,854.67	22,876.18	17,568.90	5,313.37	0.00	0.00	20,307.84	2,781.60	9,296.16	7,930.41	0.00	0.00	0.00	283,734.77
TECNICO LABORATORISTA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	135,059.04	0.00	0.00	0.00	97,838.01	28,137.30	21,609.45	8,043.52	0.00	0.00	20,307.84	2,781.60	9,296.16	12,005.25	6,752.95	0.00	0.00	341,831.11
AUDITOR	SEC C ED Y FO A	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,504.68	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,891.01
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	275,107.02
NOTIFICADOR	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	298,052.54
SUPERVISOR	SEC DE BIE Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,598.13	0.00	0.00	20,307.84	2,781.60	9,296.16	9,600.00	0.00	2,926.94	0.00	157,859.44
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	5,066.34	0.00	226,435.53
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,446.75
OFICINISTA B	DIR DE PATRIMON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	59,947.20	0.00	0.00	24,103.04	12,489.00	9,591.55	3,463.62	0.00	0.00	20,307.84	2,781.60	9,296.16	2,340.00	0.00	2,817.52	0.00	147,137.53

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
AUXILIAR DE TRABAJO SOCIAL	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,861.12	22,898.35	17,585.93	6,136.76	0.00	0.00	20,307.84	2,781.60	9,296.16	9,159.34	5,495.60	0.00	0.00	294,434.79
CONSERJE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,597.55	25,316.30	17,568.90	4,904.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,320.38	0.00	0.00	0.00	281,899.02
INTENDENTE	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	281,882.59
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,230.65	152,235.36	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	427,602.37
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
MEDICO B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,338.27	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,485.67	0.00	223,071.92
AUXILIAR ADMINISTRATIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	86,239.57	27,622.82	18,080.39	5,888.68	0.00	0.00	20,307.84	2,781.60	9,296.16	8,789.08	5,650.12	0.00	0.00	297,658.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,839.17
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	87,109.57	27,622.82	18,080.39	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.66	5,650.12	0.00	0.00	300,625.52
ARRIERO	D. CONSTRUCCION	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	4,483.41	152,235.36	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	402,373.61
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,680.43
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,640.97	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	5,066.34	0.00	226,435.53
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
CHOFER "B"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	123,231.12	0.00	0.00	0.00	86,870.92	30,123.16	19,716.98	7,339.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,953.88	12,323.11	0.00	0.00	322,943.87
MACHETERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
AFANADORA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,230.65	134,112.10	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	409,479.11
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	10,980.56	0.00	0.00	300,749.09
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,861.12	22,898.35	17,585.93	4,500.29	0.00	0.00	20,307.84	2,781.60	9,296.16	6,716.85	0.00	0.00	0.00	284,860.23
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,900.16
TRABAJADORA SOCIAL	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.72	0.00	0.00	0.00	98,906.56	29,036.40	22,299.96	8,300.54	0.00	0.00	20,307.84	2,781.60	9,296.16	12,388.86	13,937.47	0.00	0.00	356,630.11
CONSERJE	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,462.05	25,316.30	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	294,328.81
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,304.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	272,391.93
AYUDANTE DE CONTABILIDAD	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	89,717.42	23,542.15	18,080.37	6,309.30	0.00	0.00	20,307.84	2,781.60	9,296.16	9,416.86	5,650.12	0.00	0.00	298,104.13
TRABAJADOR SOCIAL	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,374.60	0.00	0.00	0.00	98,906.42	29,036.38	22,299.94	8,300.53	0.00	0.00	20,307.84	2,781.60	9,296.16	12,388.85	13,937.46	0.00	0.00	356,629.78
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	3,071.78	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,977.75
CONSERJE	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,039.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	290,428.80
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,304.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	282,467.59
VERIFICADOR DE OBRA	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	120,567.24	0.00	0.00	0.00	90,098.27	25,118.18	19,290.76	7,180.45	0.00	0.00	20,307.84	2,781.60	9,296.16	28,717.09	6,028.36	0.00	0.00	329,385.94
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	441,842.93
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,359.31	31,920.45	20,893.38	7,776.98	188,620.81	0.00	20,307.84	2,781.60	9,296.16	11,607.43	6,529.18	0.00	0.00	518,676.79
INTENDENTE	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,977.89	134,112.10	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	415,900.37
AUXILIAR DE ENFERMERA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	90,799.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	11,182.96	0.00	0.00	303,988.90
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	428,080.41
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.12	0.00	0.00	0.00	85,660.28	26,971.30	17,653.94	6,571.19	159,375.84	0.00	20,307.84	2,781.60	9,296.16	9,807.74	11,033.71	0.00	0.00	459,796.72
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	85,772.68	26,333.47	17,236.45	4,811.84	155,606.88	0.00	20,307.84	2,781.60	9,296.16	7,181.86	0.00	0.00	0.00	437,056.63
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
VELADOR	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	6,539.54	146,712.54	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	439,848.84
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	441,842.93
MECANOGRAFA	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	85,660.37	26,971.53	17,654.09	5,749.84	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.85	5,516.90	0.00	0.00	292,858.27
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
AUXILIAR ADMINISTRATIVO	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	303,592.66
AUXILIAR ARCHIVISTA	REG CULT Y EDUC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	298,082.28
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,894.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	440,672.93
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	15,191.94	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,427.80
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,194.13	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,676.29
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
CONSERJE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	4,495.93	0.00	0.00	20,307.84	2,781.60	9,296.16	6,710.34	0.00	0.00	0.00	284,674.76
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,460.43
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,875.08	25,447.84	16,656.77	4,650.01	0.00	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	275,060.42
EMPLEADO DE CUADRILLA MOV "C"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,603.35	27,204.93	20,893.38	7,776.98	188,620.81	0.00	20,307.84	2,781.60	9,296.16	11,607.43	13,058.36	0.00	0.00	526,734.49
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,949.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	431,280.59
AYUDANTE ADMINISTRATIVO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	93,436.27	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	11,934.28	0.00	0.00	318,772.59
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
POLICIA VIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
CAPTURISTA B	DIR C SEG CT OB	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,780.72	0.00	0.00	24,114.62	12,662.65	9,724.92	3,292.29	0.00	0.00	20,307.84	2,781.60	9,296.16	2,460.00	0.00	5,713.39	0.00	151,134.18
ANALISTA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,226.93	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	8,971.33	0.00	227,446.24
MECANOGRAFA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	441,842.93
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,307.44	31,985.74	20,936.12	7,792.89	198,456.99	0.00	20,307.84	2,781.60	9,296.16	11,631.18	13,085.08	0.00	0.00	535,431.79
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
AFANADORA	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	87,701.00	20,933.65	16,077.04	5,984.23	0.00	0.00	20,307.84	2,781.60	9,296.16	8,931.69	5,024.08	0.00	0.00	277,518.81

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	280,195.77
COCINERA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,112.42	25,838.41	16,912.42	6,295.18	0.00	0.00	20,307.84	2,781.60	9,296.16	9,395.79	10,570.26	0.00	0.00	292,212.67
MECANOGRAFA	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,754.78
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
INTENDENTE	DIR DE CAP HUM	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,977.89	134,112.10	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	416,580.37
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,680.16
CONSERJE	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	5,313.37	0.00	0.00	20,307.84	2,781.60	9,296.16	7,930.41	0.00	0.00	0.00	286,712.27
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	439,570.43
AUXILIAR DE EDUCACION	DIR F A LA LEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	85,660.37	26,971.53	17,654.09	5,749.84	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.85	5,516.90	0.00	0.00	292,858.27
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,689.17
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,875.08	25,447.84	16,656.77	4,650.01	0.00	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	275,060.42
ASEADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	84,377.18	24,887.81	16,290.20	6,063.58	136,034.50	0.00	20,307.84	2,781.60	9,296.16	9,050.11	10,181.38	0.00	0.00	421,084.11
VELADOR	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,797.55	25,316.30	17,568.90	5,722.09	109,805.64	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	399,432.44
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,214.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,974.18
INTENDENTE	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,977.89	134,112.10	0.00	20,307.84	2,781.60	9,296.16	8,922.22	10,037.50	0.00	0.00	415,900.37
NOTIFICADOR	REG DE HDA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	11,300.23	0.00	0.00	306,900.16
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,515.21	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,813.07
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,515.21	0.00	13,316.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	234,282.07
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
MECANOGRAFA	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
VELADOR	INST MPAL DEL D	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	290,623.80
CONSERJE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,462.05	25,316.30	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	292,291.30
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,119.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	300,555.04
AUXILIAR ADMINISTRATIVO	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,250.04
AUXILIAR ADMINISTRATIVO	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,140.04
AUXILIAR ADMINISTRATIVO	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,942.54
AUXILIAR DE ENFERMERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,384.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	5,591.48	0.00	0.00	298,982.42
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
ANALISTA B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,226.93	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	8,971.33	0.00	225,009.52
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
OFICINISTA E	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,226.93	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	8,971.33	0.00	225,009.52
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,515.21	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	10,132.69	0.00	233,813.07
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
AUXILIAR ARCHIVISTA	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,999.91	22,987.05	17,654.05	6,160.53	0.00	0.00	20,307.84	2,781.60	9,296.16	9,194.82	0.00	0.00	0.00	286,719.81
AUXILIAR UNIVERSAL DE OFI	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,758.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	306,372.94
OPERADOR DE COMPUTADORA	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	118,489.32	0.00	0.00	0.00	88,112.54	28,964.06	18,958.29	7,056.70	0.00	0.00	20,307.84	2,781.60	9,296.16	10,532.38	5,924.47	0.00	0.00	310,423.35
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	432,230.21
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	258,193.29
MECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	11,033.78	0.00	0.00	301,644.78
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	86,239.57	27,622.82	18,080.39	5,888.68	0.00	0.00	20,307.84	2,781.60	9,296.16	8,789.08	5,650.12	0.00	0.00	297,658.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,254.77	21,766.33	16,716.54	5,444.48	150,913.19	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0.00	0.00	432,309.27
MECANOGRAFA	REG DES S ME AM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,999.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,260.39
SECRETARIA A	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,373.25	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	2,926.94	0.00	150,614.56
MECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,347.89
MECANOGRAFA	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,332.42	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	428,377.96
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,824.18
PIANISTA	DIR DE AG BARR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	103,145.28	0.00	0.00	0.00	85,341.02	21,488.60	16,503.24	6,142.87	0.00	0.00	20,307.84	2,781.60	9,296.16	9,168.47	5,157.26	0.00	0.00	279,332.36
ASESOR "C"	REG D LAS M CD	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR DE OBRAS	DIR DEL C Y P H	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,373.25	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	2,926.94	0.00	150,614.56
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	95,447.65	27,260.58	20,936.12	7,792.89	0.00	0.00	20,307.84	2,781.60	9,296.16	11,631.18	6,542.54	0.00	0.00	332,847.31
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ANALISTA	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,609.46
ASESOR "C"	REG BIE TEQ VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR CON Y MEJ D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,492.89
MEDICO	DIR DE SANIDAD	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	175,084.46
ASESOR "B"	SEC DE SERV VEC	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	74,746.68	0.00	0.00	24,783.59	15,572.23	11,959.47	4,048.78	0.00	0.00	20,307.84	2,781.60	9,296.16	38,400.00	0.00	0.00	0.00	201,896.34
ASISTENTE OPERATIVO "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
JEFE DE UNIDAD	TESORERIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
ADMINISTRADOR B	INST MPAL DE LA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	80,983.20	0.00	0.00	24,870.21	16,871.50	12,957.31	4,386.59	0.00	0.00	20,307.84	2,781.60	9,296.16	3,420.00	0.00	3,806.21	0.00	179,680.62
ANALISTA "C"	INST MPAL DE LA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ANALISTA "C"	SEC DE M AM Y G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA	DIR DE MTO URBA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,609.46
AYUDANTE ADMINISTRATIVO	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	119,342.76	0.00	0.00	0.00	90,348.77	24,863.08	19,094.84	7,107.52	0.00	0.00	20,307.84	2,781.60	9,296.16	10,608.25	5,967.14	0.00	0.00	309,717.95
JEFE DE SUPERVISORES	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,265.62	14,927.70	11,464.47	3,881.20	0.00	0.00	20,307.84	2,781.60	9,296.16	33,832.32	0.00	3,367.69	0.00	195,777.56
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	89,865.25	22,054.68	16,937.99	6,304.70	0.00	0.00	20,307.84	2,781.60	9,296.16	9,409.99	5,293.12	0.00	0.00	288,113.77
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
ASESOR "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
AUXILIAR TOPOGRAFO	DIR C SEG CT OB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,289.77	21,766.33	16,716.54	6,222.27	0.00	0.00	20,307.84	2,781.60	9,296.16	9,286.97	5,223.92	0.00	0.00	282,369.74
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
ANALISTA	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	19,200.00	0.00	3,664.39	0.00	190,984.46
MECANOGRAFA	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
TAQUIMECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	87,493.19	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0.00	0.00	306,047.86
AUXILIAR BIBLIOTECARIO	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	292,565.39
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,824.18
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
COCINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,942.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,331.30
NOTIFICADOR	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,507.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	297,942.54
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	475.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,760.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	432,230.21
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	275,067.02
AUXILIAR FONTANERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	6,295.18	152,681.53	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	437,336.58
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	428,491.68
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
INTENDENTE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	5,836.34	0.00	0.00	20,307.84	2,781.60	9,296.16	8,710.95	0.00	0.00	0.00	279,358.71
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,824.18
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,934.18
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,075.04	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	4,644.15	0.00	224,801.50
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,925.51	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	11,785.61	0.00	257,724.29
ASESOR "C"	REG CULT Y EDUC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
TRABAJADOR DE SANEAMIENTO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	431,725.21
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	430,874.18
COCINERA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	295,148.81
BARRENDERO	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	86,134.41	20,911.45	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	275,785.26
OFICIAL	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	128,492.28	0.00	0.00	32,331.54	26,769.23	0.00	1,948.80	0.00	12,847.43	20,307.84	2,781.60	9,296.16	15,332.16	0.00	0.00	0.00	250,107.03
AUXILIAR UNIVERSAL DE OFICINA	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	87,695.83	28,742.82	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	308,555.96
TECNICO ARTESANAL	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.36	0.00	0.00	0.00	92,453.43	24,196.95	18,583.26	6,917.10	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.03	5,807.27	0.00	0.00	306,813.00
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,127.89
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	89,755.25	22,054.68	16,937.99	6,304.70	0.00	0.00	20,307.84	2,781.60	9,296.16	9,409.99	5,293.12	0.00	0.00	288,003.77
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,603.52	0.00	0.00	0.00	91,219.71	36,569.75	23,936.56	8,909.72	0.00	0.00	20,307.84	2,781.60	9,296.16	13,298.09	0.00	0.00	0.00	355,922.95
AUXILIAR DE TRABAJO SOCIAL	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,488.63	25,340.84	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	292,485.05
MACHETERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	274,562.02
MECANOGRAFA	SEC DE TURISMO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	292,565.39
AUXILIAR ADMINISTRATIVO	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,594.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,030.04
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
JEFE DE OFICINA	SEC OB PU DE UR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,740.62	14,927.70	11,464.47	3,881.20	0.00	0.00	20,307.84	2,781.60	9,296.16	3,000.00	0.00	3,367.69	0.00	165,420.24
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,959.17
MECANOGRAFA	REG SERV VEC Y	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,237.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	13,794.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	229,442.40
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	275,067.02
ASEADOR	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	84,487.18	24,887.81	16,290.20	6,063.58	136,034.50	0.00	20,307.84	2,781.60	9,296.16	9,050.11	5,090.69	0.00	0.00	416,103.42
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
COORDINADOR	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	120,434.64	0.00	0.00	54,713.27	25,090.55	0.00	2,529.13	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	5,660.43	0.00	256,097.77
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,214.02	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	436,974.18
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	5,836.34	0.00	0.00	20,307.84	2,781.60	9,296.16	8,710.95	0.00	0.00	0.00	279,468.71
INTENDENTE	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,684.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,771.93

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	15,191.93	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,242.43
JEFE DE OFICINA	TESORERIA MPAL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,740.62	14,927.70	11,464.47	3,881.20	0.00	0.00	20,307.84	2,781.60	9,296.16	3,000.00	0.00	3,367.69	0.00	165,420.24
INTENDENTE	REG DES S ME AM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,615.46
AUXILIAR ARCHIVISTA	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,237.89
AUXILIAR DE TRABAJO SOCIAL	DIF MUNICIPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	69,306.13	25,340.84	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	274,302.55
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	6,130.81	0.00	0.00	20,307.84	2,781.60	9,296.16	9,150.47	5,490.28	0.00	0.00	294,240.06
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,111.30
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	5,066.34	0.00	226,058.25
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
VELADOR	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	91,329.67	22,876.18	17,568.90	4,904.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,320.38	0.00	0.00	0.00	286,191.02
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,875.08	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	434,502.71
ASEADOR	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	84,637.18	24,887.81	16,290.20	6,063.58	0.00	0.00	20,307.84	2,781.60	9,296.16	9,050.11	5,090.69	0.00	0.00	280,218.92
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,985.08	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	434,612.71
AYDTE. OPER. MAQ. PESADA "C"	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	132,342.36	0.00	0.00	0.00	91,124.36	32,350.35	21,174.78	7,881.72	0.00	0.00	20,307.84	2,781.60	9,296.16	11,763.77	6,617.12	0.00	0.00	335,640.06
INTENDENTE	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,214.02	24,536.10	16,059.99	4,109.80	134,112.10	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	401,926.59
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,495.21
INTENDENTE	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,339.25
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,104.02	24,536.10	16,059.99	5,977.89	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	424,596.13
EDUCADORA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	84,230.69	28,391.23	18,583.35	6,917.14	0.00	0.00	20,307.84	2,781.60	9,296.16	10,324.09	5,807.30	0.00	0.00	302,785.36
MECANOGRAFA	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	86,340.37	26,971.53	17,654.09	4,928.43	0.00	0.00	20,307.84	2,781.60	9,296.16	7,355.87	0.00	0.00	0.00	285,973.98
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,304.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	282,467.59
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	82,885.18	26,333.47	17,236.45	6,014.80	155,606.88	0.00	20,307.84	2,781.60	9,296.16	8,977.32	0.00	0.00	0.00	437,167.55
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	408,871.65
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,449.25
JEFE DE OFICINA	DIR PLA URB Y L	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	71,652.96	0.00	0.00	24,265.62	14,927.70	11,464.47	3,881.20	0.00	0.00	20,307.84	2,781.60	9,296.16	3,000.00	0.00	3,367.69	0.00	164,945.24
AUXILIAR DE ENFERMERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	90,799.75	23,297.83	17,892.73	6,660.07	0.00	0.00	20,307.84	2,781.60	9,296.16	9,940.41	5,591.48	0.00	0.00	298,397.42
VELADOR	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,709.67	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	0.00	0.00	0.00	287,646.03
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,495.21
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,097.58	25,447.84	16,656.77	5,425.02	0.00	0.00	20,307.84	2,781.60	9,296.16	8,097.04	5,205.24	0.00	0.00	279,419.88
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
AGENTE	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	11,199.36	0.00	5,066.34	0.00	226,058.25
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,831.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,847.91
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
TITULAR DE OPD	INST MPAL DE LE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
AUXILIAR DE INGENIERO	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	292,565.39
AFANADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	85,493.50	20,933.65	16,077.04	4,862.19	0.00	0.00	20,307.84	2,781.60	9,296.16	7,257.00	0.00	0.00	0.00	267,490.50
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	153,424.17
MECANOGRAFA	AG SAN MAR MEX	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	296,237.89
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	5,448.13	20,307.84	2,781.60	9,296.16	0.00	0.00	5,066.34	0.00	207,459.59
AUDITOR	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,609.46
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,441.68
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	275,067.02
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,506.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	428,316.68
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,551.68
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	428,491.68
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,771.68
INTENDENTE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	276,834.07
INTENDENTE	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	285,665.09
POLICIA 3o	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	153,444.96	0.00	0.00	31,393.14	31,967.70	0.00	3,222.34	0.00	14,488.43	20,307.84	2,781.60	9,296.16	16,743.84	0.00	7,211.91	0.00	290,857.93
MACHETERO	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,977.89	0.00	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	277,229.52
OFICINISTA B	SEC DE GOB Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	86,737.83	28,182.85	18,446.96	6,866.37	0.00	0.00	20,307.84	2,781.60	9,296.16	10,248.31	5,764.67	0.00	0.00	303,926.07
JUEZ B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,075.04	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,644.15	0.00	227,238.22
ANALISTA B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,004.23	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	4,485.67	0.00	220,301.16
MEDICO B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,004.23	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,485.67	0.00	222,737.88
JEFE DE UNIDAD	INST MPAL DEL D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
CONSERJE	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	5,490.28	0.00	0.00	295,148.81
INTENDENTE	COORD DE COM SO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	285,665.09
REGIDOR	REG D LAS M CD	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,977.41	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	596,197.94
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	13,794.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	229,442.40
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	2,075.04	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	4,644.15	0.00	224,801.50
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	420,053.08

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
OFICINISTA "A"	SEC DE BIE Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,061.13	11,860.40	9,108.79	3,083.70	0.00	0.00	20,307.84	2,781.60	9,296.16	2,160.00	0.00	0.00	0.00	139,589.54
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	94,383.35	27,204.93	20,893.38	7,290.92	188,620.81	0.00	20,307.84	2,781.60	9,296.16	10,881.97	0.00	0.00	0.00	512,244.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,263.69	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,495.21
AUXILIAR DE ENFERMERA	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	90,799.75	23,297.83	17,892.73	5,827.56	0.00	0.00	20,307.84	2,781.60	9,296.16	8,697.85	5,591.48	0.00	0.00	296,322.36
MECANOGRAFA	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,889.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	291,103.01
MECANOGRAFA	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	86,230.37	26,971.53	17,654.09	4,928.43	0.00	0.00	20,307.84	2,781.60	9,296.16	7,355.87	0.00	0.00	0.00	285,863.98
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,661.68
AUXILIAR ARCHIVISTA	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	293,040.39
INTENDENTE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	5,226.57	0.00	0.00	284,970.09
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	4,495.93	0.00	0.00	20,307.84	2,781.60	9,296.16	6,710.34	0.00	0.00	0.00	284,089.76
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
ANALISTA B	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	2,004.23	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,485.67	0.00	222,737.88
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	0.00	0.00	0.00	429,027.94
MECANOGRAFA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,999.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	291,213.01
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,486.12
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
INSPECTOR DE OBRAS	DIR DEL C Y P H	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,373.25	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	2,926.94	0.00	150,614.56
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
INTENDENTE	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,186.93
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	274,894.43
AUXILIAR ADMINISTRATIVO	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	88,617.42	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	298,052.54
ANALISTA	ORG INT DE CON	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	175,084.46
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,444.92	25,838.41	16,912.42	6,295.18	141,230.42	0.00	20,307.84	2,781.60	9,296.16	9,395.79	5,285.13	0.00	0.00	425,490.46
AUXILIAR UNIVERSAL DE OFICINA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,283.90	24,496.73	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	305,897.94
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,492.89
JEFE DE UNIDAD	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
INTENDENTE	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,109.80	0.00	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	267,664.49
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	419,943.08
ANALISTA "C"	DIR DE AG BARR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,977.89	144,986.05	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	419,943.08
PROMOTOR SOCIAL	SEC DE BIE Y TE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,362.40	0.00	0.00	24,275.47	15,075.50	11,577.98	3,919.63	0.00	0.00	20,307.84	2,781.60	9,296.16	3,120.00	0.00	0.00	0.00	162,716.59
INSPECTOR "C"	DIR DE AG BARR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
DIRECTOR	DIR DE ASEO PUB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE UNIDAD	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
TECNICO CONTABLE	TESORERIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	96,970.26	34,492.06	23,936.66	8,909.76	0.00	0.00	20,307.84	2,781.60	9,296.16	61,298.14	7,480.21	0.00	0.00	415,076.81
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,932.49	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	3,266.99	0.00	263,284.22
BARRENDERO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	86,049.41	20,911.45	16,059.99	4,109.80	0.00	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	266,025.23
JEFE DE UNIDAD	SEC DE SERV VEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	6,225.43	0.00	0.00	20,307.84	2,781.60	9,296.16	9,291.68	0.00	0.00	0.00	262,036.02
REGIDOR	REG PROS COMP Y	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
ANALISTA "C"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
ASESOR "C"	REG CEN HIS Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,492.89
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,664.10	24,100.30	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	282,210.46
AFANADORA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	4,857.03	134,112.10	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	401,366.61
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,985.08	25,447.84	16,656.77	6,200.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	9,253.76	5,205.24	0.00	0.00	434,612.71
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	83,099.92	25,838.41	16,912.42	5,901.73	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,808.55	0.00	0.00	0.00	419,879.65
COORDINADOR	COORD DE AT DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
ANALISTA	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,609.46
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
TECNICO CONTABLE	SEC DE PRO ECO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,114.80	31,167.53	23,936.66	8,909.76	0.00	0.00	20,307.84	2,781.60	9,296.16	61,298.14	7,480.21	0.00	0.00	415,896.81
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
TECNICO EN EQUIPO DE COMPUTO	INST MPAL DE LA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,320.64	0.00	0.00	24,583.23	12,566.80	9,651.30	3,267.37	0.00	0.00	20,307.84	2,781.60	9,296.16	2,400.00	0.00	2,835.07	0.00	148,010.01
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ANALISTA	OFICIALIA MAYOR	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	3,660.06	0.00	0.00	20,307.84	2,781.60	9,296.16	40,800.00	0.00	0.00	0.00	208,356.99
ESPECIALISTA ADMVO"	DIR EGR CON PRE	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	61,700.28	0.00	0.00	24,602.39	12,854.23	9,872.04	3,342.10	0.00	0.00	20,307.84	2,781.60	9,296.16	2,520.00	0.00	2,899.91	0.00	150,176.55
AUXILIAR ADMINISTRATIVO	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,119.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	300,555.04
ASESOR "C"	AG DE TRANS DIG	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR F A LA LEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,932.49	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	260,017.22

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,883.83	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,443.56
CAPTURADOR Y AUX. DE SERVICIOS	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	89,645.25	22,054.68	16,937.99	5,516.61	0.00	0.00	20,307.84	2,781.60	9,296.16	8,233.75	5,293.12	0.00	0.00	285,929.43
MECANOGRAFA	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	84,590.87	26,971.53	17,654.09	4,928.43	0.00	0.00	20,307.84	2,781.60	9,296.16	7,355.87	0.00	0.00	0.00	284,224.48
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	15,435.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,486.12
AUXILIAR UNIVERSAL DE OFICINA	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	87,235.83	28,742.82	18,813.48	7,002.80	0.00	0.00	20,307.84	2,781.60	9,296.16	10,451.94	5,879.21	0.00	0.00	308,095.96
MECANOGRAFA	PRESIDENCIA MPA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	68,562.87	26,971.53	17,654.09	4,517.73	0.00	0.00	20,307.84	2,781.60	9,296.16	6,742.88	0.00	0.00	0.00	267,172.79
JEFE DE DEPARTAMENTO	ORG INT DE CON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	29,853.33	26,120.60	0.00	2,632.96	0.00	10,737.03	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	246,637.53
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
MECANOGRAFO	REG SEG VEC Y C	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	294,300.51
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,505.46
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	6,539.54	0.00	0.00	20,307.84	2,781.60	9,296.16	9,760.50	0.00	0.00	0.00	289,658.53
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
ANALISTA	INST MPAL DE PL	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	3,664.39	0.00	174,609.46
INTENDENTE	ASILO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	265,322.96
BARRENDERO	D. MERCADOS P	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	412,416.68
JEFE DE DEPARTAMENTO	DIR CON Y MEJ D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,932.49	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	3,266.99	0.00	263,759.22
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,538.93
AUXILIAR ARCHIVISTA	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	6,571.23	0.00	0.00	20,307.84	2,781.60	9,296.16	9,807.81	5,516.89	0.00	0.00	292,565.39
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,604.27	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	420,847.38
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ANALISTA	REG DES S ME AM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,828.30	16,242.85	12,474.51	4,223.14	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	0.00	0.00	171,420.08
CAPTURADOR Y AUX. DE SERV	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	86,082.75	22,054.68	16,937.99	6,304.70	0.00	0.00	20,307.84	2,781.60	9,296.16	9,409.99	5,293.12	0.00	0.00	284,331.27
JEFE DE DEPARTAMENTO	SEC DE TURISMO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC DE TURISMO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,712.58	25,447.84	16,656.77	4,650.01	150,373.60	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	423,271.52
SELECCIONADOR DE BASURA	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	152,235.36	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	418,984.86
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	275,369.43
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	85,772.68	26,333.47	17,236.45	6,014.80	155,606.88	0.00	20,307.84	2,781.60	9,296.16	8,977.32	5,386.39	0.00	0.00	445,441.44
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	430,874.18
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,977.89	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,922.22	5,018.75	0.00	0.00	434,046.68
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,632.96	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	252,007.93
CONSERJE	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,854.67	22,876.18	17,568.90	5,313.37	0.00	0.00	20,307.84	2,781.60	9,296.16	7,930.41	0.00	0.00	0.00	283,734.77
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	85,025.08	25,447.84	16,656.77	5,812.52	150,373.60	0.00	20,307.84	2,781.60	9,296.16	8,675.40	5,205.24	0.00	0.00	433,686.85
INTENDENTE	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	87,184.52	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	281,407.96
AUXILIAR DE ENFERMERA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	111,829.56	0.00	0.00	0.00	91,274.75	23,297.83	17,892.73	6,243.82	0.00	0.00	20,307.84	2,781.60	9,296.16	9,319.13	5,591.48	0.00	0.00	297,834.89
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	435,071.67
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	82,839.92	25,838.41	16,912.42	5,114.83	141,230.42	0.00	20,307.84	2,781.60	9,296.16	7,634.08	0.00	0.00	0.00	417,658.28
CONSERJE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,942.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,331.30
VELADOR	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	290,623.80
MECANOGRAFA	SIND PRIMERA MP	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	290,518.01
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	429,121.67
INTENDENTE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,339.25
JARDINERO	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	71,279.77	21,766.33	16,716.54	4,277.81	0.00	0.00	20,307.84	2,781.60	9,296.16	6,384.79	0.00	0.00	0.00	257,289.19
NOTIFICADOR	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,814.92	23,542.15	18,080.37	6,729.92	0.00	0.00	20,307.84	2,781.60	9,296.16	10,044.65	5,650.12	0.00	0.00	301,250.04
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	274,894.43
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	275,479.43
AUXILIAR BIBLIOTECARIO	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,999.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	291,213.01
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
MECANOGRAFA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,087.41	22,987.05	17,654.05	6,160.53	0.00	0.00	20,307.84	2,781.60	9,296.16	9,194.82	5,516.89	0.00	0.00	295,324.20
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,985.08	25,447.84	16,656.77	5,425.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	8,097.04	5,205.24	0.00	0.00	432,680.98
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	409,622.91
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	3,736.18	159,484.66	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	407,940.40

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
CAPTURADOR Y AUX. DE SERV	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,862.44	0.00	0.00	0.00	86,777.75	22,054.68	16,937.99	5,910.65	0.00	0.00	20,307.84	2,781.60	9,296.16	8,821.87	5,293.12	0.00	0.00	284,044.10
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	152,235.36	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	418,053.61
CONSERJE	SEC DE TURISMO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,722.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	293,111.30
OFICINISTA "B"	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	115,293.48	0.00	0.00	0.00	89,243.18	24,019.48	18,446.96	6,008.07	0.00	0.00	20,307.84	2,781.60	9,296.16	8,967.27	5,764.67	0.00	0.00	300,128.71
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE INGRESOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	90,395.52	22,543.03	17,313.04	6,041.53	0.00	0.00	20,307.84	2,781.60	9,296.16	9,017.21	5,410.33	0.00	0.00	291,312.77
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	87,074.52	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	281,297.96
OFICINISTA "E"	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	45,147.48	0.00	0.00	23,897.49	9,405.73	7,223.60	2,445.49	0.00	0.00	20,307.84	2,781.60	9,296.16	1,860.00	0.00	0.00	0.00	122,365.38
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	428,096.68
MECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,889.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	291,103.01
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	416,504.17
EMPLEADO DE CUADRILLA MOVIL "C"	TESORERIA MPAL	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	88,469.31	31,920.45	20,893.38	7,290.92	188,620.81	0.00	20,307.84	2,781.60	9,296.16	10,881.97	6,529.18	0.00	0.00	517,575.26
OFICINISTA A	DIR PLA URB Y L	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	56,929.92	0.00	0.00	24,061.13	11,860.40	9,108.79	3,083.70	0.00	0.00	20,307.84	2,781.60	9,296.16	2,160.00	0.00	0.00	0.00	139,589.54
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	428,601.68
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,604.27	152,235.36	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	421,242.38
VELADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,112.42	25,838.41	16,912.42	5,901.73	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,808.55	0.00	0.00	0.00	421,892.15
JEFE DE DEPARTAMENTO	SEC DE MAM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,230.72
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,725.46
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	428,096.68
MECANOGRAFA	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	294,080.51
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,030.46
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	82,885.18	26,333.47	17,236.45	6,014.80	155,606.88	0.00	20,307.84	2,781.60	9,296.16	8,977.32	0.00	0.00	0.00	437,167.55
COCINERO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	84,997.55	25,316.30	17,568.90	6,130.81	0.00	0.00	20,307.84	2,781.60	9,296.16	9,150.47	5,490.28	0.00	0.00	290,845.56
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	1,959.76	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	4,644.15	0.00	224,686.22
SECRETARIA DE JUEZ B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	1,892.89	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	4,485.67	0.00	220,189.82
DIRECTOR	DIR DE DES ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,604.27	159,484.66	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	430,304.18
AFANADORA	DIR F A LA LEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,954.02	24,536.10	16,059.99	5,604.27	0.00	0.00	20,307.84	2,781.60	9,296.16	8,364.58	0.00	0.00	0.00	271,279.52
JEFE DE DEPARTAMENTO B	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	98,811.60	0.00	0.00	53,451.93	20,585.75	0.00	1,959.76	0.00	12,847.43	20,307.84	2,781.60	9,296.16	0.00	0.00	4,644.15	0.00	224,686.22
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	86,188.62	22,898.35	17,585.93	6,136.76	0.00	0.00	20,307.84	2,781.60	9,296.16	9,159.34	0.00	0.00	0.00	284,266.68
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	82,011.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,959.17
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	85,662.68	26,333.47	17,236.45	6,014.80	155,606.88	0.00	20,307.84	2,781.60	9,296.16	8,977.32	0.00	0.00	0.00	439,945.05
EDUCADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	116,145.96	0.00	0.00	0.00	84,380.69	28,391.23	18,583.35	6,484.82	0.00	0.00	20,307.84	2,781.60	9,296.16	9,678.83	0.00	0.00	0.00	296,050.48
INSPECTOR DE OBRAS	DIR DEL C Y P H	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,373.25	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	0.00	0.00	147,687.62
VELADOR	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	81,414.92	25,838.41	16,912.42	5,508.28	141,230.42	0.00	20,307.84	2,781.60	9,296.16	8,221.31	5,285.13	0.00	0.00	422,499.09
MACHETERO	D. SIS LIMPIA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	257,019.51
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	292,636.30
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	435,071.67
INTENDENTE	AGENCIA MONTOYA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	279,942.96
SUPERVISOR	DIR OB PUB Y MA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	62,275.32	0.00	0.00	24,135.38	12,974.03	9,964.05	3,148.36	0.00	0.00	20,307.84	2,781.60	9,296.16	2,580.00	0.00	2,926.94	0.00	150,389.67
MECANOGRAFA	D. GOBIERNO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	72,684.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	275,898.01
COORDINADOR	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	120,434.64	0.00	0.00	54,713.27	25,090.55	0.00	2,388.62	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	5,660.43	0.00	255,957.26
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,369.45
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,861.65
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	434,391.67
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	5,722.09	146,712.54	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	437,336.34
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,502.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,725.46
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,579.17
INTENDENTE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	273,746.57
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,861.65
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,184.17
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,941.52	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	432,839.17
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,442.17	22,876.18	17,568.90	5,722.09	146,712.54	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	439,543.84
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	276,834.07
OFICINISTA D	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	1,892.89	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,485.67	0.00	222,626.54
OFICINISTA D	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	1,892.89	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,485.67	0.00	222,626.54
AUXILIAR ADMINISTRATIVO	DIR OB PUB Y MA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	86,809.57	27,622.82	18,080.39	5,888.68	0.00	0.00	20,307.84	2,781.60	9,296.16	8,789.08	5,650.12	0.00	0.00	298,228.70
ELECTRICISTA DE ALUMB.PUB	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,850.76	0.00	0.00	0.00	88,457.44	31,985.74	20,936.12	6,818.78	87,233.84	0.00	20,307.84	2,781.60	9,296.16	10,177.28	6,542.54	0.00	0.00	415,388.10
NINERA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,744.67	22,876.18	17,568.90	5,722.09	0.00	0.00	20,307.84	2,781.60	9,296.16	8,540.44	5,490.28	0.00	0.00	290,133.80
AUXILIAR BIBLIOTECARIO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,779.91	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	290,993.01
JARDINERA	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	88,987.27	21,766.33	16,716.54	5,444.48	166,004.51	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0.00	0.00	449,133.09
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,234.17

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	13,316.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,838.45
MACHETERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	87,364.77	21,766.33	16,716.54	5,444.48	166,004.51	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0.00	0.00	447,510.59
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	5,447.25	0.00	0.00	20,307.84	2,781.60	9,296.16	8,130.22	5,226.57	0.00	0.00	283,505.46
AUXILIAR DE MECANICO	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,883.62	22,898.35	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	290,437.55
INTENDENTE	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	5,230.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	272,699.51
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	82,602.58	25,447.84	16,656.77	5,425.02	150,373.60	0.00	20,307.84	2,781.60	9,296.16	8,097.04	5,205.24	0.00	0.00	430,298.48
MECANOGRAFA	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	5,749.83	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.83	5,516.89	0.00	0.00	294,190.51
INTENDENTE	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,684.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,771.93
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	86,779.77	21,766.33	16,716.54	5,444.48	166,004.51	0.00	20,307.84	2,781.60	9,296.16	8,126.09	5,223.92	0.00	0.00	446,925.59
AUXILIAR DE TRABAJO SOCIAL	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,488.63	25,340.84	17,585.93	5,727.64	0.00	0.00	20,307.84	2,781.60	9,296.16	8,548.72	5,495.60	0.00	0.00	292,485.05
AUXILIAR UNIVERSAL DE OFI	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	89,413.42	27,109.71	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	306,458.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	13,316.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,838.45
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	228,369.45
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,765.08	25,447.84	16,656.77	5,037.52	0.00	0.00	20,307.84	2,781.60	9,296.16	7,518.68	0.00	0.00	0.00	275,916.28
AGENTE 2o.	DIR DE MOVILIDA	TRANSITO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,992.72	0.00	5,066.34	0.00	228,725.85
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	2,137.93	0.00	13,794.62	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,066.34	0.00	229,316.64
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,861.65
JARDINERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	66,246.52	24,536.10	16,059.99	3,736.18	159,484.66	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	408,400.40
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,629.17
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,861.65
TECNICO CONTABLE	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	97,445.26	34,492.06	23,936.66	7,796.04	0.00	0.00	20,307.84	2,781.60	9,296.16	11,635.88	7,480.21	0.00	0.00	364,775.82
AUXILIAR UNIVERSAL DE OFICINA	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	117,584.28	0.00	0.00	0.00	92,956.40	24,496.73	18,813.48	6,127.45	0.00	0.00	20,307.84	2,781.60	9,296.16	9,145.44	5,879.21	0.00	0.00	307,388.60
TECNICO CONTABLE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	149,604.12	0.00	0.00	0.00	101,114.80	31,167.53	23,936.66	7,796.04	0.00	0.00	20,307.84	2,781.60	9,296.16	59,635.88	7,480.21	0.00	0.00	413,120.82
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	85,092.68	26,333.47	17,236.45	5,613.82	155,606.88	0.00	20,307.84	2,781.60	9,296.16	8,378.83	5,386.39	0.00	0.00	443,761.97
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,234.17
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	5,230.65	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,806.94	5,018.75	0.00	0.00	434,961.67
MECANOGRAFA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	86,230.37	26,971.53	17,654.09	5,749.84	0.00	0.00	20,307.84	2,781.60	9,296.16	8,581.85	5,516.90	0.00	0.00	293,428.27
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,861.65
ANALISTA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	1,892.89	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	4,485.67	0.00	222,626.54
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,861.65
INTENDENTE	DIR F A LA LEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,857.03	0.00	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	269,527.01
MACHETERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,234.17
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,861.65
POLICIA 2o.	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	109,507.56	0.00	0.00	32,067.86	22,814.08	0.00	2,171.90	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,146.86	0.00	230,577.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	2,486.68	0.00	14,488.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	5,892.81	0.00	251,392.65
VELADOR	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	84,652.42	25,838.41	16,912.42	5,114.83	141,230.42	0.00	20,307.84	2,781.60	9,296.16	7,634.08	0.00	0.00	0.00	419,470.78
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,234.17
VELADOR	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	105,702.60	0.00	0.00	0.00	85,222.42	25,838.41	16,912.42	5,114.83	141,230.42	0.00	20,307.84	2,781.60	9,296.16	7,634.08	0.00	0.00	0.00	420,040.78
INTENDENTE	SEC DE BIE Y TE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	276,834.07
MECANOGRAFA	SEC DE M AM Y G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	91,197.41	22,987.05	17,654.05	5,339.13	0.00	0.00	20,307.84	2,781.60	9,296.16	7,968.84	0.00	0.00	0.00	287,869.93
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	87,294.52	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	275,321.57
INTENDENTE	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	276,834.07
INTENDENTE	DIR EGR CON PRE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	277,419.07
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,967.89
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
AFANADORA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	86,078.50	20,933.65	16,077.04	4,862.19	0.00	0.00	20,307.84	2,781.60	9,296.16	7,257.00	0.00	0.00	0.00	268,075.50
SECRETARIO PARTICULAR	DIR DE CAP HUM	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	24,568.04	19,463.93	14,948.29	4,385.87	0.00	0.00	20,307.84	2,781.60	9,296.16	41,400.00	0.00	0.00	0.00	230,578.57
ANALISTA	CONSEJ JURIDICA	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	3,660.06	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	167,081.99
ANALISTA "C"	D REC MA Y SE G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR QUE DEN INV	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,967.89
ANALISTA "C"	SECRETARIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	SEC DE SEG VECI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	283,171.79
JEFE DE UNIDAD	DIR DE DES ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	153,424.17
TITULAR OPD	DIR DE PENSIONE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
ANALISTA "C"	D REC MA Y SE G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	CONSEJ JURIDICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	UNIDAD DE TRANS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
AUXILIAR ARCHIVISTA	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,867.41	22,987.05	17,654.05	5,339.13	0.00	0.00	20,307.84	2,781.60	9,296.16	7,968.84	0.00	0.00	0.00	287,539.93
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,230.72
ANALISTA "C"	DIR DE PATRIMON	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,705.72
ANALISTA "C"	PRESIDENCIA MPA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
AUXILIAR TOPOGRAFO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,487.27	21,766.33	16,716.54	5,055.59	0.00	0.00	20,307.84	2,781.60	9,296.16	7,545.66	0.00	0.00	0.00	277,435.34
ANALISTA "C"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
CONSERJE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,159.67	22,876.18	17,568.90	4,904.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,320.38	0.00	0.00	0.00	282,021.02
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	SIND PRIMERA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
ANALISTA	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	3,660.06	0.00	0.00	20,307.84	2,781.60	9,296.16	2,400.00	0.00	0.00	0.00	169,481.99
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,849.17
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
BARRENDERO	SEC DE SERV VEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	86,049.41	20,911.45	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	427,372.41
TECNICO EN EQUIPO DE COMP	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,320.64	0.00	0.00	24,108.23	12,566.80	9,651.30	2,831.72	0.00	0.00	20,307.84	2,781.60	9,296.16	2,520.00	0.00	0.00	0.00	144,384.29
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	429,121.67
VELADOR	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,234.67	22,876.18	17,568.90	5,313.37	0.00	0.00	20,307.84	2,781.60	9,296.16	19,930.41	0.00	0.00	0.00	296,114.77
EMPLEADO DE CUADRILLA MOVIL "A"	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	108,206.52	0.00	0.00	0.00	90,285.52	22,543.03	17,313.04	5,235.99	0.00	0.00	20,307.84	2,781.60	9,296.16	7,814.92	0.00	0.00	0.00	283,784.61
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	424,371.65
MACHETERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,234.17
JARDINERO	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,377.27	21,766.33	16,716.54	5,055.59	0.00	0.00	20,307.84	2,781.60	9,296.16	7,545.66	0.00	0.00	0.00	277,325.34
ANALISTA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	95,439.72	0.00	0.00	53,255.24	19,883.28	0.00	1,670.20	0.00	12,847.43	20,307.84	2,781.60	9,296.16	2,436.72	0.00	0.00	0.00	217,918.18
MECANOGRAFA	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,977.41	22,987.05	17,654.05	4,517.72	0.00	0.00	20,307.84	2,781.60	9,296.16	6,742.87	0.00	0.00	0.00	285,602.55
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,214.02	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	429,161.67
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
INTENDENTE	REG OB PUB Y DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,484.52	21,777.38	16,725.02	5,058.16	0.00	0.00	20,307.84	2,781.60	9,296.16	7,549.49	0.00	0.00	0.00	277,511.57
COCINERA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,247.17	22,876.18	17,568.90	5,313.37	0.00	0.00	20,307.84	2,781.60	9,296.16	7,930.41	0.00	0.00	0.00	286,127.27
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
AUXILIAR DE COCINA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	0.00	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	265,818.25
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,629.17
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,857.03	159,484.66	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	426,629.17
JEFE DE DEPARTAMENTO	ORG INT DE CON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	153,424.17
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	4,857.03	152,235.36	0.00	20,307.84	2,781.60	9,296.16	7,249.30	0.00	0.00	0.00	419,489.86
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	427,510.41
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	SEC DE SERV VEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,408.16	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,492.89
INTENDENTE	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,612.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,669.25
AUXILIAR DE TRABAJO SOCIA	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	90,751.12	22,898.35	17,585.93	5,318.52	0.00	0.00	20,307.84	2,781.60	9,296.16	7,938.09	0.00	0.00	0.00	286,789.70
EMPLEADO DE CUADRILLA MO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,875.08	25,447.84	16,656.77	4,650.01	150,373.60	0.00	20,307.84	2,781.60	9,296.16	6,940.32	0.00	0.00	0.00	425,434.02
ASESOR "C"	SEC C ED Y FO A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INTENDENTE	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	276,339.25
BARRENDERO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	88,256.91	20,911.45	16,059.99	4,483.41	0.00	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	269,163.99
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
CABO	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	107,727.84	0.00	0.00	0.00	85,772.68	26,333.47	17,236.45	4,811.84	155,606.88	0.00	20,307.84	2,781.60	9,296.16	7,181.86	0.00	0.00	0.00	437,056.63
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	428,080.41
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,744.67	22,876.18	17,568.90	4,904.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,320.38	0.00	0.00	0.00	282,606.02
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	427,510.41

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	408,871.65
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,396.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,412.91
AUXILIAR DE TRABAJO SOCIAL	SEC DE SERV VEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	87,663.62	22,898.35	17,585.93	4,909.41	0.00	0.00	20,307.84	2,781.60	9,296.16	7,327.47	0.00	0.00	0.00	282,682.47
ASEADOR	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	81,599.68	24,887.81	16,290.20	4,547.68	136,034.50	0.00	20,307.84	2,781.60	9,296.16	6,787.58	0.00	0.00	0.00	404,346.81
INTENDENTE	D REC MA Y SE G	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	4,483.41	0.00	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	268,705.75
MECANOGRAFA	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,338.08	0.00	0.00	0.00	85,660.37	26,971.53	17,654.09	4,928.43	0.00	0.00	20,307.84	2,781.60	9,296.16	7,355.87	0.00	0.00	0.00	285,293.98
INTENDENTE	DIR DE BIE COM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	85,719.52	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	272,776.75
AUXILIAR ADMINISTRATIVO	DIR PLA URB Y L	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.32	0.00	0.00	0.00	91,704.92	23,542.15	18,080.37	5,047.44	0.00	0.00	20,307.84	2,781.60	9,296.16	7,533.49	0.00	0.00	0.00	291,296.28
ANALISTA "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
MECANOGRAFO	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	90,392.41	22,987.05	17,654.05	4,928.42	0.00	0.00	20,307.84	2,781.60	9,296.16	7,355.86	0.00	0.00	0.00	286,041.24
INSPECTOR "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,194.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	272,281.93
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	424,371.65
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	427,510.41
AFANADORA	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	88,176.00	20,933.65	16,077.04	4,488.17	0.00	0.00	20,307.84	2,781.60	9,296.16	6,698.77	0.00	0.00	0.00	269,240.75
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	31,003.33	26,120.60	0.00	1,901.58	0.00	14,957.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,383.74
POLICIA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	32,044.07	22,457.20	0.00	1,634.88	0.00	12,847.43	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	222,800.06
ANALISTA "B"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,883.83	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,443.56
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
SECRETARIO PARTICULAR	SEC DE TURISMO	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	93,426.84	0.00	0.00	24,568.04	19,463.93	14,948.29	4,048.50	0.00	0.00	20,307.84	2,781.60	9,296.16	3,480.00	0.00	0.00	0.00	192,321.19
JEFE DE DEPARTAMENTO	SEC DE TURISMO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
EMPLEADO DE CUADRILLA MOVIL "C"	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	130,583.64	0.00	0.00	0.00	93,908.35	27,204.93	20,893.38	5,832.74	0.00	0.00	20,307.84	2,781.60	9,296.16	8,705.58	0.00	0.00	0.00	319,514.21
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
ANALISTA "C"	SEC DE M AM Y G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,901.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,917.91
ASEADOR DE INODOROS	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	82,104.68	24,887.81	16,290.20	4,547.68	136,034.50	0.00	20,307.84	2,781.60	9,296.16	6,787.58	0.00	0.00	0.00	404,851.81
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
JARDINERO	SEC DE TURISMO	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	88,987.27	21,766.33	16,716.54	4,277.81	0.00	0.00	20,307.84	2,781.60	9,296.16	6,384.79	0.00	0.00	0.00	274,996.69
ANALISTA "C"	INST MPAL DE LA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,230.72
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	89,487.27	21,766.33	16,716.54	4,666.70	0.00	0.00	20,307.84	2,781.60	9,296.16	6,965.22	0.00	0.00	0.00	276,466.01
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,807.91
PROGRAMADOR B	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	77,965.68	0.00	0.00	24,353.30	16,242.85	12,474.51	3,378.51	0.00	0.00	20,307.84	2,781.60	9,296.16	3,300.00	0.00	0.00	0.00	170,100.45
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	428,080.41
INTENDENTE	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	134,112.10	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	399,930.35
ENFERMERO "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,697.91
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,284.02	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	427,369.15
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
SUPERVISOR "C"	DIR DE PATRIMON	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "A"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	475.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,980.60
ADMINISTRADOR "C"	SEC C ED Y FO A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
TECNICO EN EQUIPO DE COMP	AG DE TRANS DIG	CONFIANZA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	60,320.64	0.00	0.00	24,108.23	12,566.80	9,651.30	2,613.89	0.00	0.00	20,307.84	2,781.60	9,296.16	2,400.00	0.00	0.00	0.00	144,046.46
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,304.52	21,777.38	16,725.02	4,669.07	0.00	0.00	20,307.84	2,781.60	9,296.16	6,968.76	0.00	0.00	0.00	273,361.75
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	428,190.41
JEFE DE DEPARTAMENTO	DIR RESP ADM CO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,230.72
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
VELADOR	DIR DE PATRIMON	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	72,539.67	22,876.18	17,568.90	4,495.93	0.00	0.00	20,307.84	2,781.60	9,296.16	6,710.34	0.00	0.00	0.00	266,382.26
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
MEDICO "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	72,000.00	0.00	0.00	3,000.00	0.00	600.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	107,985.60
INTENDENTE	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	4,483.41	134,112.10	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	402,137.85
ENFERMERO "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	427,149.15
ANALISTA "C"	INST MPAL DE LA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
INTENDENTE	DIR DE MTO URBA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,684.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,771.93
INTENDENTE	DIR DE SANIDAD	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,186.93
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,282.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	275,369.43
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	4,109.80	144,986.05	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	412,760.55
VELADOR	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	88,929.67	22,876.18	17,568.90	4,904.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,320.38	0.00	0.00	0.00	283,791.02
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,214.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	428,230.41
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
INTENDENTE	SECRETARIA MPAL	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	88,807.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	274,894.43
INTENDENTE	DIR DEL C Y P H	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,414.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	272,501.93
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,791.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,807.91
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	424,371.65
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	425,302.91
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	4,483.41	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	427,510.41
SECRETARIO DE JUZGADO	ALC MPAL CIVICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
CONSERJE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	87,462.05	25,316.30	17,568.90	4,904.65	0.00	0.00	20,307.84	2,781.60	9,296.16	7,320.38	0.00	0.00	0.00	284,763.52
INTENDENTE	SEC OB PU DE UR	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,104.02	24,536.10	16,059.99	4,109.80	0.00	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	267,704.49
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INTENDENTE	DIR OB PUB Y MA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,064.02	24,536.10	16,059.99	4,483.41	134,112.10	0.00	20,307.84	2,781.60	9,296.16	6,691.66	0.00	0.00	0.00	402,707.85
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	424,766.65
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	3,145.99	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,230.72
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
PANTEONERO SEPULTURERO	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	71,279.77	21,766.33	16,716.54	4,277.81	0.00	0.00	20,307.84	2,781.60	9,296.16	6,384.79	0.00	0.00	0.00	257,289.19
INTENDENTE	DIR DE MERCADOS	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	86,304.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	272,391.93
ENFERMERO "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INTENDENTE	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,574.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,692.11
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	90,832.17	22,876.18	17,568.90	4,495.93	0.00	0.00	20,307.84	2,781.60	9,296.16	6,710.34	0.00	0.00	0.00	284,674.76
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	84,174.02	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	427,259.15
BARRENDERO	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,754.41	20,911.45	16,059.99	4,109.80	0.00	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	263,730.23
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
MEDICO "A"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	62,400.00	0.00	0.00	2,600.00	0.00	520.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	97,905.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INTENDENTE	INST MPAL DE LA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,574.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,692.11
ANALISTA "C"	SEC DE M AM Y G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
TECNICO ADMINISTRATTIVO	SEC OB PU DE UR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	139,108.32	0.00	0.00	0.00	91,948.04	32,072.20	22,257.33	5,695.71	0.00	0.00	20,307.84	2,781.60	9,296.16	8,501.06	0.00	0.00	0.00	331,968.26
AUXILIAR DE TRABAJO SOCIAL	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	82,480.22	26,867.40	17,585.93	4,500.29	0.00	0.00	20,307.84	2,781.60	9,296.16	6,716.85	0.00	0.00	0.00	280,448.37
INTENDENTE	DIR F A LA LEC	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,681.52	24,536.10	16,059.99	4,109.80	0.00	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	265,281.99
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
ANALISTA "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
ASESOR "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	81,286.52	24,536.10	16,059.99	4,109.80	159,484.66	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	424,371.65
INSPECTOR DE RIESGOS	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	107,794.56	0.00	0.00	36,834.94	22,457.20	0.00	1,509.12	0.00	10,803.46	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	225,421.20
MECANICO	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
ASESOR "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
ANALISTA "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
PROGRAMADOR DE COMPUTADORA	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
ANALISTA "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
ANALISTA "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	36,575.73	26,120.60	0.00	1,755.30	0.00	9,856.27	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	245,708.70
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,883.83	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,968.56
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
BARRENDERO	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	66,246.52	24,536.10	16,059.99	3,736.18	159,484.66	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	408,400.40
INTENDENTE	INST MPAL DEL D	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,186.93

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
AFANADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	85,088.50	20,933.65	16,077.04	4,114.16	0.00	0.00	20,307.84	2,781.60	9,296.16	6,140.54	0.00	0.00	0.00	265,221.01
INTENDENTE	SEC C ED Y FO A	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,186.93
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	84,305.08	25,447.84	16,656.77	4,262.51	0.00	0.00	20,307.84	2,781.60	9,296.16	6,361.96	0.00	0.00	0.00	273,524.56
INTENDENTE	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	83,494.02	24,536.10	16,059.99	4,109.80	134,112.10	0.00	20,307.84	2,781.60	9,296.16	6,134.03	0.00	0.00	0.00	401,206.59
ASISTENTE OPERATIVO "C"	DIR F A LA LEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INTENDENTE	OFICIALIA MAYOR	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	89,392.02	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	275,479.43
MECANOGRAFA	DIR DE ASEO PUB	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	110,337.84	0.00	0.00	0.00	87,304.91	22,987.05	17,654.05	4,517.72	0.00	0.00	20,307.84	2,781.60	9,296.16	6,742.87	0.00	0.00	0.00	281,930.05
INTENDENTE	CONSEJ JURIDICA	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
AFANADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	85,493.50	20,933.65	16,077.04	4,114.16	0.00	0.00	20,307.84	2,781.60	9,296.16	6,140.54	0.00	0.00	0.00	265,626.01
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,883.83	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,968.56
ANALISTA "C"	DIR DE CO EN VI	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "A"	SEC DE SEG VECI	POLICIA	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	125,378.88	0.00	0.00	35,425.73	26,120.60	0.00	1,755.30	0.00	8,218.29	20,307.84	2,781.60	9,296.16	13,636.32	0.00	0.00	0.00	242,920.72
BARRENDERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	3,736.18	159,484.66	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	407,940.40
ASEADOR	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	101,813.76	0.00	0.00	0.00	66,099.68	24,887.81	16,290.20	3,789.73	136,034.50	0.00	20,307.84	2,781.60	9,296.16	5,656.32	0.00	0.00	0.00	386,957.60
AUXILIAR DE TRABAJO SOCIAL	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,912.08	0.00	0.00	0.00	67,860.22	26,867.40	17,585.93	4,091.17	0.00	0.00	20,307.84	2,781.60	9,296.16	6,106.23	0.00	0.00	0.00	264,808.63
SELECCIONADOR DE BASURA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	152,235.36	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	400,511.09
AFANADORA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,481.52	0.00	0.00	0.00	69,993.50	20,933.65	16,077.04	4,114.16	0.00	0.00	20,307.84	2,781.60	9,296.16	6,140.54	0.00	0.00	0.00	250,126.01
NINERA	DIR F A LA LEC	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	109,805.64	0.00	0.00	0.00	73,124.67	22,876.18	17,568.90	4,495.93	0.00	0.00	20,307.84	2,781.60	9,296.16	6,710.34	0.00	0.00	0.00	266,967.26
AUXILIAR DE COCINA	SISTEMA MPAL DE	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	3,736.18	134,112.10	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	382,567.84
AUXILIAR DE COCINA	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,455.74
INTENDENTE	DIR DE MERCADOS	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,786.52	24,536.10	16,059.99	3,736.18	134,112.10	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	382,567.84
MEDICO "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	72,000.00	0.00	0.00	3,000.00	0.00	600.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	107,985.60
ANALISTA "C"	INST MPAL DE LA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	66,597.58	25,447.84	16,656.77	3,875.01	0.00	0.00	20,307.84	2,781.60	9,296.16	5,783.60	0.00	0.00	0.00	254,851.20
ANALISTA "B"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
INTENDENTE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
MEDICO "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	72,000.00	0.00	0.00	3,000.00	0.00	600.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	107,985.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INTENDENTE	DIR DE CAP HUM	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,684.52	21,777.38	16,725.02	4,279.98	0.00	0.00	20,307.84	2,781.60	9,296.16	6,388.03	0.00	0.00	0.00	257,771.93
JARDINERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	71,559.77	21,766.33	16,716.54	3,888.92	0.00	0.00	20,307.84	2,781.60	9,296.16	5,804.35	0.00	0.00	0.00	256,599.86
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ARRIERO	DIR DE ASEO PUB	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	66,246.52	24,536.10	16,059.99	3,736.18	152,235.36	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	401,151.09
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	67,057.58	25,447.84	16,656.77	3,875.01	0.00	0.00	20,307.84	2,781.60	9,296.16	5,783.60	0.00	0.00	0.00	255,311.20
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	66,597.58	25,447.84	16,656.77	3,875.01	0.00	0.00	20,307.84	2,781.60	9,296.16	5,783.60	0.00	0.00	0.00	254,851.20
PANTEONERO SEPULTURERO	DIR DE MTO URBA	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,478.36	0.00	0.00	0.00	71,084.77	21,766.33	16,716.54	3,888.92	150,913.19	0.00	20,307.84	2,781.60	9,296.16	5,804.35	0.00	0.00	0.00	407,038.05
EMPLEADO DE CUADRILLA MOVIL "A"	DIR DEL C Y P H	BASE	SEMANA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,104.80	0.00	0.00	0.00	67,057.58	25,447.84	16,656.77	3,875.01	0.00	0.00	20,307.84	2,781.60	9,296.16	5,783.60	0.00	0.00	0.00	255,311.20
AUXILIAR ADMINSTRATIVO	SISTEMA MPAL DE	BASE	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	113,002.44	0.00	0.00	0.00	68,352.07	27,622.82	18,080.39	4,206.20	0.00	0.00	20,307.84	2,781.60	9,296.16	6,277.91	0.00	0.00	0.00	269,927.43
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SECRETARIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG CEN HIS Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG CEN HIS Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE BIE Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	SEC DE MAMY G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MTO URBA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASISTENTE OPERATIVO "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
DIRECTOR	DIR PLA URB Y L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	275,905.10
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG DE HDA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
DIRECTOR	DIR DE MERCADOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
DIRECTOR	DIR DE CO EN VI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
DIRECTOR	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
DIRECTOR	D REC MA Y SE G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
COORDINADOR	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE UNIDAD	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
DIRECTOR	DIR DE MTO URBA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
DIRECTOR	DIR EGR CON PRE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
COORDINADOR	OFICIALIA MAYOR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
DIRECTOR	DIR DE CONTABIL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE UNIDAD	SEC DE BIE Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
DIRECTOR	DIRECCION TECNI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	84,725.88	0.00	0.00	13,584.19	17,651.23	0.00	988.47	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	401,463.28
JEFE DE UNIDAD	SEC DE MAM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
SECRETARIO	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
SECRETARIO	SEC PARTICULAR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
TITULAR DE OPD	INST MPAL DEL D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE UNIDAD	SEC OB PU DE UR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
DIRECTOR	DIR PLA URB Y L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE UNIDAD	COORD DE REL IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
DIRECTOR	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIRECCION TECNI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	947.19	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	241,389.14
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
SECRETARIO	SEC ADMON Y FIN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
SECRETARIO	SEC DE MAM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
SECRETARIO	SEC DE SEG VECI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	96,852.36	0.00	0.00	13,752.61	20,177.58	0.00	1,129.94	0.00	947.19	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	523,183.44
SECRETARIO	SEC DE PRO ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
SECRETARIO	SEC C ED Y FO A	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
TITULAR OPD	INST MPAL DE LA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
TITULAR DE OPD	INST MPAL DE LA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
TITULAR DE OPD	INST MPAL DE PL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
TITULAR OPD	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,932.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	422,439.30
SECRETARIO	TESORERIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
SECRETARIO	SEC OB PU DE UR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
SECRETARIO	OFICIALIA MAYOR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
DIRECTOR	DIR DE CAP HUM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	COORD DE GEST V	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	COORD DE GEST V	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	INST MPAL DEL D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
SECRETARIO	COORD DE GEST V	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
JEFE DE UNIDAD	COORD DE GEST V	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE UNIDAD	SEC OB PU DE UR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE UNIDAD	SEC DE PRO ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE UNIDAD	COORD DE REL IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
SECRETARIO	SEC TECNICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
JEFE DE DEPARTAMENTO	DIR DE MERCADOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE UNIDAD	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	SEC DE GOB Y TE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
JEFE DE DEPARTAMENTO	INST MPAL DEL D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
COORDINADOR	SEC DE SEG VECI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	84,725.88	0.00	0.00	13,584.19	17,651.23	0.00	988.47	0.00	947.19	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	402,410.47
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "A"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC TECNICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE REG DE L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR F A LA LEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	INST MPAL DE PL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	153,112.67
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
COORDINADOR	ALC MPAL CIVICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	DIR DE BIE COM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	INST MPAL DE LE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
DIRECTOR	DIR DE PATRIMON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	OFICIALIA MAYOR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	COORD DE REL IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
DIRECTOR	DIR DE SANIDAD	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
REGIDOR	REG OB PUB Y DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
REGIDOR	REG DE PROTEC C	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
REGIDOR	REG DES S ME AM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
REGIDOR	REG GPOS PRI JU	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
REGIDOR	REG CEN HIS Y	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
REGIDOR	REG SEG VEC Y C	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
REGIDOR	REG SERV VEC Y	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
REGIDOR	REG CULT Y EDUC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	0.00	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	438,999.84	0.00	0.00	0.00	595,280.08
PRESIDENTE MUNICIPAL	PRESIDENCIA MPA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	108,955.68	0.00	0.00	18,794.51	22,699.10	0.00	3,934.51	0.00	0.00	20,307.84	2,781.60	9,296.16	733,209.60	0.00	0.00	0.00	919,979.00
SINDICO	SIND PRIMERA MP	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	0.00	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	495,098.16	0.00	0.00	0.00	666,637.55
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE MOVILIDA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	240,441.95
JEFE DE DEPARTAMENTO	DIRECCION TECNI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	947.19	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	241,389.14
JEFE DE DEPARTAMENTO	SEC PARTICULAR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR EGR CON PRE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC TECNICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE MOVILIDA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	947.19	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	241,389.14
DIRECTOR	DIR DE BIE COM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	COORD DE REL IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	SEC DE TURISMO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
DIRECTOR	DIR DE PROX SOC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	84,725.88	0.00	0.00	13,584.19	17,651.23	0.00	988.47	0.00	947.19	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	402,410.47
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SECRETARIA MPAL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
DIRECTOR	DIR DE FOM CULT	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
ASESOR "C"	REG GPOS PRI JU	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG BIE TEQ VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG DE PROTEC C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG GPOS PRI JU	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG OB PUB Y DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ASESOR "C"	REG OB PUB Y DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG CEN HIS Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG DES S ME AM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG DE HDA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	SIND PRIMERA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	INST MPAL DE LA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE UNIDAD	SEC DE SEG VECI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	283,171.79
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	JEF DE LA OF D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
SECRETARIO	ORG INT DE CON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
DIRECTOR	DIR F A LA LEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	ALC MPAL CIVICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE SANIDAD	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
SECRETARIO	JEF DE LA OF D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	96,852.36	0.00	0.00	18,626.41	20,177.58	15,496.38	3,497.45	0.00	0.00	20,307.84	2,781.60	9,296.16	357,938.16	0.00	0.00	0.00	544,973.93
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	ALC MPAL CIVICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DEL C Y P H	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	152,637.67
JEFE DE DEPARTAMENTO	DIR PLA URB Y L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR OB PUB Y MA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	D REC MA Y SE G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,911.23
ASESOR "C"	REG SERV VEC Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ASESOR "A"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ASESOR "A"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ASESOR "B"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
ASESOR "B"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
ASESOR "B"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	78,000.00	0.00	0.00	3,250.00	0.00	650.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	114,285.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC OB PU DE UR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR C SEG CT OB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	404,765.59
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ASESOR "C"	JEF DE LA OF D	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	SEC DE SEG VECI	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALE/FONDO	2533426	RECURSOS FEDERALE	0.00	72,599.88	0.00	0.00	13,415.77	15,124.98	0.00	847.00	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	283,171.79
DIRECTOR	DIR QUE DEN INV	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASISTENTE OPERATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
JEFE DE DEPARTAMENTO	SEC DE MAM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
ASESOR "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	DIR DE PATRIMON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
DIRECTOR	DIR DE AUDIT IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	DIR DE INGRESOS	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE REG DE L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SISTEMA MPAL DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
RECAUDADOR	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ADMINISTRADOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ADMINISTRADOR "A"	DIR DE MER DE A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	74,400.00	0.00	0.00	3,100.00	0.00	620.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	110,505.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ADMINISTRADOR "C"	DIR DE CO EN VI	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
JEFE DE DEPARTAMENTO	DIR DE AG BARR	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,764.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	259,181.39
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	DIR DE AG BARR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ADMINISTRADOR "C"	DIR DE MERCADOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ANALISTA "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ADMINISTRADOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
JEFE DE DEPARTAMENTO	INST MPAL DE LE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	475.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	83,260.60
ANALISTA "C"	D REC MA Y SE G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
CAJERO "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	475.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,860.60
ANALISTA "C"	DIR DE INGRESOS	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	COORD DE COM SO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	475.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	129,124.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	COORD DE AT DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE FOM CULT	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
DIRECTOR	ORG INT DE CON	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
JEFE DE DEPARTAMENTO	DIR DE DES ECO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	152,637.67
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
JEFE DE DEPARTAMENTO	JEF DE LA OF D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	SEC DE SERV VEC	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	152,637.67
JEFE DE DEPARTAMENTO	SEC DE M AM Y G	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	OFICIALIA MAYOR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	COORD DE COM SO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
COORDINADOR	AG DE TRANS DIG	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
ASESOR "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	INST MPAL DE PL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
JEFE DE DEPARTAMENTO	DIR DE ASEO PUB	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	SEC ADMON Y FIN	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR EGR CON PRE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	INST MPAL DE LE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
INSPECTOR ADMINISTRATIVO "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	60,000.00	0.00	0.00	2,500.00	0.00	500.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	95,385.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR DE PENSIONE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE REG DE L	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	TESORERIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	CONSEJ JURIDICA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG CULT Y EDUC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG CULT Y EDUC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG GOB DE TER	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	COORD DE COM SO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG GPOS PRI JU	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG GPOS PRI JU	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG BIE TEQ VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	ORG INT DE CON	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG PROS COMP Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG SERV VEC Y	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG OB PUB Y DE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR OB PUB Y MA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR RESP ADM CO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	REG DES S ME AM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	REG SEG VEC Y C	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR DE AUDIT IN	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	SIND SEGUNDA MP	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASISTENTE OPERATIVO "C"	DIR DE BIE COM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE DEPARTAMENTO	DIR DE CONTABIL	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
DIRECTOR	DIR RESP ADM CO	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	84,725.88	0.00	0.00	18,457.99	17,651.23	13,556.14	3,059.55	0.00	0.00	20,307.84	2,781.60	9,296.16	252,127.92	0.00	0.00	0.00	421,964.30
ASESOR "C"	SEC DE M AM Y G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	SEC DE M AM Y G	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	CONSEJ JURIDICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	SEC TECNICA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE PRO ECO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE REG DE L	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
INSPECTOR "C"	SEC DE GOB Y TE	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	48,000.00	0.00	0.00	2,000.00	0.00	400.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	82,785.60
ANALISTA "C"	SEC C ED Y FO A	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	INST MPAL DE LA	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
JEFE DE UNIDAD	JEF DE LA OF D	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE UNIDAD	SISTEMA MPAL DE	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	148,798.56	0.00	0.00	0.00	301,436.23
ASESOR "C"	REG DES S ME AM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC DE SERV VEC	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
JEFE DE DEPARTAMENTO	DIR DE CAP HUM	MANDOS MEDIOS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	72,599.88	0.00	0.00	18,289.57	15,124.98	11,615.98	2,621.66	0.00	0.00	20,307.84	2,781.60	9,296.16	106,068.72	0.00	0.00	0.00	258,706.39
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE SANIDAD	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	INST MPAL DE LA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
ANALISTA "C"	INST MPAL DE LA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC ADMON Y FIN	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	INST MPAL DE LA	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SECRETARIA MPAL	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	COORD DE COM SO	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	SEC OB PU DE UR	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ANALISTA "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
COORDINADOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
ASESOR "C"	DIR DE CAP HUM	CONTRATO	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	91,680.00	0.00	0.00	3,820.00	0.00	764.00	0.00	0.00	20,307.84	2,781.60	9,296.16	0.00	0.00	0.00	0.00	128,649.60
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74

Municipio de Oaxaca de Juárez, Distrito Centro

Plantilla de Personal

Plaza/ Puesto	Adscripción	Tipo de Contrato	Tipo de Nómina	Tipo de Gasto	Ramo	Fuente de Financiamiento	Subfuente de Financiamiento	SUELDO BASE	SUELDO CONFIANZA	SUELDO CONTRATO	SUELDO SUPLENTES	PRESTACIONES CONTRACTUALES	AGUINALDO	APORT A PENSIONES	PRIMA VACACIONAL	HORAS EXTRA	ESTIMULO ECONOMICO	APORTACIÓN SEGURIDAD SOCIAL	CESANTÍA Y VEJEZ IMSS	CUOTAS RETIRO IMSS	COMPENSACIONES ADICIONALES	QUINQUENIOS SINDICATO	QUINQUENIOS CONFIANZA	DIETAS	Importe
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	100,374.96	0.00	0.00	0.00	65,606.52	24,536.10	16,059.99	3,736.18	0.00	0.00	20,307.84	2,781.60	9,296.16	5,576.39	0.00	0.00	0.00	248,275.74
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	67,956.60	24,100.30	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	255,397.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	67,956.60	24,100.30	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	255,397.11
		BASE		GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	104,531.40	0.00	0.00	0.00	71,099.52	21,777.38	16,725.02	3,890.89	0.00	0.00	20,307.84	2,781.60	9,296.16	5,807.30	0.00	0.00	0.00	256,217.11
		SUPLENTES		GASTO CORRIENTE	RECURSOS FEDERALES	1528027	PARTICIPACIONES	0.00	0.00	0.00	53,668,205.05	17,196,031.31	11,930,712.23	0.00	0.00	0.00	0.00	4,313,991.76	1,974,790.98	590,809.08	0.00	0.00	0.00	0.00	89,674,540.41
AGENTE	AGENCIA DOLORES	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA CANDIAN	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA CINCO S	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA SN LUIS BEL	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA MONTOYA	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA TRINIDAD DE VIG	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA DONAJI	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA DE SANT	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AG SAN MAR MEX	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AG PUE NVO	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA SN JUAN CHAP	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AGENCIA GPE VIC	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
AGENTE	AG SAN FEL DEL	DIETAS	QUINCENA	GASTO CORRIENTE	RECURSOS FEDERALES	1528026	PARTICIPACIONES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	356,366.40	356,366.40
																								Total	**102,425,197.40**

INDICADORES ESTRATÉGICOS Y DE GESTIÓN.

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca		
INDICADORES ESTRATÉGICO Y DE GESTIÓN		
PROGRAMA	**TIPO DE INDICADOR (Estratégico/Gestión)**	**NOMBRE DEL INDICADOR**
1. Administración Eficiente Municipal	Estratégico	Tasa de crecimiento de acceso a la gaceta municipal.
	Estratégico	Porcentaje de acciones sustantivas, administrativas, jurídicas, documentales y de Gobierno insitucional implementadas.
	Gestión	Acciones de soporte institucional normativos y documental del Cabildo Municipal implementadas
	Gestión	Acciones de supervisión normativa, validación documental y difusión oficial del quehacer institucional municipal implementadas
	Gestión	Servicios de gestión, resguardo, acceso y difusión del patrimonio documental e histórico municipal implementados
	Gestión	Constancias de acreditación personal y jurídica, así como cartillas de no alistamiento militar emitidas
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados
2. Administración Eficiente de Recursos Institucionales	Estratégico	Tasa de crecimiento de la asignación global de recursos para servicios personales aprobada en el presupuesto de egresos del Municipio para el ejercicio que se está presupuestando.
	Estratégico	Porcentaje de acciones administrativas, operativas y de atención institucional implementadas respecto a las programadas.
	Gestión	Servicios de gestión administrativa y fortalecimiento del capital humano implementados.
	Gestión	Servicios de adquisición, mantenimiento y control administrativo implementados para las dependencias del Municipio de Oaxaca de Juárez.
	Gestión	Controles administrativos de bienes muebles e inmuebles del municipio implementados.
	Gestión	Servicios de atención a prestaciones y trámites contractuales del personal sindicalizado implementados.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados
3. Fortalecimiento de las Finanzas Públicas	Estratégico	Porcentaje de avance en la implementación del PbR-SED en el Municipio de Oaxaca de Juárez.
	Estratégico	Balance presupuestario municipal sostenible.
	Gestión	Acciones de gestión, recaudación, control y supervisión de ingresos municipales realizadas para fortalecer la hacienda municipal
	Gestión	Expedientes catastrales integrados y actualizados, verificados y valuados, con registros y órdenes de pago emitidas.
	Gestión	Planeación, programación y seguimiento del ejercicio del gasto municipal realizado.
	Gestión	Acciones contables, financieras y presupuestales implementadas para el cumplimiento de la normatividad aplicable
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados.
4. Infraestructura Municipal Sostenible	Estratégico	Carencia por acceso a servicios básicos en la vivienda.
	Estratégico	Porcentaje de acciones sustantivas para el acceso equitativo y sostenible a infraestructura y servicios públicos.
	Gestión	Obras públicas programadas, contratadas y supervisadas conforme a la normatividad aplicable.
	Gestión	Acciones de supervisión, mantenimiento y ejecución directa de obras urbanas coordinadas y realizadas para conservar y mejorar la infraestructura del municipio.
	Gestión	Acciones de ordenamiento territorial, regulación urbanística y control de licencias implementadas para el mejoramiento de la infraestructura y el orden urbano del municipio.
	Gestión	Acciones de regulación urbanística, conservación del patrimonio y mejora del entorno urbano del Centro Histórico implementadas.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados

PROGRAMA	TIPO DE INDICADOR (Estratégico/Gestión)	NOMBRE DEL INDICADOR
5. Gobernabilidad y Gestión Integral de Riesgos	Estratégico	Tasa de conflictividad municipal.
	Estratégico	Porcentaje de acciones sustantivas realizadas para fortalecer la participación ciudadana, la atención a autoridades auxiliares y comités vecinales y la gestión integral de riesgos.
	Gestión	Acciones institucionales implementadas para la atención de autoridades auxiliares, comités vecinales y ciudadanía.
	Gestión	Acciones de promoción del diálogo, prevención de riesgos y construcción de paz comunitaria implementadas
	Gestión	Acciones de prevención, atención y verificación en materia de protección civil implementadas para reducir riesgos y fortalecer la resiliencia institucional y comunitaria ante fenómenos perturbadores.
	Gestión	Acciones administrativas, jurídicas y de coordinación estratégica implementadas para la operación institucional del programa
6. Ordenamiento y Regulación del Comercio	Estratégico	Mercados y centrales de abasto en funcionamiento establecidos en el Municipio.
	Estratégico	Porcentaje de acciones de regulación, supervisión e inspección del comercio en mercados y vía pública realizados con respecto a las programadas
	Gestión	Mercados públicos y mercado de abasto administrados y regulados de manera eficiente, con comercios fijos, semifijos y móviles alineados y ordenados, así como con giros debidamente autorizados, para garantizar un funcionamiento ordenado, seguro y legal de la actividad comercial.
	Gestión	El comercio en vía pública y tianguis del municipio de Oaxaca de Juárez se encuentra alineado, ordenado y regulado, con reubicaciones realizadas conforme a la normatividad, ferias y festividades bajo control administrativo, aplicación efectiva del reglamento vigente de conformidad con el padrón actualizado de concesionarios y locatarios
	Gestión	Acciones de inspección, verificación y capacitación implementadas por la Unidad de Defensores en el mercado de abasto, mercados públicos y vía pública del municipio de Oaxaca de Juárez, para garantizar el cumplimiento de la normatividad comercial y fortalecer la capacidad operativa del cuerpo de inspectores.
7. Prevención y Seguridad Ciudadana	Estratégico	Incidencia delicitiva.
	Estratégico	Cumplimiento de las acciones integrales de seguridad pública previstas en el programa.
	Gestión	Acciones de gestión operativa y técnica para la seguridad vial implementadas.
	Gestión	Acciones de gestión operativa y técnica para la prevención del delito y combate a la violencia familiar implementadas.
	Gestión	Procesos de formación inicial y fortalecimiento profesional de elementos policiacos implementados
	Gestión	Acciones operativas, administrativas y de fortalecimiento institucional en materia de seguridad pública
	Gestión	Acciones de gestión operativa y técnica de la Dirección de Proximidad Social implementadas.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados
8. Servicios Públicos Vecinales	Estratégico	Porcentaje de cobertura de servicios municipales de recolección de residuos sólidos, mantenimiento de espacios públicos, panteones y alumbrado público respecto al total del territorio urbano del municipio
	Estratégico	Porcentaje de las acciones sustantivas operativas implementadas para la prestación de servicios municipales de limpieza, mantenimiento urbano, alumbrado público y gestión funeraria.
	Gestión	Servicios Municipales de limpieza y gestión de residuos sólidos urbanos operados
	Gestión	Infraestructura y servicios urbanos menores mantenidos y operados
	Gestión	Servicios de mantenimiento de instalaciones y trámites funerarios en panteones municipales gestionados
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementado
9. Bienestar Social y Participación Comunitaria	Estratégico	Porcentaje de población en situación de pobreza en el Municipio de Oaxaca de Juárez
	Estratégico	Porcentaje de habitantes con carencias sociales que reciben atención a través de programas y servicios de salud y bienestar.
	Gestión	Servicios de atención médica de primer nivel y salud preventiva brindados a la población para promover el bienestar integral
	Gestión	Intervenciones comunitarias, procesos formativos y servicios de atención social implementados para el fortalecimiento del bienestar territorial y el desarrollo de capacidades en población vulnerable.
	Gestión	Servicios de apoyo administrativo y operativo implementados para la gestión del programa

PROGRAMA	TIPO DE INDICADOR (Estratégico/Gestión)	NOMBRE DEL INDICADOR
10. Desarrollo Económico y Empleo	Estratégico	Nivel de competitividad obtenido en el índice de Competitividad Urbana del Instituto Mexicano para la Competitividad A.C.
	Estratégico	Porcentaje de acciones de fortalecimiento laboral, ordenamiento y formalización comercial, apertura empresarial y alta de incorporación al padrón fiscal y apoyo administrativo implementadas.
	Gestión	Acciones de fortalecimiento laboral implementadas en el municipio de Oaxaca de Juárez.
	Gestión	Acciones de regulación y control al comercio establecido implementadas en el municipio de Oaxaca de Juárez.
	Gestión	Acciones de apertura empresarial y alta de incorporación al padrón fiscal implementadas en el municipio de Oaxaca de Juárez.
	Gestión	Servicios de apoyo administrativo y operativo implementados
11. Promoción y Desarrollo Turístico	Estratégico	Tasa de ocupación hotelera en la capital oaxaqueña.
	Estratégico	Promedio de días de estancia de los visitantes nacionales e internacionales en la capital oaxaqueña.
	Gestión	Impulsar la conservación y el embellecimiento del Centro Histórico en el municipio de Oaxaca de Juárez, a través de lo gestionado y accionado
	Gestión	Acciones para incentivar la demanda turística del municipio de Oaxaca de Juárez implementadas
	Gestión	Servicios de apoyo administrativo y operativo implementados para la gestión del programa
12. Educación y Cultura Municipal	Estratégico	Índice de acceso de la población a servicios educativos y culturales municipales.
	Estratégico	Porcentaje de acciones culturales, artísticas, educativas y de apoyo institucional implementadas respecto a las programadas.
	Gestión	Acciones de fomento cultural, artístico, folklórico que favorecen la diversidad cultural desarrolladas.
	Gestión	Acciones de gestión educativa y formación pedagógica desarrolladas.
	Gestión	Servicios administrativos, jurídicos, financieros y de coordinación institucional implementados.
13. Medio Ambiente y Gestión Hídrica Sostenible	Estratégico	Proporción de días con aire saludable.
	Estratégico	Porcentaje de acciones institucionales implementadas para el bienestar ambiental mediante la conservación de los recuros naturales, la gestión hídrica, regulación ambiental y adaptación al cambio climático respecto a las programadas
	Gestión	Asesorías, inspecciones, procedimientos administrativos y vigilancia en materia ambiental realizados.
	Gestión	Programas de Gestión Hídrica implementados
	Gestión	Autorizaciones, licencias, dictámenes e informes en materia de regulación ambiental emitidas
	Gestión	Servicios técnicos de arborización y acciones para el registro y conservación del arbolado urbano implementados
	Gestión	Acciones para el desarrollo sustentable y la adaptación al cambio climático implementadas
	Gestión	Servicios de apoyo administrativo y operativo implementados
14. Coordinación Estratégica e Innovación Gubernamental	Estratégico	Porcentaje de acuerdos institucionales de alto nivel gestionados y cumplidos por la Presidencia Municipal.
	Estratégico	Porcentaje de acciones institucionales, jurídicas, logísticas, administrativas y de vinculación intergubernamental implementadas por la Presidencia Municipal.
	Gestión	Instrumentos institucionales de apoyo a la gestión del Presidente Municipal operados.
	Gestión	Servicios de asistencia jurídico administrativo, coordinación ejecutiva y control institucional implementados.
	Gestión	Acciones de asistencia ejecutiva, coordinación institucional y mejora regulatoria implementadas
	Gestión	Acciones de vinculación interinstitucional, logística institucional y atención internacional implementadas.
	Gestión	Acciones de coordinación y seguimiento interinstitucional para el desarrollo metropolitano implementadas.
	Gestión	Servicios de apoyo administrativo y operativo implementados

PROGRAMA	TIPO DE INDICADOR (Estratégico/Gestión)	NOMBRE DEL INDICADOR
15. Promoción y Defensa de los Derechos Humanos	Estratégico	Tasa de resolución juridica institucional
	Estratégico	Porcentaje de actividades jurídicas, normativas, defensoras y de conciliación ejecutadas por la Consejería Jurídica.
	Gestión	Capacitación, difusión y atención en materia de derechos humanos y diversidad sexual entregadas, derivadas de acciones formativas, informativas y de respuesta institucional.
	Gestión	Seguimiento jurídico y representación legal entregados en materia civil, laboral, administrativa y de control constitucional.
	Gestión	Seguimiento jurídico y representación legal entregados en materia civil, laboral, administrativa y de control constitucional.
	Gestión	Acciones de análisis jurídico y seguimiento de regularización territorial entregadas, derivadas de la dictaminación legal y la atención a asentamientos humanos irregulares.
	Gestión	Revisión documental y seguimiento jurídico entregados, derivados de la realización de actividades de análisis contractual y atención a procesos de investigación.
	Gestión	Procedimientos jurídico-laborales ante la Junta de Arbitraje implementados.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados.
16. Gobierno Digital e Innovación Tecnológica	Estratégico	Incremento de servicios y trámites optimizados con el uso de las Tecnologías de la Información y Comunicaciones.
	Estratégico	Porcentaje de actividades, soluciones de redes y telecomunicaciones, soporte técnico, innovación tecnológica, desarrollo de aplicaciones y apoyo administrativo ejecutadas.
	Gestión	Control y documentación de proyectos de TI implementados.
	Gestión	Gestión integral de Sistemas y Aplicaciones realizada.
	Gestión	Infraestructura y servicios de Tecnologías de la Información gestionados y asegurados.
	Gestión	Servidores, equipo de telecomunicaciones y accesos institucionales administrados y protegidos.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados.
17. Participación y Atención Vecinal	Estratégico	Porcentaje de la población que participa activamente en mecanismos institucionales de comunicación, atención y respuesta ciudadana.
	Estratégico	Porcentaje de acciones institucionales de atención vecinal realizadas respecto a las programadas.
	Gestión	Acciones de participación vecinal, atención ciudadana y promoción de valores implementadas, derivadas de la realización de jornadas de diálogo, seguimiento institucional, campañas formativas y talleres comunitarios.
	Gestión	Acciones territoriales de atención vecinal y operación de unidades móviles implementadas para fortalecer la cercanía institucional con la ciudadanía.
	Gestión	Actividades administrativas y de apoyo estratégico para la operación del programa implementadas.
18. Comunicación Institucional y Social	Estratégico	Incremento en interacciones con el contenido publicado a través de Facebook.
	Estratégico	Porcentaje de acciones de comunicación institucional, difusión multicanal y producción de contenidos realizadas para fortalecer la vinculación con la ciudadanía.
	Gestión	Estrategias de comunicación institucional y contenidos municipales producidos, coordinados y difundidos en medios digitales y tradicionales.
	Gestión	Acciones de comunicación institucional, estrategias digitales y eventos informativos elaborados, ejecutados y difundidos.
	Gestión	Servicios de apoyo administrativo y operativo implementados
19. Bienestar Integral de Grupos Prioritarios	Estratégico	Porcentaje de población con al menos una carencia social.
	Estratégico	Porcentaje de acciones integrales de atención a población vulnerable implementadas por el Sistema DIF Municipal.
	Gestión	Servicios integrales de atención, bienestar y desarrollo personal para personas adultas mayores de la Casa Hogar y Casa de Día brindados.
	Gestión	Servicios de atención a la salud primaria, rehabilitación, promoción y prevención otorgados.
	Gestión	Apoyos a grupos prioritarios mediante la gestión institucional de programas asistenciales otorgados.
	Gestión	Casos de atención y seguimiento psicológico a niñas, niños y adolescentes en situación de vulnerabilidad atendidos.
	Gestión	Servicios administrativos, jurídicos, financieros y de coordinación institucional implementados.

PROGRAMA	TIPO DE INDICADOR (Estratégico/Gestión)	NOMBRE DEL INDICADOR
20. Gestión de Pensiones y Seguridad Social Municipal	Estratégico	Tasa de crecimiento anual del presupuesto asignado a pensiones y jubilaciones.
	Estratégico	Porcentaje de acciones realizadas para la atención, pago y apoyo a personas jubiladas y pensionadas del Municipio de Oaxaca de Juárez respecto al total de las actividades programadas.
	Gestión	Solicitudes de pensión y jubilación atendidas e integradas
	Gestión	Servicios de pago de nómina, prestaciones y financiamiento otorgados a personas jubiladas y pensionadas del Municipio.
	Gestión	Servicios de mantenimiento y actualización del sistema de préstamos y nómina, así como de los equipos de cómputo implementados.
21. Igualdad Sustantiva y Derechos de las Mujeres	Estratégico	Prevalencia de Mujeres de 15 años y más que han sufrido algún incidente de violencia por tipo según ámbito
	Estratégico	Tasa de variación de mujeres beneficiadas por las acciones implementadas por el Instituto.
	Gestión	Acciones estratégicas para la institucionalización de la perspectiva de género implementadas.
	Gestión	Servicios de prevención y atención de la violencia de género contra las mujeres brindados.
	Gestión	Servicios de atención especializada brindados a mujeres, sus hijas e hijos en situación de violencia extrema.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados para la operación del Instituto Municipal de la Mujer.
22. Planeación Estratégica Municipal	Estratégico	Porcentaje de avance de la sección de planeación del diagnóstico PbR-SED de la Secretaría de Hacienda y Crédito Público
	Estratégico	Porcentaje de actividades estratégicas y operativas implementadas para fortalecer la capacidad institucional de las dependencias y entidades municipales.
	Gestión	Instrumentos de planeación estratégica y mecanismos de participación ciudadana diseñados y coordinados para el fortalecimiento del desarrollo municipal.
	Gestión	Herramientas de gestión institucional, monitoreo estratégico y difusión gubernamental implementadas, mediante el uso de tecnologías, instrumentos de planeación y mecanismos de evaluación.
	Gestión	Servicios de apoyo administrativo y operativo implementados
23. Desarrollo Integral de la Juventud	Estratégico	Porcentaje de niñas, niños, adolescentes y juventudes de 12 a 29 años que participan activamente en espacios de formación comunitaria.
	Estratégico	Porcentaje de acciones institucionales implementadas para el desarrollo integral, la participación activa y la vinculación social de niñas, niños, adolescentes y juventudes
	Gestión	Acciones de promoción del desarrollo integral y de la participación activa de las juventudes efectuadas
	Gestión	Acciones de desarrollo integral, vinculación social y fortalecimiento de oportunidades para juventudes implementadas
	Gestión	Servicios de apoyo administrativo y operativo implementados
24. Fomento al Deporte y la Actividad Física	Estratégico	Porcentaje de la población participante en programas deportivos, recreativos y de activación física del municipio de Oaxaca de Juárez.
	Estratégico	Porcentaje de acciones sustantivas de carácter deportivo, recreativo y de apoyo institucional implementadas en el municipio de Oaxaca de Juárez.
	Gestión	Acciones de fortalecimiento al talento deportivo y de promoción de la actividad física implementadas a través de competencias federadas, ligas municipales, capacitaciones a entrenadores y estímulos a deportistas.
	Gestión	Espacios deportivos y recreativos organizados, rehabilitados y gestionados para el fortalecimiento de la actividad física y el acceso inclusivo de la población.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados
25. Interculturalidad y Lenguas Originarias	Estratégico	Porcentaje de población indígena y afromexicana beneficiado con acciones por el Instituto Municipal de Lenguas Indígenas
	Estratégico	Porcentaje de acciones institucionales implementadas para la preservación lingüística, la promoción cultural y la atención a los derechos de las personas indígenas y afromexicanas del municipio.
	Gestión	Servicios de preservación lingüística, promoción de derechos culturales y asesoría jurídica a pueblos indígenas implementados.
	Gestión	Acciones para el fortalecimiento y visibilización del patrimonio cultural, conocimientos tradicionales y lenguas indígenas de las comunidades indígenas y afromexicanas implementadas.
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados

PROGRAMA	TIPO DE INDICADOR (Estratégico/Gestión)	NOMBRE DEL INDICADOR
26. Transparencia y Combate a la Corrupción	Estratégico	Percepción de corrupción estatal en las zonas urbanas.
	Estratégico	Porcentaje de acciones de fiscalización, control interno, rendición de cuentas, responsabilidades administrativas y apoyo institucional realizadas por el Órgano Interno de Control Municipal.
	Gestión	Acciones de fiscalización, de obra pública, contraloría social y administrativas implementadas.
	Gestión	Acciones de control interno y mejora de la gestión pública realizadas
	Gestión	Acciones de investigación de quejas y denuncias y rendición de cuentas implementadas.
	Gestión	Asuntos en materia de responsabilidades administrativas, controversias, inconformidades y juicios de nulidad atendidos.
	Gestión	Servicios de apoyo administrativo, operativo, de órganos colegiados comisariados y de registro en el Padrón de contratistas implementados.
27. Justicia Cívica y Convivencia Ciudadana	Estratégico	Tasa de variación anual de denuncias recibidas ante los juzgados cívicos.
	Estratégico	Número total de actividades sustantivas jurídicas, cívicas y administrativas implementadas.
	Gestión	Servicios de atención jurídica y emisión de constancias civiles implementados
	Gestión	Acciones en materia de justicia cívica implentadas
	Gestión	Servicios de apoyo administrativo, jurídico y operativo implementados
28. Transparencia y Rendición de Cuentas	Estratégico	Variación porcentual del número de visitas al portal de Gobierno abierto.
	Estratégico	Porcentaje de acciones de acceso a la información, gobierno abierto y gestión administrativa implementadas.
	Gestión	Gestión integral del acceso a la información y transparencia gubernamental entregada
	Gestión	Acciones de gestión de gobierno abierto e información pública implementadas
	Gestión	Servicios de apoyo administrativo y operativo implementados

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca		
Distribución del Presupuesto en los Objetivos de Desarrollo Sostenible para el Cumplimiento de la Agenda 2030 de la Organización de las Naciones Unidas		
3 Salud y Bienetar	Garantizar una vida sana y promover el bienestar para todos en todas las edades.	**180,401,596.56**
4 Educación de Calidad	Garantizar una educación inclusiva, equitativa y de calidad y promover oportunidades de aprendizaje durante toda la vida para todos.	**21,040,406.05**
5 Igualdad de Género	Lograr la igualdad entre los géneros y empoderar a todas las mujeres y las niñas.	**16,829,161.94**
8 Trabajo Decente y Crecimiento Económico	Promover el crecimiento económico inclusivo y sostenible, el empleo y el trabajo decente para todos.	**75,040,740.11**
9 Industria, Innovación e Infraestructura	Construir infraestructuras resilientes, promover la industrialización sostenible y fomentar la innovación.	**448,377,398.46**
11 Ciudades y Comunidades Sostenibles	Lograr que las ciudades sean inclusivas, seguras, resilientes y sostenibles	**464,589,514.12**
13 Acción por el Clima	Adoptar medidas urgentes para combatir el cambio climático y sus efectos	**12,122,801.66**
16 Paz, Justicia, e Instituciones Sólidas	Promover sociedades justas, pacificas e inclusivas.	**788,305,687.28**
TOTAL		**2,006,707,306.18**

ESTUDIO ACTUARIAL

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca					
Informe sobre Estudios Actuariales - LDF					
	Pensiones y jubilaciones	Salud	Riesgos de trabajo	Invalidez y vida	Otras prestaciones sociales
Tipo de Sistema					
Prestación laboral o Fondo general para trabajadores del Estado o Municipio	Prestación Laboral		Prestación Laboral	Prestación Laboral	Prestación Laboral
Beneficio definido, Contribución definida o Mixto	Beneficio Definido		Beneficio Definido	Beneficio Definido	Beneficio Definido
Población afiliada					
Activos	2,715		2,715	2,715	2,715
Edad máxima	88		88	88	88
Edad mínima	18		18	18	18
Edad Promedio	43		43	43	43
Pensionados y Jubilados	544		21	197	0
Edad máxima	95		97	97	0
Edad mínima	48		45	34	0
Edad Promedio	68		71	69	0
Beneficiarios					
Promedio de años de servicio (trabajadores activos)	12.21		12.21	12.21	12.21
Aportación individual al plan de pensión como % del salario	9.50%		9.50%	9.50%	9.50%
Aportación del ente público al plan de pensión como % del salario	16.00%		16.00%	16.00%	16.00%
Crecimiento esperado de los pensionados y jubilados (como %)	11.77%		14.22%	3.64%	
Crecimiento esperado de los activos (como %)	1.0017%		1.0017%	1.0017%	1.0017%
Edad de Jubilación o Pensión	59.89		58.76	56.37	0
Esperanza de vida	21.8		23.36	25.43	0
Ingresos del Fondo					
Ingresos Anuales al Fondo de Pensiones	53,662,248.70		53,662,248.70	53,662,248.70	53,662,248.70
Nómina anual					
Activos	208,356,624.72		208,356,624.72	208,356,624.72	208,356,624.72
Pensionados y Jubilados	69,850,382.67		835,321.63	9,557,589.82	0
Beneficiarios de Pensionados y Jubilados	0.00		0.00	0.00	0.00
Monto mensual por pensión					
Máximo	20,317.91		6,689.91	10,571.39	0.00
Mínimo	2,838.45		2,702.85	2,723.34	0.00
Promedio	10,700.12		3,314.77	4,042.97	0.00
Monto de la reserva	1,064,456.84				
Valor presente de las obligaciones					
Pensiones y Jubilaciones en curso de pago	984,103,938.70		11,182,738.12	135,241,025.73	8,458,457.82
Generación actual	3,843,650,846.94		75,324,296.42	242,958,079.66	82,735,842.18
Generaciones futuras	3,819,085,702.48		221,019,377.06	402,351,900.18	234,173,414.61
Valor presente de las contribuciones asociadas a los sueldos futuros de la cotización 2.00%					
Generación actual	200,226,081.58		3,587,788.80	15,685,412.43	3,782,188.23
Generaciones futuras	552,175,259.66		31,955,667.25	58,173,286.03	33,857,518.81
Valor presente de aportaciones futuras					
Generación actual	337,222,874.24		6,042,591.66	26,417,536.73	6,370,001.24
Generaciones futuras	929,979,384.69		53,820,071.16	97,976,060.69	57,023,189.58
Otros Ingresos	0.00		0.00	0.00	0.00
Déficit / Superávit actuarial					
Generación actual	-4,289,241,372.97		-76,876,654.07	-336,096,156.24	-81,042,110.52
Generaciones futuras	-2,336,931,058.14		-135,243,638.65	-246,202,553.46	-143,292,706.22
Periodo de suficiencia					
Año de descapitalización	2022		2022	2022	2022
Tasa de rendimiento	2.00%		2.00%	2.00%	2.00%
Estudio Actuarial					
Año de elaboración del estudio actuarial	2022		2022	2022	2022
Empresa que elaboró el estudio actuarial	Valuaciones Actuariales del Norte S.C.		Valuaciones Actuariales del Norte S.C.	Valuaciones Actuariales del Norte S.C.	Valuaciones Actuariales del Norte S.C.

Presente en el futuro

C22-0701-3

Saltillo, Coahuila, a 31 de julio de 2023

Mtra. Isabel Cristina Montalvo Cabrera
Directora
Dirección de Pensiones del H. Ayuntamiento de la Cd. De Oaxaca de Juárez
Oaxaca de Juárez, Oax.

Estimada Mtra. Montalvo:

Presentamos los resultados de la Valuación Actuarial del **Proyecto de Reforma de Beneficio Definido** al Sistema de Pensiones y Prestaciones Contingentes de la Dirección de Pensiones del H. Ayuntamiento de la ciudad de Oaxaca de Juárez con corte al 31 de diciembre de 2021. Los resultados se obtuvieron considerando los "Términos de referencia para la Valuación Actuarial emitidos por la Organización Nacional de Instituciones Estatales de Seguridad Social".

En la presente evaluación se utilizaron dos metodologías de financiamiento, la "Prima Media General" así como las "Primas Óptimas de Liquidez".

El contenido de este reporte es el siguiente:

I. Resumen Ejecutivo de Resultados
II. Antecedentes
III. Características de las Prestaciones Evaluadas
IV. Objetivos del Estudio Actuarial
V. Reservas
VI. Descripción de los Métodos de Financiamiento
    Prima Media General
    Primas Óptimas de Liquidez
VII. Hipótesis Actuariales
VIII. Resultados de la Valuación Actuarial
    i. Datos y Promedios Generales
    ii. Gráficas de Distribución de Edades, Antigüedades y Sueldos Promedio
    iii. Proyección Demográfica de Activos y Pensionados
    iv. Jubilaciones Esperadas Aritméticas
    v. Jubilaciones Esperadas Actuariales
    vi. Valor Presente de las Obligaciones (Prima Media General) y Balances Actuariales
    vii. Primas Óptimas de Liquidez
    viii. Aportaciones Extraordinarias
IX. Comentarios Generales y Recomendaciones

Blvd. Galerías #200-3 Col. Villa Olímpica Ote. Saltillo, Coah. C.P. 25250 Tels. 800 849 0019 E-Mail: valuaciones@actuariales.com.mx
Oficinas en: Ciudad de México - San Luis Potosí, S.L.P. - Guadalajara, Jal.

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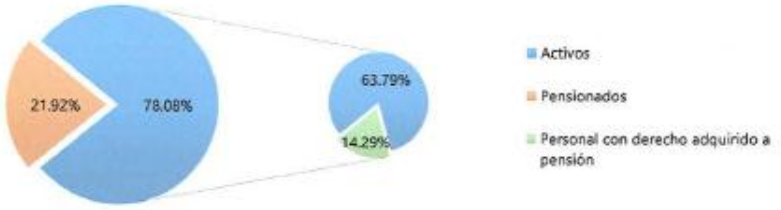
I. RESUMEN EJECUTIVO DE RESULTADOS

a) Población Afiliada

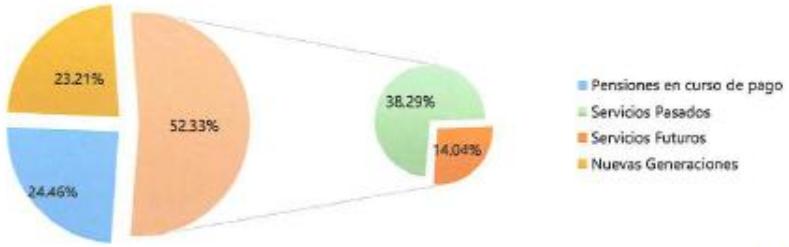
Concepto	Activos	Pensionados
Número de Afiliados	2,715	762
Nómina promedio	6,395.23	8,775.51
Nómina anual	208,356,624.72	80,243,294.12
Personal con derecho adquirido a pensión	497	-
Proporción de la nómina promedio de pensionados		137.22%
Proporción de la nómina anual de pensionados		38.51%



b) Monto de la Reserva: $ 1,064,456.84

c) Valor Presente de las Obligaciones

Concepto	Escenario 2.00%	Escenario 3.00%
Pensiones en curso de pago	1,138,944,118.07	1,031,140,679.40
Generación Actual		
Servicios Pasados	1,783,009,282.23	1,509,850,438.18
Servicios Futuros	653,847,536.50	493,706,929.31
Servicios Totales	2,436,856,818.73	2,003,557,367.50
Nuevas Generaciones	1,080,742,194.31	533,937,218.62
Total	4,656,543,131.11	3,568,635,265.52



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d) Valor Presente de Sueldos Futuros

Personal	Escenario 2.00%	Escenario 3.00%
Generación Actual	2,743,076,407.90	2,463,291,374.20
Nuevas Generaciones	7,050,272,382.86	4,572,764,085.08
Total	9,793,348,790.77	7,036,055,459.28

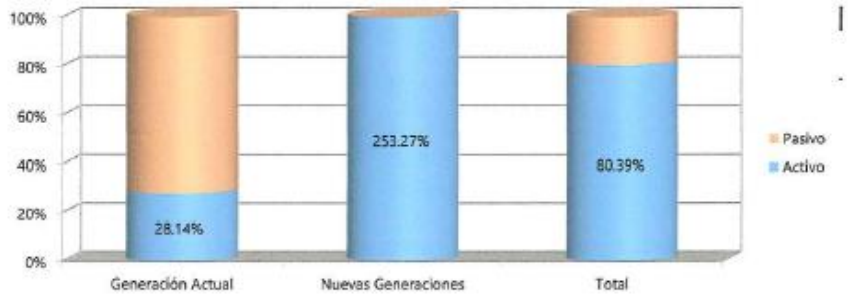
e) Valor Presente de Aportaciones Futuras

Personal	Escenario 2.00%	Escenario 3.00%
Activos		
i) Generación Actual	1,005,070,003.83	889,811,308.07
ii) Nuevas Generaciones	2,737,190,557.41	1,763,021,079.64
Pensionados		
i) En curso de pago	0.00	0.00
ii) De la generación actual	0.00	0.00
iii) De las nuevas generaciones	0.00	0.00
iv) Aportación Gobierno	0.00	0.00
Total	3,742,260,561.24	2,652,832,387.71

f) Déficit / Superávit Actuarial

Personal	Escenario 2.00%	Escenario 3.00%
Generación Actual	(2,569,666,476.13)	(2,143,822,281.99)
Nuevas Generaciones	1,656,448,363.10	1,229,083,861.01
Total	(913,218,113.03)	(914,738,420.98)

g) Situación Financiera - Activos vs Pasivos



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h) **Periodo de Suficiencia**

Escenario	Año de Descapitalización
Escenario 2.00%	2022
Escenario 3.00%	2022

i) **Cotizaciones recomendadas como porcentaje de la nómina de cotización de acuerdo a la metodología de Prima Media General**

Personal	Escenario 2.00%	Escenario 3.00%
Generación Actual (Activos y Pensionados)	130.32%	123.15%
Nuevas Generaciones	15.33%	11.68%
Total	47.54%	50.70%

j) **Cotizaciones recomendadas como porcentaje de la nómina de cotización de acuerdo a la metodología de Primas Óptimas de Liquidez**

Escenario Financiero	Prima	Periodo
Escenario 2.00%	69.00%	2022 -2050
	25.39%	2051-2122
Escenario 3.00%	69.00%	2022 -2050
	23.34%	2051-2122

k) **Cotizaciones recomendadas como porcentaje de la nómina de cotización de acuerdo a la metodología de Primas Óptimas de Liquidez Escalonadas**

Escenario Financiero	Prima	Periodo
Escenario 2.00%	46.00%	2022
	Δ9.00%	2023-2024
	73.00%	2025-2050
	24.13%	2051-2122
Escenario 3.00%	46.00%	2022
	Δ9.00%	2023-2024
	73.00%	2025-2050
	21.53%	2051-2122

Δ Representa el porcentaje de incremento anual durante el periodo señalado

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l) Ahorros de Balance

Concepto	Escenario 2.00%	
	Monto	Porcentaje
Egresos	5,403,742,488.79	-53.71%
Ingresos	1,327,965,648.45	54.98%
Déficit	6,731,708,137.24	-88.05%

Concepto	Escenario 3.00%	
	Monto	Porcentaje
Egresos	3,172,692,258.74	-47.06%
Ingresos	905,935,857.95	51.83%
Déficit	4,078,628,116.69	-81.68%

m) Ahorros para el Patrón

Concepto	Escenario 2.00%	
	Monto	Porcentaje
Generación Actual	1,966,340,512.61	38.11%
Nuevas Generaciones	3,939,464,126.92	98.48%
Total	5,568,300,587.76	60.79%

Concepto	Escenario 3.00%	
	Monto	Porcentaje
Generación Actual	1,479,892,544.68	35.45%
Nuevas Generaciones	2,037,249,342.93	106.42%
Total	3,316,150,513.09	54.46%

n) Flujo esperado de Egresos, Aportaciones y Costos Fiscales

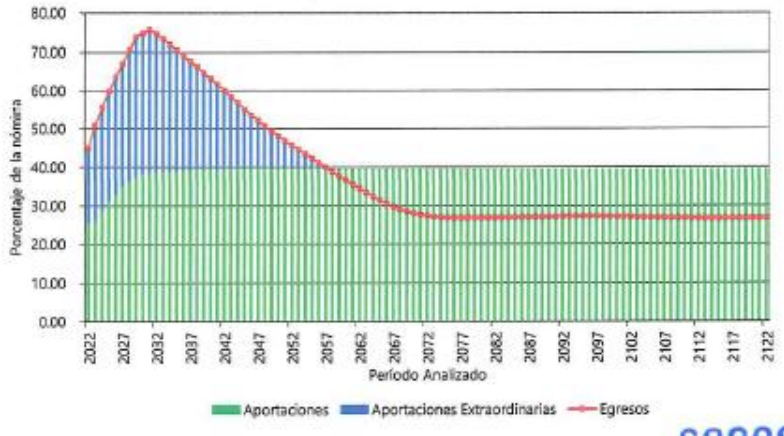
Municipio de Oaxaca de Juárez

Comportamiento esperado de egresos, aportaciones y aportaciones adicionales

Personal Total

Tasa de rendimiento del 2.00%
(Millones de pesos de 2021)

Año	Egresos	Aportaciones	Aportaciones Extraordinarias
2022	94.55	53.66	39.82
2023	106.70	54.81	51.89
2024	115.94	59.97	55.96
2025	124.48	64.71	59.78
2026	132.41	69.00	63.41
2027	139.82	72.97	66.86
2028	147.11	76.17	70.94
2029	154.11	77.95	76.16
2030	156.61	79.76	76.85
2035	151.10	83.61	67.49
2040	137.25	85.62	51.63
2045	120.97	86.93	34.04
2050	106.09	87.38	18.71
2055	92.69	86.91	5.78
2060	79.73	86.13	0.00
2065	68.31	85.80	0.00
2070	60.94	85.94	0.00
2075	58.49	85.94	0.00
2080	58.32	85.80	0.00
2085	58.54	85.75	0.00
2090	58.90	85.75	0.00
2095	59.16	85.73	0.00
2100	59.02	85.72	0.00
2105	58.59	85.76	0.00
2110	58.20	85.82	0.00
2115	58.04	85.87	0.00
2120	58.17	85.88	0.00
2122	58.29	85.87	0.00



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Municipio de Oaxaca de Juárez

Comportamiento esperado de egresos, aportaciones y aportaciones adicionales

Personal Total

Tasa de rendimiento del 3.00%
(Millones de pesos de 2021)

Año	Egresos	Aportaciones	Aportaciones Extraordinarias
2022	94.55	53.66	39.81
2023	106.70	54.81	51.89
2024	115.94	59.97	55.96
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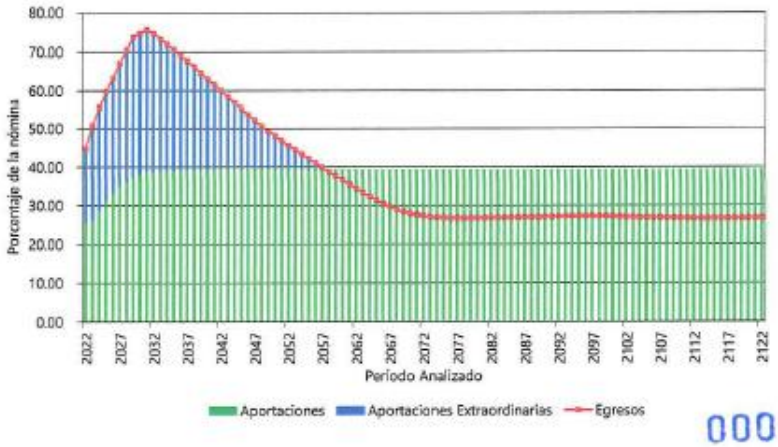
2040	137.25	85.62	51.63
2045	120.97	86.93	34.04
2050	106.09	87.38	18.71
2055	92.69	86.91	5.78
2060	79.73	86.13	0.00
2065	68.31	85.80	0.00
2070	60.94	85.94	0.00
2075	58.49	85.94	0.00
2080	58.32	85.80	0.00
2085	58.54	85.75	0.00
2090	58.90	85.75	0.00
2095	59.16	85.73	0.00
2100	59.02	85.72	0.00
2105	58.59	85.76	0.00
2110	58.20	85.82	0.00
2115	58.04	85.87	0.00
2120	58.17	85.88	0.00
2122	58.29	85.87	0.00



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II. ANTECEDENTES

Debido a que las prestaciones económicas que otorga la ley, dependen de alguna contingencia, es necesario utilizar técnicas actuariales que por medio de hipótesis de muerte, invalidez, y rotación, así como de rendimientos bancarios, incrementos salariales, etc., nos permitan encontrar los ingresos, egresos y saldos del fondo de Prestaciones Económicas, durante los próximos 100 años (170 años para pasivos contingentes), de la manera más aproximada posible.

El cálculo actuarial es la única técnica que determina el costo actual y futuro de las obligaciones del área de prestaciones económicas, proporcionando una amplia información que deberá considerarse como fundamental para definir el rumbo del Esquema de Seguridad Social, de la manera más aproximada posible.

La situación del área de prestaciones económicas, no se refleja en los estados financieros, pues actualmente estos no determinan el valor de los derechos adquiridos de sus afiliados, ni en qué momentos serán exigibles.

Además de lo anterior, la necesidad del Estudio Actuarial es una de las principales conclusiones de los Congresos Nacionales de Instituciones de Seguridad Social, pues sirven de base tanto para determinar el rumbo de los sistemas de pensiones como para la toma de decisiones cotidianas.

III. CARACTERÍSTICAS DE LAS PRESTACIONES EVALUADAS

Generales

Salario de Cotización al IMSS	:	Salario con el que se cotiza actualmente al IMSS (3.5 UMAs).
Salario de Cotización a Pensiones	:	El que se integra por sueldo tabular, quinquenio, canasta básica, vida cara, previsión social, canasta navideña y compensación de primavera, en los casos que aplique.
Nómina de Referencia	:	Para efectos de este estudio se considerará a la nómina de referencia al sueldo base presupuestal, la cual se utilizará como base en las gráficas de este documento.
Incremento a pensiones	:	Las pensiones se incrementarán una vez al año en el mes de febrero de acuerdo con el Índice Nacional de Precios al Consumidor (INPC).

Presente en el futuro

C0000070

Aguinaldo pensionados : 50 días de pensión.

Prestaciones adicionales al sueldo base para el personal activo y pensionado

Canasta Básica, Vida Cara, Previsión Múltiple:
De acuerdo a la categoría estipulado en el tabulador y una vez otorgado no sufre incremento.

Quinquenios:
Se paga mensualmente 5% del monto del sueldo tabular por quinquenio.

Canasta Navideña:
Jubilados y pensionados por vejez titulares $95.00 (2021)

Compensación de Primavera.
16 días de la pensión base.

Cotizaciones al IMSS

En caso de que el trabajador acceda a una pensión por parte de la Dirección de Pensiones, antes de tener derecho a recibir una pensión por parte del IMSS; el patrón continuará realizando las cuotas y aportaciones al IMSS hasta que reciban la pensión de dicho Instituto de tal forma que se aplique la complementariedad descrita en el presente documento.

Prestaciones

Personal con ingreso a partir de entrada en vigor la reforma y nuevas generaciones

Complementariedad de las Pensiones

Las pensiones serán complementarias a las otorgadas por el IMSS al 100%.

Salario Regulador

Será el 90.5% del promedio ponderado del salario de cotización a la Dirección de Pensiones del Municipio de toda la vida laboral del trabajador previa actualización mediante el INPC.

Presente en el futuro

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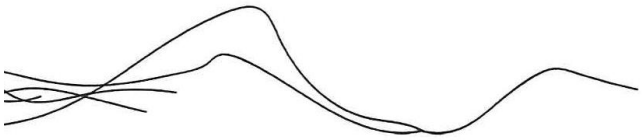

Cuotas y Aportaciones

	Porcentaje del Salario de Cotización a Pensiones
Trabajador (Cuota)	9.50%
H. Ayuntamiento (Aportación)	16.00%
Total	25.50%

Pensiones

Pensión por Jubilación

Requisito : Contar con al menos 30 años de servicio y 65 años de edad.
Monto : Una cantidad que sumada a la pensión del IMSS de como resultado el 100% del salario regulador.
Plazo : Vitalicia con transmisión a beneficiarios disminuyendo anualmente un 10% hasta llegar al 60% de la pensión complementaria original.

Pensión por Vejez

Requisito : Contar con 65 años de edad y al menos 15 años de servicio.
Monto : Una cantidad que sumada a la pensión del IMSS de como resultado la multiplicación del salario regulador por el factor descrito en la siguiente tabla:

Antigüedad	Factor 1	Antigüedad	Factor 1
15	0.5000	23	0.7666
16	0.5333	24	0.8000
17	0.5666	25	0.8333
18	0.6000	26	0.8666
19	0.6333	27	0.9000
20	0.6666	28	0.9333
21	0.7000	29	0.9666
22	0.7333	30 o más	1.0000

Plazo : Vitalicia con transmisión a beneficiarios disminuyendo anualmente un 10% hasta llegar al 60% de la pensión complementaria original.

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Personal con ingreso anterior a la entrada en vigor la reforma

Complementariedad de las Pensiones

Las pensiones serán complementarias a las otorgadas por el IMSS en un porcentaje (según aplique) de acuerdo a la siguiente tabla:

Años que le faltan para cumplir 25 o 29 años de servicio al momento de la reforma	%
0 a 4	0.00%
5 en adelante	100.00%

Salario Regulador

Será un porcentaje del promedio ponderado de los últimos salarios de cotización del trabajador, previa actualización mediante el INPC, de acuerdo con las siguientes tablas:

Años que le faltan para cumplir 25 o 29 años de servicio al momento de la reforma	Número de años a Promediar
1	0
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8
10	9
11 o más	10

Años en que obtiene derecho a pensión	Porcentaje
2023	100%
2024	98%
2025	96%
2026	94%
2027	92%
2028 o posterior	90.5%

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Cuotas y Aportaciones

Las cuotas y aportaciones que recibirá la dirección de pensiones estarán compuestas por un porcentaje del sueldo de cotización de acuerdo a las siguientes tablas:

Año	Trabajador		Patrón	
	Porcentaje Salario Tabular	Porcentaje Prestaciones	Porcentaje Salario Tabular	Porcentaje Prestaciones
2023	9.50%	0.00%	16.00%	0.00%
2024	9.50%	2.00%	16.00%	2.00%
2025	9.50%	4.00%	16.00%	4.00%
2026	9.50%	6.00%	16.00%	6.00%
2027	9.50%	8.00%	16.00%	8.00%
2028	9.50%	9.50%	16.00%	10.00%
2029	9.50%	9.50%	16.00%	12.00%
2030	9.50%	9.50%	16.00%	14.00%
2031 o posterior	9.50%	9.50%	16.00%	16.00%

Pensiones

Pensión por Jubilación

Requisito : Contar con al menos una edad y una antigüedad de acuerdo con la siguiente tabla:

Años que le faltan para cumplir 25 o 29 años de servicio al momento de la reforma	Antigüedad Requerida Hombres	Antigüedad Requerida Mujeres	Edad Requerida
0	29	25	NA
1	30	26	55
2	30	27	56
3	30	28	57
4	30	29	58
5	30	30	59
6	30	30	60
7	30	30	61
8	30	30	62
9	30	30	63
10	30	30	64
11 o más	30	30	65

Monto : Una cantidad que sumada a la pensión del IMSS de como resultado el 100% del salario regulador.

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Plazo : Vitalicia con transmisión a beneficiarios disminuyendo anualmente un 10% hasta llegar al 60% de la pensión complementaria original.

Pensión por Vejez

Requisito : Contar con al menos 15 años de servicio y una edad de acuerdo con la siguiente tabla:

Años que le faltan para cumplir 25 o 29 años de servicio al momento de la reforma	Edad Requerida
0 y 1	55
2	56
3	57
4	58
5	59
6	60
7	61
8	62
9	63
10	64
11 o más	65

Monto : Una cantidad que sumada a la pensión del IMSS de como resultado la multiplicación del salario regulador por el factor descrito en la siguiente tabla:

Antigüedad	Factor 1	Antigüedad	Factor 1
15	0.5000	23	0.7666
16	0.5333	24	0.8000
17	0.5666	25	0.8333
18	0.6000	26	0.8666
19	0.6333	27	0.9000
20	0.6666	28	0.9333
21	0.7000	29	0.9666
22	0.7333	30 o más	1.0000

Plazo : Vitalicia con transmisión a beneficiarios disminuyendo anualmente un 10% hasta llegar al 60% de la pensión complementaria original.

Pago Único

Estímulo a la Permanencia

Los trabajadores que hayan cumplido con el tiempo de cotización requerido para acceder a su pensión al 100% así como con la edad requerida, podrán optar por un estímulo a la permanencia que consistirá en otorgar un porcentaje del salario sujeto

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a cotización dependiendo de los años en exceso de la fecha de jubilación, como se indica en la siguiente tabla:

Años en exceso de la fecha de jubilación	Porcentaje del salario sujeto a cotización
1 a 3	0
4	8%
5	10%
6	12%
7	14%
8	16%
9	18%
10 o más	20%

Este estímulo que se otorgue no será considerado para efectos de la determinación del sueldo regulador con el que recibirá la pensión el trabajador y se eliminará al cumplir los 65 años de edad.

Todo el personal

Pensión Anticipada por Vejez o Cesantía

Requisito : Contar con al menos 60 años de edad y 15 años de servicio.
Monto : Una cantidad que sumada a la pensión del IMSS de como resultado la multiplicación del salario regulador por los factores 1 y 2 descritos en las siguientes tablas de acuerdo con su antigüedad y edad:

Antigüedad	Factor 1	Antigüedad	Factor 1	Edad	Factor 2
15	0.5000	23	0.7666	60	0.750
16	0.5333	24	0.8000	61	0.800
17	0.5666	25	0.8333	62	0.850
18	0.6000	26	0.8666	63	0.900
19	0.6333	27	0.9000	64	0.950
20	0.6666	28	0.9333	65 o más	1.000
21	0.7000	29	0.9666		
22	0.7333	30 o más	1.0000		

Plazo : Vitalicia con transmisión a beneficiarios disminuyendo anualmente un 10% hasta llegar al 60% de la pensión complementaria original.
Nota : Para la transición el factor 2 aplica siempre que el requisito para acceder a la pensión por jubilación sea igual o superior a 60 años.

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Pensión por Invalidez por causas ajenas al trabajo

Requisito : Invalidarse por causas ajenas al trabajo y contar con al menos 3 años de servicio.

Monto : Una cantidad que sumada a la pensión del IMSS de como resultado la multiplicación del salario regulador por el factor descrito en la siguiente tabla:

Antigüedad	Factor 1	Antigüedad	Factor 1
3 a 15	0.5000	23	0.7666
16	0.5333	24	0.8000
17	0.5666	25	0.8333
18	0.6000	26	0.8666
19	0.6333	27	0.9000
20	0.6666	28	0.9333
21	0.7000	29	0.9666
22	0.7333	30 o más	1.0000

Plazo : Vitalicia con transmisión a beneficiarios disminuyendo anualmente un 10% hasta llegar al 60% de la pensión complementaria original.

Pensión por muerte por causas ajenas al trabajo

Requisito : Fallecer por causas ajenas al trabajo y contar con al menos 3 años de servicio.

Monto : Una cantidad que sumada a la pensión del IMSS de como resultado la multiplicación del salario regulador por el factor descrito en la siguiente tabla:

Antigüedad	Factor 1	Antigüedad	Factor 1
3 a 15	0.5000	23	0.7666
16	0.5333	24	0.8000
17	0.5666	25	0.8333
18	0.6000	26	0.8666
19	0.6333	27	0.9000
20	0.6666	28	0.9333
21	0.7000	29	0.9666
22	0.7333	30 o más	1.0000

Plazo : Vigencia de derechos.

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Pensión por Inhabilitación por Causas de Riesgo de Trabajo

Requisito	:	Incapacitarse por causas de trabajo independientemente de la antigüedad.
Monto	:	Una cantidad que sumada a la pensión del IMSS de como resultado el 100% del sueldo regulador.
Plazo	:	Vitalicia con transmisión a beneficiarios disminuyendo anualmente un 10% hasta llegar al 60% de la pensión complementaria original.

Pensión por Fallecimiento por Causas de Riesgo de Trabajo

Requisito	:	Fallecer por causas de trabajo independientemente de la antigüedad.
Monto	:	Una cantidad que sumada a la pensión del IMSS de como resultado el 100% del sueldo regulador.
Plazo	:	Vigencia de derechos.

Pagos Únicos

Gastos de Funeral al fallecimiento de un pensionista

Requisito	**:**	Fallecer siendo pensionista.
Monto	**:**	2 meses de pensión.

Prima de Antigüedad a cargo del Patrón

La establecida en la Ley Federal del Trabajo.

Personal con derecho adquirido a la entrada en vigor la reforma y pensionados actuales

A este personal no se le aplica cambio alguno.

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IV. OBJETIVO DEL ESTUDIO ACTUARIAL Y TRABAJOS REALIZADOS

Los principales objetivos del estudio son los siguientes:

1. Determinar los pasivos por servicios pasados y futuros generados por las prestaciones sujetas al suceso de alguna contingencia.
2. Estimar los déficit actuariales.
3. Proyectar los egresos esperados por los beneficios evaluados, anualmente durante los próximos 100 años.
4. Calcular las aportaciones, como porcentaje de la nómina base de cotización del personal activo, que requeriría el Dirección de Pensiones del Municipio para hacer frente a sus obligaciones, bajo diferentes métodos actuariales.

V. RESERVAS

Para efectos de este estudio se consideró una reserva de $1'666,345.34

VI. DESCRIPCIÓN DE LOS MÉTODOS DE FINANCIAMIENTO

Prima Media General (PMG)

Para determinar la aportación del año al fondo o costo normal, se utilizó un método de financiamiento colectivo a grupo cerrado y a grupo abierto con el siguiente procedimiento esquemático:

1. Con base en las Hipótesis Actuariales demográficas, se proyectó el número de personas que tendrá derecho a una pensión.
2. Con base en la Hipótesis Actuarial de mortalidad se proyectó el número de pensionados que año con año sobreviven.
3. Tomando en cuenta las características del plan se proyectó, con base en el resultado del punto anterior, el monto de los egresos anuales que deberán ser cubiertos por el fondo por concepto de Pensiones.
4. Considerando la Hipótesis Actuarial del rendimiento del fondo, se calculó el valor presente de los egresos mencionados en el punto anterior. A este concepto se le denomina valor presente de obligaciones.

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5. Tomando en cuenta las Hipótesis Actuariales demográficas y de incremento salarial, se proyectó la nómina anual entre la fecha de evaluación y la fecha de jubilación del último empleado que la solicitó.

6. Considerando la Hipótesis Actuarial del rendimiento del fondo, se calculó el valor presente de los sueldos proyectados según el punto anterior. A este concepto se le denomina valor presente de sueldos futuros.

7. El resultado de dividir la diferencia entre el valor presente de obligaciones y la reserva existente a la fecha de evaluación, entre el valor presente de sueldos futuros, indica qué porcentaje de los sueldos representan las obligaciones.

8. Tomando en cuenta que se cumple el efecto conjunto de las Hipótesis Actuariales implicadas en el cálculo, el porcentaje mencionado en el punto anterior se mantendrá constante durante los años futuros y se aplicará a la nómina en curso para determinar el monto de las aportaciones anuales al fondo o costo normal.

En el caso de grupo abierto, se consideró como fecha límite de ingreso al trabajo el año 100 y se supone que habrá egresos hasta por 170 años; período considerado para cálculo de valor presente actuarial.

Las ganancias o pérdidas Actuariales provocadas por desviaciones en las Hipótesis empleadas en el cálculo, se distribuyen uniformemente en los años futuros.

Primas Óptimas de Liquidez

El Método de las Primas Optimas de Liquidez es un método que fue diseñado en nuestro despacho y consiste en determinar la menor o las menores primas expresadas en porcentaje de la nómina integrada del personal actualmente activo, que se estima garantice la liquidez perenne de las instituciones de seguridad social y que deberá ser igual para las actuales y futuras administraciones, evitando así caer en extremos, como la amortización anticipada de los pasivos contingentes o como el diferimiento de su pago.

Como ya se mencionó para determinar la Primas Optimas de Liquidez, es necesario calcular para los próximos 100 años, las erogaciones anuales que efectuará el sistema de seguridad social evaluado por concepto de prestaciones y de gastos de administración. Este cálculo debe elaborarse bajo el sistema de grupo abierto, es decir, suponiendo que los trabajadores que por cualquier causa se separen de su trabajo, serán sustituidos por nuevos trabajadores. Así mismo podrá suponerse el ingreso de nuevos trabajadores como crecimiento demográfico de la institución.

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Obviamente, se calcularán las erogaciones que hará el sistema por concepto de prestaciones y gastos de administración para con los trabajadores sustitutos y para con los sustitutos de los sustitutos, las cuales serán agregadas a las erogaciones generadas por el personal actualmente activo y personal actualmente pensionado.

Una vez encontrados los egresos futuros por cada una de las causas de pago, se inicia un proceso de aproximación, suponiendo un porcentaje de las nóminas de cada año como aportación al fondo, mostrando así, tanto los egresos como los ingresos y los saldos futuros de la institución en porcentaje de dichas nóminas.

El proceso de aproximación concluirá cuando, en los años de madurez del sistema de seguridad social, se estabilicen los saldos del fondo como porcentaje de la nómina integrada del personal actualmente activo. Se puede dar el caso de que, en determinado año, los egresos disminuyan con respecto de la nómina de activos, requiriéndose una prima escalonada decreciente.

Nota: El valor presente de los egresos esperados de un sistema de pensiones, si la Primas Óptimas de Liquidez se calculara a un plazo determinado, debe ser igual al valor presente de las obligaciones.

VII. HIPÓTESIS ACTUARIALES

A continuación, se muestran las hipótesis utilizadas en este estudio, considerando dos escenarios financieros:

1) Tasa real de rendimiento: 2.0 % anual compuesto.
2) Tasa real de rendimiento: 3.0 % anual compuesto.

Nota: La hipótesis de rotación se determinó en función de la edad, antigüedad y tipo de personal evaluado, la cual se aplica diferenciada para cada tipo de personal tomando como base la rotación del ISSSTE Federal.

La veracidad de los resultados del presente estudio actuarial dependerá del cumplimiento conjunto de las hipótesis utilizadas y de la calidad de la información que nos fue proporcionada.

Las hipótesis demográficas y biométricas se muestran a continuación.

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Hipótesis

Biométricas

	Fallecimiento						Hijos	Probabilidad	Edad Correlativa		Tasa inc.	
Edad	Hombres	Mujeres	Jubilados	Inválidos	Invalidez	Rotación	Promedio	de Casado	Hombres	Mujeres	Año	Poblacional
15	0.000333	0.000150	0.000242	0.004391	0.000011	0.076400	0.001510	0.033398	15	15	2022	0.000000
16	0.000357	0.000150	0.000253	0.004980	0.000013	0.072170	0.002420	0.120786	16	15	2023	0.168835
17	0.000380	0.000160	0.000270	0.005617	0.000015	0.068110	0.003780	0.208176	17	15	2024	0.155187
18	0.000411	0.000170	0.000290	0.006303	0.000018	0.064210	0.005140	0.295565	18	16	2025	0.141007
19	0.000450	0.000180	0.000315	0.007037	0.000022	0.060400	0.015110	0.382955	19	17	2026	0.126448
20	0.000488	0.000190	0.000339	0.007818	0.000026	0.056850	0.028250	0.470345	20	17	2027	0.111402
21	0.000535	0.000210	0.000372	0.008646	0.000030	0.053570	0.049700	0.500310	21	18	2028	0.096123
22	0.000589	0.000220	0.000405	0.009518	0.000036	0.050360	0.074330	0.530274	22	19	2029	0.080865
23	0.000643	0.000240	0.000442	0.010432	0.000041	0.046990	0.114130	0.560239	23	20	2030	0.064098
24	0.000698	0.000250	0.000474	0.011387	0.000048	0.044750	0.172830	0.590203	24	21	2031	0.046334
25	0.000752	0.000260	0.000506	0.012379	0.000056	0.042150	0.229400	0.620168	25	22	2032	0.024342
26	0.000822	0.000270	0.000546	0.013404	0.000065	0.039720	0.314080	0.650133	26	23	2033	0.000000
27	0.000884	0.000280	0.000582	0.014458	0.000074	0.037470	0.402380	0.680098	27	24	2034	0.000000
28	0.000953	0.000300	0.000627	0.015538	0.000086	0.035390	0.516660	0.710063	28	25	2035	0.000000
29	0.001023	0.000310	0.000667	0.016637	0.000099	0.033410	0.634650	0.740027	29	26	2036	0.000000
30	0.001093	0.000330	0.000711	0.017752	0.000112	0.031490	0.748940	0.769992	30	27	2037	0.000000
31	0.001170	0.000350	0.000760	0.018876	0.000128	0.029760	0.902280	0.774816	31	28	2038	0.000000
32	0.001248	0.000380	0.000814	0.020004	0.000147	0.028130	1.061050	0.779640	32	29	2039	0.000000
33	0.001333	0.000410	0.000872	0.021129	0.000167	0.026650	1.220050	0.784464	33	30	2040	0.000000
34	0.001418	0.000440	0.000929	0.022246	0.000190	0.025280	1.386760	0.789288	34	31	2041	0.000000
35	0.001504	0.000480	0.000992	0.023348	0.000216	0.023880	1.523410	0.794112	35	32	2042	0.000000
36	0.001597	0.000530	0.001063	0.024430	0.000244	0.022580	1.680670	0.798936	36	33	2043	0.000000
37	0.001697	0.000600	0.001149	0.025486	0.000276	0.021460	1.788540	0.803761	37	34	2044	0.000000
38	0.001798	0.000670	0.001234	0.026511	0.000311	0.020330	1.899880	0.808585	38	35	2045	0.000000
39	0.001907	0.000750	0.001328	0.027501	0.000351	0.019300	1.971710	0.813409	39	36	2046	0.000000
40	0.002023	0.000850	0.001436	0.028452	0.000395	0.018340	2.061370	0.818974	40	37	2047	0.000000
41	0.002139	0.000950	0.001545	0.029360	0.000443	0.017400	2.046490	0.818233	41	38	2048	0.000000
42	0.002271	0.001070	0.001670	0.030223	0.000498	0.016520	2.006460	0.817490	42	39	2049	0.000000
43	0.002410	0.001190	0.001800	0.031039	0.000557	0.015750	1.959930	0.816748	43	40	2050	0.000000
44	0.002558	0.001340	0.001949	0.031808	0.000623	0.014960	1.904860	0.816006	44	41	2051	0.000000
45	0.002720	0.001490	0.002759	0.032529	0.000696	0.014190	1.847760	0.815264	45	42	2052	0.000000
46	0.002899	0.001660	0.003022	0.033204	0.000777	0.013570	1.782800	0.814522	46	43	2053	0.000000
47	0.003092	0.001850	0.003311	0.033835	0.000866	0.012890	1.708090	0.813779	47	44	2054	0.000000
48	0.003302	0.002060	0.003628	0.034422	0.000964	0.012290	1.642300	0.813038	48	45	2055	0.000000
49	0.003534	0.002290	0.003975	0.034971	0.001072	0.011770	1.558530	0.812295	49	46	2056	0.000000
50	0.003790	0.002540	0.004355	0.035485	0.001191	0.011160	1.478240	0.811553	50	47	2057	0.000000
51	0.004069	0.002810	0.004772	0.035968	0.001321	0.010740	1.353830	0.810811	51	48	2058	0.000000
52	0.004379	0.003100	0.005229	0.036426	0.001465	0.010210	1.243620	0.800977	52	49	2059	0.000000
53	0.004720	0.003430	0.005730	0.036864	0.001623	0.009780	1.141350	0.791144	53	50	2060	0.000000
54	0.005100	0.003780	0.006280	0.037289	0.001796	0.009340	1.023280	0.781310	54	51	2061	0.000000
55	0.005518	0.004170	0.006882	0.037707	0.001985	0.008910	0.913080	0.771477	55	52	2062	0.000000
56	0.005983	0.004590	0.007541	0.038125	0.002191	0.008600	0.806800	0.761643	56	53	2063	0.000000
57	0.006502	0.005050	0.008265	0.038551	0.002418	0.008300	0.748480	0.751809	57	54	2064	0.000000
58	0.007068	0.005550	0.009057	0.038992	0.002666	0.007950	0.676950	0.741975	58	55	2065	0.000000
59	0.007704	0.006100	0.009925	0.039457	0.002937	0.007640	0.617880	0.732141	59	56	2066	0.000000
60	0.008409	0.006720	0.010876	0.039955	0.003233	0.007320	0.551790	0.722309	60	57	2067	0.000000

Financieras

	Tasa de inc. al salario			
		Con Carrera	Sin Carrera	
Año	Mínimo	Salarial	Salarial	Tabular
2022	16.00	1.00	0.00	0.00
2023	16.00	1.00	0.00	0.00
2024	16.00	1.00	0.00	0.00
2025	0.00	1.00	0.00	0.00
2026	0.00	1.00	0.00	0.00
2027	0.00	1.00	0.00	0.00
2028	0.00	1.00	0.00	0.00
2029	0.00	1.00	0.00	0.00
2030	0.00	1.00	0.00	0.00
2031	0.00	1.00	0.00	0.00
2032	0.00	1.00	0.00	0.00
2033	0.00	1.00	0.00	0.00
2034	0.00	1.00	0.00	0.00
2035	0.00	1.00	0.00	0.00
2036	0.00	1.00	0.00	0.00
2037	0.00	1.00	0.00	0.00
2038	0.00	1.00	0.00	0.00
2039	0.00	1.00	0.00	0.00
2040	0.00	1.00	0.00	0.00
2041	0.00	1.00	0.00	0.00
2042	0.00	1.00	0.00	0.00
2043	0.00	1.00	0.00	0.00
2044	0.00	1.00	0.00	0.00
2045	0.00	1.00	0.00	0.00
2046	0.00	1.00	0.00	0.00
2047	0.00	1.00	0.00	0.00
2048	0.00	1.00	0.00	0.00
2049	0.00	1.00	0.00	0.00
2050	0.00	1.00	0.00	0.00
2051	0.00	1.00	0.00	0.00
2052	0.00	1.00	0.00	0.00
2053	0.00	1.00	0.00	0.00
2054	0.00	1.00	0.00	0.00
2055	0.00	1.00	0.00	0.00
2056	0.00	1.00	0.00	0.00
2057	0.00	1.00	0.00	0.00
2058	0.00	1.00	0.00	0.00
2059	0.00	1.00	0.00	0.00
2060	0.00	1.00	0.00	0.00
2061	0.00	1.00	0.00	0.00
2062	0.00	1.00	0.00	0.00
2063	0.00	1.00	0.00	0.00
2064	0.00	1.00	0.00	0.00
2065	0.00	1.00	0.00	0.00
2066	0.00	1.00	0.00	0.00
2067	0.00	1.00	0.00	0.00

Hipótesis

Biométricas

	Fallecimiento						Hijos	Probabilidad	Edad Correlativa		Tasa inc.		Financieras				
														Tasa de inc. al salario			
Edad	Hombres	Mujeres	Jubilados	Inválidos	Invalidez	Rotación	Promedio	de Casado	Hombres	Mujeres	Año	Poblacional	Año	Mínimo	Con Carrera Salarial	Sin Carrera Salarial	Tabular
61	0.009192	0.007400	0.011918	0.040494	0.003556	0.007050	0.495890	0.700639	61	58	2068	0.000000	2068	0.00	1.00	0.00	0.00
62	0.010060	0.008150	0.013059	0.041084	0.003907	0.006820	0.440830	0.658601	62	59	2069	0.000000	2069	0.00	1.00	0.00	0.00
63	0.011021	0.008990	0.014309	0.041736	0.004291	0.006490	0.400110	0.602620	63	60	2070	0.000000	2070	0.00	1.00	0.00	0.00
64	0.012090	0.009910	0.015677	0.042460	0.004708	0.006260	0.372540	0.536332	64	61	2071	0.000000	2071	0.00	1.00	0.00	0.00
65	0.013276	0.010920	0.017175	0.043270	0.005162	0.006050	0.344440	0.463927	65	62	2072	0.000000	2072	0.00	1.00	0.00	0.00
66	0.014593	0.012050	0.018815	0.044177	0.005657	0.000000	0.319520	0.392018	66	63	2073	0.000000	2073	0.00	1.00	0.00	0.00
67	0.016050	0.013290	0.020608	0.045196	0.006194	0.000000	0.297460	0.323415	67	64	2074	0.000000	2074	0.00	1.00	0.00	0.00
68	0.017662	0.014670	0.022571	0.046343	0.006777	0.000000	0.274950	0.260349	68	65	2075	0.000000	2075	0.00	1.00	0.00	0.00
69	0.019453	0.016190	0.024716	0.047636	0.007411	0.000000	0.256220	0.206978	69	66	2076	0.000000	2076	0.00	1.00	0.00	0.00
70	0.021429	0.017870	0.027061	0.049094	0.008099	0.000000	0.235520	0.162477	70	67	2077	0.000000	2077	0.00	1.00	0.00	0.00
71	0.023622	0.019720	0.029624	0.050740	0.008845	0.000000	0.216640	0.125920	71	68	2078	0.000000	2078	0.00	1.00	0.00	0.00
72	0.026048	0.021770	0.032423	0.052600	0.009653	0.000000	0.197750	0.096329	72	69	2079	0.000000	2079	0.00	1.00	0.00	0.00
73	0.028729	0.024020	0.035478	0.054702	0.010530	0.000000	0.179620	0.072728	73	70	2080	0.000000	2080	0.00	1.00	0.00	0.00
74	0.031682	0.026520	0.038812	0.057080	0.011479	0.000000	0.160890	0.054183	74	71	2081	0.000000	2081	0.00	1.00	0.00	0.00
75	0.034945	0.029260	0.042447	0.059774	0.012506	0.000000	0.146390	0.039824	75	72	2082	0.000000	2082	0.00	1.00	0.00	0.00
76	0.038541	0.032380	0.046408	0.062829	0.013617	0.000000	0.132570	0.028873	76	73	2083	0.000000	2083	0.00	1.00	0.00	0.00
77	0.042501	0.035610	0.050722	0.066296	0.014819	0.000000	0.123120	0.020644	77	74	2084	0.000000	2084	0.00	1.00	0.00	0.00
78	0.046857	0.039270	0.055417	0.070238	0.016119	0.000000	0.116630	0.014554	78	75	2085	0.000000	2085	0.00	1.00	0.00	0.00
79	0.051646	0.043300	0.060521	0.074726	0.017523	0.000000	0.110360	0.010115	79	76	2086	0.000000	2086	0.00	1.00	0.00	0.00
80	0.056893	0.047720	0.066065	0.079845	0.019038	0.000000	0.104090	0.006929	80	77	2087	0.000000	2087	0.00	1.00	0.00	0.00
81	0.062643	0.052560	0.072081	0.085695	0.020675	0.000000	0.097440	0.004677	81	78	2088	0.000000	2088	0.00	1.00	0.00	0.00
82	0.068936	0.057870	0.078602	0.092392	0.022440	0.000000	0.090340	0.003110	82	79	2089	0.000000	2089	0.00	1.00	0.00	0.00
83	0.075803	0.063680	0.085662	0.100074	0.024345	0.000000	0.082640	0.002037	83	80	2090	0.000000	2090	0.00	1.00	0.00	0.00
84	0.083289	0.070030	0.093296	0.108904	0.026397	0.000000	0.075230	0.001314	84	81	2091	0.000000	2091	0.00	1.00	0.00	0.00
85	0.091365	0.077000	0.101539	0.119071	0.028610	0.000000	0.066320	0.000834	85	82	2092	0.000000	2092	0.00	1.00	0.00	0.00
86	0.100053	0.084640	0.110426	0.130797	0.030994	0.000000	0.059820	0.000521	86	83	2093	0.000000	2093	0.00	1.00	0.00	0.00
87	0.109384	0.093030	0.119992	0.144338	0.033560	0.000000	0.053100	0.000321	87	84	2094	0.000000	2094	0.00	1.00	0.00	0.00
88	0.119373	0.102210	0.130270	0.159988	0.036322	0.000000	0.046000	0.000194	88	85	2095	0.000000	2095	0.00	1.00	0.00	0.00
89	0.130045	0.112260	0.141292	0.178079	0.039293	0.000000	0.040190	0.000115	89	86	2096	0.000000	2096	0.00	1.00	0.00	0.00
90	0.182470	0.123250	0.153088	0.198976	0.039293	0.000000	0.034520	0.000115	90	87	2097	0.000000	2097	0.00	1.00	0.00	0.00
91	0.137850	0.151170	0.165685	0.223069	0.000000	0.000000	0.028330	0.000000	91	88	2098	0.000000	2098	0.00	1.00	0.00	0.00
92	0.146900	0.164180	0.179106	0.250750	0.000000	0.000000	0.022960	0.000000	92	89	2099	0.000000	2099	0.00	1.00	0.00	0.00
93	0.178340	0.178340	0.193368	0.282385	0.000000	0.000000	0.017450	0.000000	93	90	2100	0.000000	2100	0.00	1.00	0.00	0.00
94	0.193730	0.193730	0.208484	0.318259	0.000000	0.000000	0.011480	0.000000	94	91	2101	0.000000	2101	0.00	1.00	0.00	0.00
95	0.210480	0.210480	0.224460	0.358518	0.000000	0.000000	0.007550	0.000000	95	92	2102	0.000000	2102	0.00	1.00	0.00	0.00
96	0.228700	0.228700	0.241294	0.403084	0.000000	0.000000	0.004380	0.000000	96	93	2103	0.000000	2103	0.00	1.00	0.00	0.00
97	0.248520	0.248520	0.258977	0.451577	0.000000	0.000000	0.001590	0.000000	97	94	2104	0.000000	2104	0.00	1.00	0.00	0.00
98	0.270090	0.270090	0.277490	0.503262	0.000000	0.000000	0.000000	0.000000	98	95	2105	0.000000	2105	0.00	1.00	0.00	0.00
99	0.293560	0.293560	1.000000	1.000000	0.000000	0.000000	0.000000	0.000000	99	96	2106	0.000000	2106	0.00	1.00	0.00	0.00
100	1.000000	1.000000	1.000000	1.000000	0.000000	0.000000	0.000000	0.000000	100	85	2107	0.000000	2107	0.00	1.00	0.00	0.00

Factor de incapacidad por riesgos de trabajo	0.0009075
Factor de fallecimiento por riesgos de trabajo	0.0002910

Nota: Los factores anteriores son los aplicados por el IMSS al 75% debido a que el riesgo de los burócratas y de los maestros teóricamente es menor que el de los afiliados al IMSS que en su mayoría son obreros.

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TRANSFORMANDO JUNTOS

OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

VIII. RESULTADOS DE LA VALUACIÓN ACTUARIAL

Los resultados de la valuación actuarial fueron obtenidos proyectando los datos de cada uno de los trabajadores y pensionados, de acuerdo con las prestaciones evaluadas y utilizando las hipótesis ya mencionadas.

i) DATOS Y PROMEDIOS GENERALES

Los siguientes cuadros muestran los promedios de edades de ingreso, edades actuales, antigüedades, y sueldos, así como las nóminas mensuales del personal actualmente activo.

Presente en el futuro

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Municipio de Oaxaca de Juárez

Promedios y Datos Generales

Personal Total

Activos

		Hombres	Mujeres	Total
Número de empleados	:	1,614	1,101	2,715
Edad mínima	:	18.00	18.00	18.00
Edad máxima	:	88.00	76.00	88.00
Edad promedio actual	:	42.90	42.20	42.62
Edad de ingreso promedio	:	29.51	31.71	30.40
Antigüedad promedio	:	13.39	10.49	12.21
Salario mínimo	:	3,557.73	3,557.73	3,557.73
Salario máximo	:	10,401.13	9,291.64	10,401.13
Nómina mensual promedio	:	6,406.71	6,378.41	6,395.23
Nómina mensual	:	10,340,422.32	7,022,629.74	17,363,052.06
Nómina anual	:	124,085,067.84	84,271,556.88	208,356,624.72

Jubilado y Pensionado

		Hombres	Mujeres	Total
Número de Pensionados	:	372	390	762
Edad mínima	:	45.00	34.00	34.00
Edad máxima	:	95.00	97.00	97.00
Edad promedio actual	:	69.38	67.93	68.63
Pensión mínima	:	3,199.92	2,702.85	2,702.85
Pensión máxima	:	20,317.91	18,653.57	20,317.91
Pensión Mensual promedio	:	10,499.94	7,130.68	8,775.51
Pensión Mensual	:	3,905,977.90	2,780,963.28	6,686,941.18
Pensión Anual	:	46,871,734.77	33,371,559.35	80,243,294.12
Población Total	:			
Proporción de Activos	:	81.27%	73.84%	78.08%
Proporción de Pensionados	:	18.73%	26.16%	21.92%
Activos / Pensionados	:	4.34	2.82	3.56
Pensionados / Activos	:	0.23	0.35	0.28
Pensión promedio / Nómina promedio	:	163.89%	111.79%	137.22%
Pensión anual / Nómina anual	:	37.77%	39.60%	38.51%

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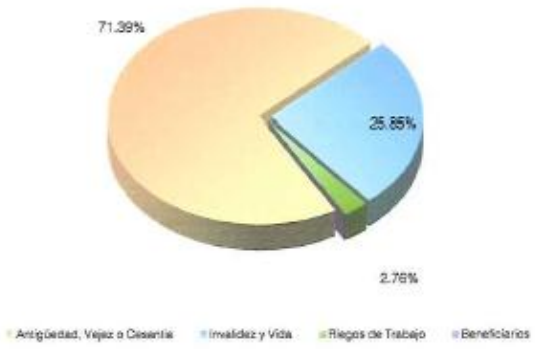
Municipio de Oaxaca de Juárez

Distribución de pensionados por tipo de pensión

Personal Total

		Antigüedad, Vejez o Cesantía	Invalidez y Vida	Riesgos de Trabajo	Beneficiarios	Total
Número de pensionados	:	544	197	21	-	762
Edad mínima		48.00	34.00	45.00	-	34.00
Edad máxima	:	95.00	97.00	97.00	-	97.00
Edad promedio	:	68.48	68.75	71.24	-	68.63
Edad de pensión promedio	:	59.89	56.37	58.76	-	58.95
Esperanza de vida promedio	:	21.80	25.43	23.36	-	22.78
Pensión mínima	:	2,838.45	2,723.34	2,702.85	-	2,702.85
Pensión máxima	:	20,317.91	10,571.39	6,689.91	-	20,317.91
Pensión promedio	:	10,700.12	4,042.97	3,314.77	-	8,775.51
Pensión mensual	:	5,820,865.22	796,465.82	69,610.14	-	6,686,941.18
Pensión anual	:	69,850,382.67	9,557,589.82	835,321.63	-	80,243,294.12
Porcentaje de la población	:	71.39%	25.85%	2.76%	-	100.00%



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ii) GRÁFICAS DE DISTRIBUCIÓN DE EDADES, ANTIGÜEDADES Y SUELDOS PROMEDIO

Las gráficas que a continuación se presentan muestran la distribución por edad, antigüedad y sueldos promedio del personal actualmente activo.

Presente en el futuro

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Municipio de Oaxaca de Juárez

Número de Trabajadores Activos por Edad y Antigüedad

Personal Total

Edad	Antigüedad 0-4	5-9	10-14	15-19	20-24	25-29	30-34	35 o más	Total
15-19	7								7
20-24	57	6							63
25-29	189	57	5						251
30-34	214	134	50	3					401
35-39	183	111	104	48	1				447
40-44	115	84	105	79	27	10			420
45-49	72	34	66	80	38	69	8		367
50-54	53	11	27	47	43	81	66	12	340
55-59	19	9	8	27	21	40	49	58	231
60-64	11	5	7	14	15	20	10	28	110
65-69	3	2	3	9	3	9	4	16	49
70-74	1	2	1	2	2	3	3	6	20
75-79	1				3	4			8
80-84									
85-89							1		1
90-94									
95 o más									
Total	925	455	376	309	153	236	141	120	2,715

Nómina Mensual de Activos por Edad y Antigüedad

Edad	Antigüedad 0-4	5-9	10-14	15-19	20-24	25-29	30-34	35 o más	Total
15-19	40,156								40,156
20-24	339,002	36,772							375,774
25-29	1,129,452	351,248	33,428						1,514,129
30-34	1,289,363	814,556	308,930	18,742					2,431,591
35-39	1,095,674	681,583	657,619	313,959	6,746				2,755,580
40-44	698,475	513,544	660,571	504,052	174,280	69,755			2,615,677
45-49	433,312	211,511	413,304	511,146	249,403	465,395	55,799		2,339,871
50-54	323,351	64,298	165,304	313,725	271,930	548,476	481,201	95,038	2,263,322
55-59	119,413	53,406	48,763	180,396	141,816	275,751	357,234	487,440	1,664,220
60-64	68,922	28,603	41,821	102,404	97,911	138,163	70,570	247,017	795,412
65-69	20,073	11,694	16,405	62,742	21,086	57,697	23,910	148,901	362,509
70-74	5,721	12,129	5,721	13,800	11,822	20,634	25,005	51,926	146,759
75-79	6,677				20,225	24,822			51,723
80-84									
85-89							6,330		6,330
90-94									
95 o más									
Total	5,564,591	2,779,344	2,351,866	2,020,966	995,220	1,600,693	1,020,050	1,080,322	17,368,052.06

Nómina Mensual Promedio de Activos por Edad y Antigüedad

Edad	Antigüedad 0-4	5-9	10-14	15-19	20-24	25-29	30-34	35 o más	Total
15-19	5,737								5,737
20-24	5,947	6,129							5,965
25-29	5,976	6,162	6,686						6,032
30-34	6,025	6,079	6,179	6,247					6,064
35-39	5,987	6,140	6,323	6,541	6,746				6,165
40-44	6,030	6,114	6,291	6,380	6,455	6,975			6,228
45-49	6,018	6,221	6,262	6,389	6,563	6,745	6,975		6,376
50-54	6,101	5,845	6,122	6,675	6,324	6,771	7,291	7,920	6,657
55-59	6,285	5,934	6,095	6,681	6,753	6,894	7,290	8,404	7,204
60-64	6,266	5,721	5,974	7,315	6,527	6,908	7,057	8,822	7,231
65-69	6,691	5,847	5,468	6,971	7,029	6,411	5,978	9,306	7,398
70-74	5,721	6,065	5,721	6,900	5,911	6,878	8,335	8,654	7,338
75-79	6,677				6,742	6,205			6,465
80-84									
85-89							6,330		6,330
90-94									
95 o más									
Total	6,016	6,108	6,255	6,540	6,505	6,783	7,234	8,586	6,395.23

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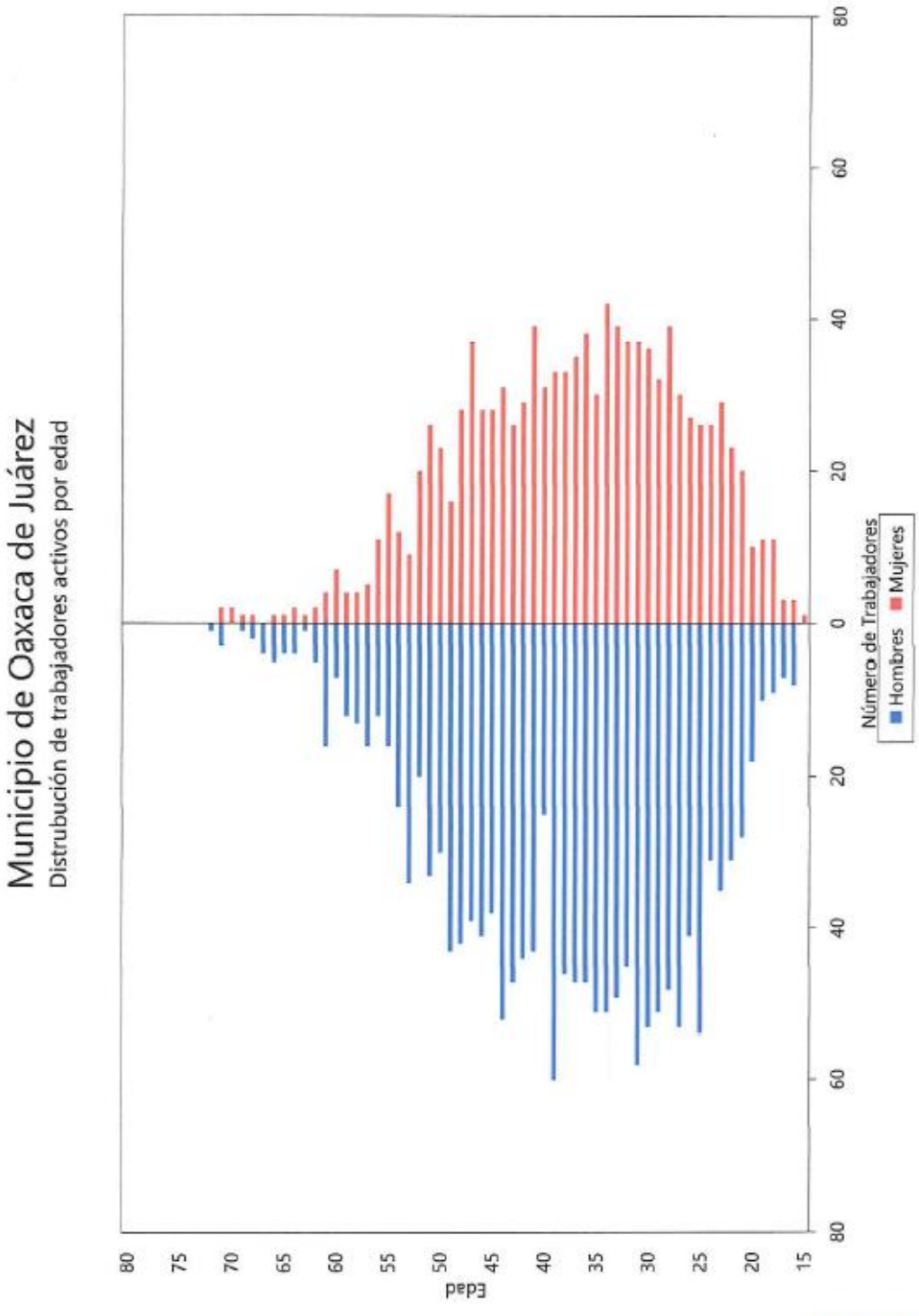
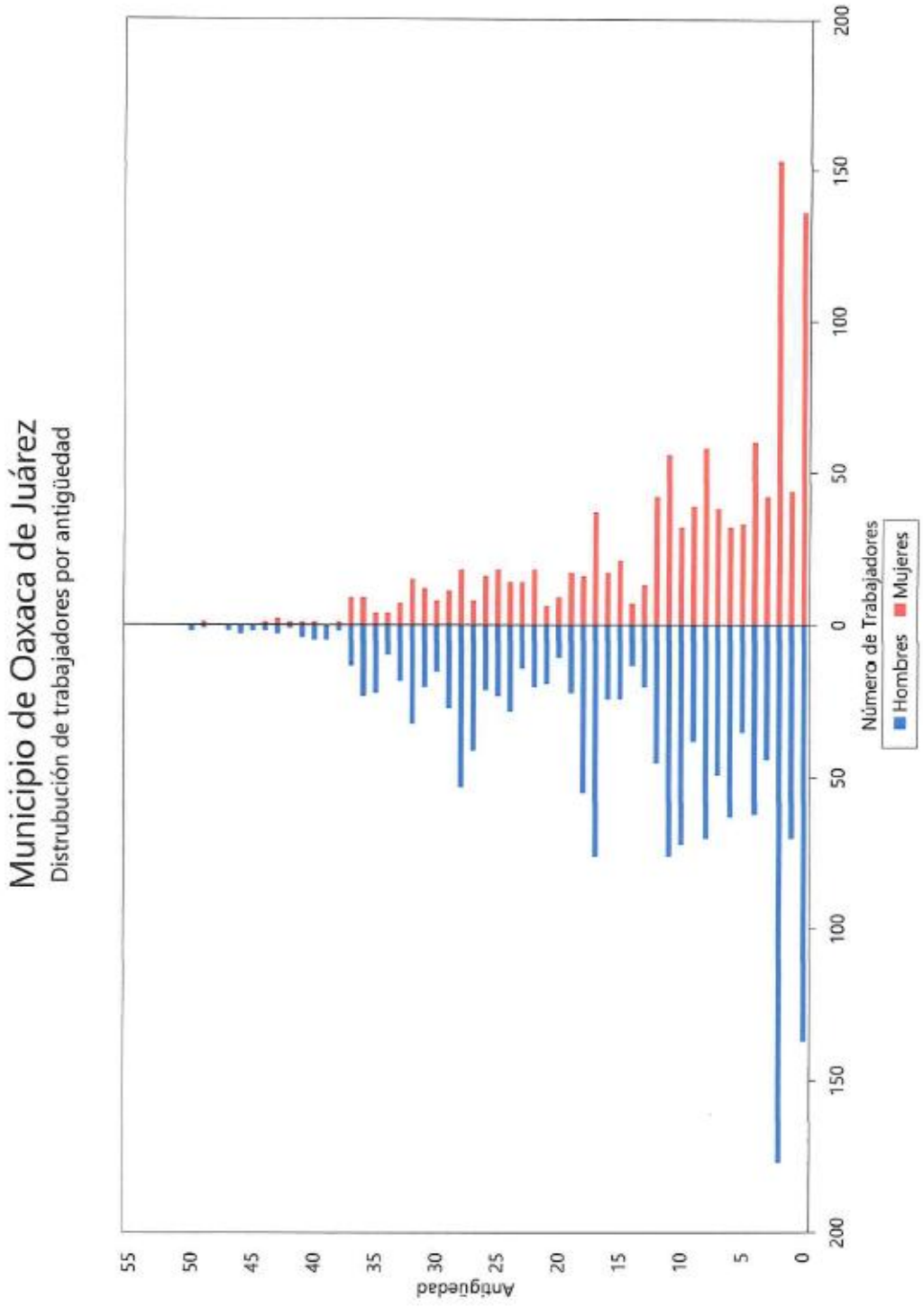

Municipio de Oaxaca de Juárez
Distrubución de trabajadores activos por edad
Número de Trabajadores
Hombres
Mujeres
Edad
80
75
70
65
60
55
50
45
40
35
30
25
20
15
0
20
40
60
80

00000051


Municipio de Oaxaca de Juárez
Distrubución de trabajadores por antigüedad
Número de Trabajadores
Hombres
Mujeres
Antigüedad
200
150
100
50
0
50
100
150
200
55
50
45
40
35
30
25
20
15
10
5
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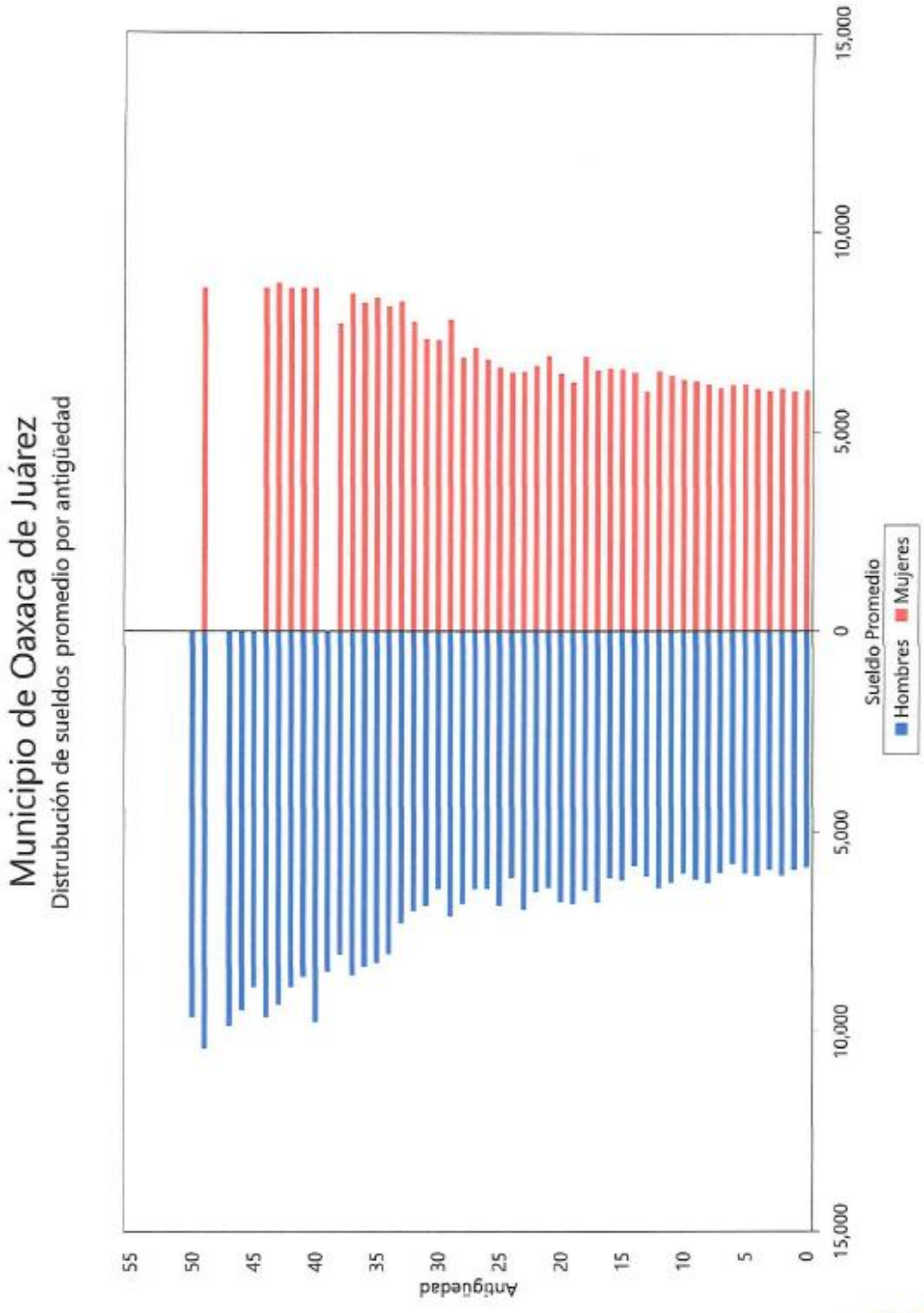
Municipio de Oaxaca de Juárez
Distrubución de sueldos promedio por antigüedad
Sueldo Promedio
Hombres
Mujeres
15,000
10,000
5,000
0
5,000
10,000
15,000
Antigüedad
55
50
45
40
35
30
25
20
15
10
5
0

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iii) PROYECCIÓN DEMOGRÁFICA DE ACTIVOS Y PENSIONADOS

A continuación, se muestra una proyección del comportamiento esperado de los trabajadores activos y los pensionados.

En el caso del personal activo, se refiere a las hipótesis que se consideran para medir los cambios poblacionales, tales como el incremento poblacional y las probabilidades de permanecer en activo.

Las que corresponden al personal pensionado, se considera la sobrevivencia de las pensiones en curso de pago y se adiciona el número de pensiones esperadas futuras provenientes tanto de la generación actual de trabajadores como de las nuevas generaciones.

Presente en el futuro

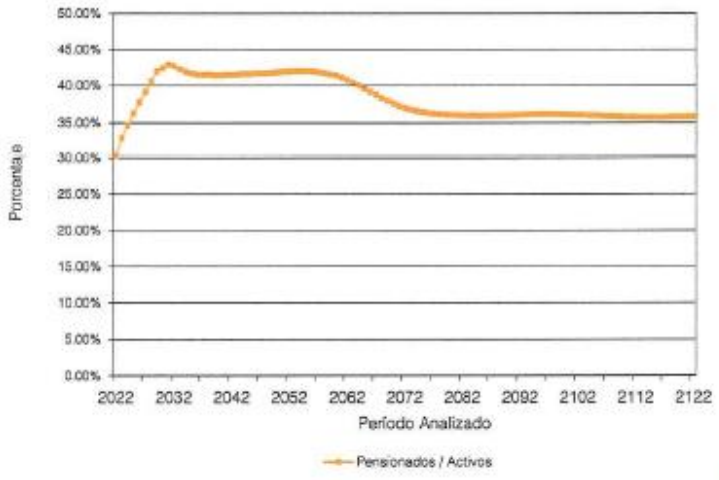
00000048

Municipio de Oaxaca de Juárez

Proyección Demográfica de Activos y Pensionados

Personal Total

Año	Activos	Pensionados	Activos / Pensionados	Pensionados / Activos
2022	2,715	824	3.30	30.34%
2023	2,720	893	3.04	32.84%
2024	2,724	944	2.89	34.64%
2025	2,728	990	2.76	36.29%
2026	2,731	1,031	2.65	37.76%
2027	2,734	1,071	2.55	39.16%
2028	2,737	1,110	2.47	40.56%
2029	2,739	1,148	2.39	41.92%
2030	2,741	1,162	2.36	42.40%
2031	2,742	1,177	2.33	42.93%
2032	2,743	1,171	2.34	42.70%
2033	2,743	1,159	2.37	42.27%
2034	2,743	1,149	2.39	41.89%
2035	2,743	1,144	2.40	41.72%
2040	2,743	1,137	2.41	41.44%
2045	2,743	1,141	2.40	41.61%
2050	2,743	1,148	2.39	41.85%
2055	2,743	1,152	2.38	41.99%
2060	2,743	1,135	2.42	41.37%
2065	2,743	1,086	2.53	39.59%
2070	2,743	1,030	2.66	37.57%
2075	2,743	1,000	2.74	36.48%
2080	2,743	990	2.77	36.10%
2085	2,743	987	2.78	36.00%
2090	2,743	989	2.77	36.08%
2095	2,743	992	2.76	36.19%
2100	2,743	992	2.77	36.16%
2105	2,743	988	2.78	36.01%
2110	2,743	983	2.79	35.85%
2115	2,743	981	2.79	35.78%
2120	2,743	983	2.79	35.84%
2122	2,743	984	2.79	35.89%



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iv) JUBILACIONES ESPERADAS ARITMÉTICAS

La siguiente proyección muestra el número de personas que adquiere su derecho a pensionarse por antigüedad y por retiro por edad y tiempo de servicio en cada año.

Cabe aclarar que las proyecciones que a continuación se presentan son resultado de cálculos aritméticos que no involucran probabilidades. Obviamente en los resultados de las proyecciones actuariales si se incluyen las probabilidades que se mencionan en las hipótesis del estudio.

Presente en el futuro

00000046

Municipio de Oaxaca de Juárez

Jubilaciones Esperadas Aritméticas

Personal Total

Generación Actual

			Acumulado	
Año	Personas	Porcentaje	Personas	Porcentaje
2022	497	18.31%	497	18.31%
2023	65	2.39%	562	20.70%
2024	60	2.21%	622	22.91%
2025	3	0.11%	625	23.02%
2026	5	0.18%	630	23.20%
2027	12	0.44%	642	23.65%
2028	8	0.29%	650	23.94%
2029	11	0.41%	661	24.35%
2030	18	0.66%	679	25.01%
2031	29	1.07%	708	26.08%
2032	23	0.85%	731	26.92%
2033	23	0.85%	754	27.77%
2034	15	0.55%	769	28.32%
2035	67	2.47%	836	30.79%
2036	47	1.73%	883	32.52%
2037	64	2.36%	947	34.88%
2038	54	1.99%	1,001	36.87%
2039	47	1.73%	1,048	38.60%
2040	42	1.55%	1,090	40.15%
2041	60	2.21%	1,150	42.36%
2042	58	2.14%	1,208	44.49%
2043	62	2.28%	1,270	46.78%
2044	65	2.39%	1,335	49.17%
2045	74	2.73%	1,409	51.90%
2046	77	2.84%	1,486	54.73%
2047	76	2.80%	1,562	57.53%
2048	87	3.20%	1,649	60.74%
2049	86	3.17%	1,735	63.90%
2050	81	2.98%	1,816	66.89%
2051	94	3.46%	1,910	70.35%
2052	84	3.09%	1,994	73.44%
2053	83	3.06%	2,077	76.50%
2054	86	3.17%	2,163	79.67%
2055	83	3.06%	2,246	82.73%
2056	68	2.50%	2,314	85.23%
2057	80	2.95%	2,394	88.18%
2058	57	2.10%	2,451	90.28%
2059	64	2.36%	2,515	92.63%
2060	54	1.99%	2,569	94.62%
2061	48	1.77%	2,617	96.39%
2062	28	1.03%	2,645	97.42%
2063	21	0.77%	2,666	98.20%
2064	20	0.74%	2,686	98.93%
2065	10	0.37%	2,696	99.30%
2066	11	0.41%	2,707	99.71%
2067	1	0.04%	2,708	99.74%
2068	3	0.11%	2,711	99.85%
2069	4	0.15%	2,715	100.00%

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v) JUBILACIONES ESPERADAS ACTUARIALES

La siguiente proyección muestra el número de personas que hará efectivo su derecho a pensionarse por vejez y por tiempo de servicios en cada año

Presente en el futuro

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Municipio de Oaxaca de Juárez

Jubilaciones Esperadas Actuariales

Personal Total

Generación Actual

			Acumulado	
Año	Personas	Porcentaje	Personas	Porcentaje
2022	75	4.73%	75	4.73%
2023	84	5.34%	159	10.07%
2024	68	4.30%	226	14.37%
2025	65	4.10%	291	18.47%
2026	63	3.98%	353	22.45%
2027	64	4.07%	418	26.51%
2028	65	4.11%	482	30.63%
2029	65	4.15%	548	34.78%
2030	42	2.67%	590	37.45%
2031	42	2.65%	631	40.09%
2032	16	1.00%	647	41.09%
2033	14	0.86%	661	41.95%
2034	11	0.72%	672	42.67%
2035	18	1.13%	690	43.80%
2036	21	1.35%	711	45.15%
2037	24	1.54%	735	46.69%
2038	26	1.67%	762	48.36%
2039	27	1.73%	789	50.09%
2040	28	1.77%	817	51.87%
2041	30	1.89%	847	53.76%
2042	32	2.04%	879	55.80%
2043	32	2.04%	911	57.84%
2044	34	2.13%	944	59.97%
2045	33	2.09%	977	62.06%
2046	34	2.13%	1,011	64.19%
2047	34	2.14%	1,045	66.32%
2048	35	2.24%	1,080	68.56%
2049	36	2.29%	1,116	70.86%
2050	37	2.33%	1,153	73.18%
2051	37	2.36%	1,190	75.55%
2052	37	2.35%	1,227	77.89%
2053	36	2.30%	1,263	80.20%
2054	36	2.28%	1,299	82.48%
2055	35	2.20%	1,334	84.68%
2056	32	2.06%	1,366	86.74%
2057	31	1.95%	1,397	88.69%
2058	28	1.79%	1,425	90.48%
2059	26	1.63%	1,450	92.10%
2060	23	1.49%	1,474	93.59%
2061	21	1.32%	1,495	94.90%
2062	18	1.12%	1,512	96.02%
2063	15	0.93%	1,527	96.95%
2064	12	0.78%	1,539	97.73%
2065	10	0.62%	1,549	98.35%
2066	8	0.51%	1,557	98.85%
2067	6	0.38%	1,563	99.23%
2068	4	0.28%	1,567	99.51%
2069	3	0.19%	1,570	99.70%
2070	2	0.13%	1,572	99.83%
2071	1	0.08%	1,573	99.91%
2072	1	0.05%	1,574	99.97%
2073	1	0.03%	1,575	100.00%

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vi) VALOR PRESENTE DE LAS OBLIGACIONES (PRIMA MEDIA GENERAL) Y BALANCES ACTUARIALES

Los siguientes cuadros muestran el monto de los pasivos contingentes que generaría el Proyecto de Reforma por el grupo total de trabajadores de la Dirección de Pensiones del Municipio. Así mismo, se hace la distinción entre los siguientes grupos de personal:

a. Activos actuales
b. Pensionados actuales
c. Nuevas generaciones.

Además, se muestran los balances actuariales utilizando la prima actual y las primas resultantes de los métodos de Prima Media General y Primas Óptimas de Liquidez.

El comportamiento futuro de los ingresos, egresos y saldos futuros de los fondos suponiendo las aportaciones recomendadas bajo el método de **Prima Media General** se muestra en las gráficas indicadas.

Personal	Prima Media General	Tasas de rendimiento	Cuadros	Gráficas
Total	47.54%	2.00%	1a, 1b	1a, 1b
	50.70%	3.00%	2a, 2b	2a, 2b

En todos los casos, las aportaciones y los egresos se calculan sobre la nómina de referencia del personal activo.

Cabe hacer notar que tanto los cuadros como las gráficas tienen un subíndice. En el caso de los cuadros el subíndice **a** representa el valor presente de las obligaciones, el subíndice **b** representa el balance actuarial de la situación actual y el subíndice **c** representa el balance actuarial suponiendo que la Dirección de Pensiones del Municipio recibiera las cuotas y aportaciones totales y se hiciera cargo del pago de las pensiones y prestaciones contingentes.

Por otro lado, en las gráficas el subíndice **a** representa el comportamiento de los ingresos y egresos y el subíndice **b** representa el comportamiento de las reservas.

Nota: El método de primas medias generales no debe utilizarse para evaluar esquemas en donde se reforman las prestaciones de las nuevas generaciones, pues arroja reservas negativas. En todo caso debería establecerse una prima para la generación actual y otra para las nuevas generaciones.

Presente en el futuro

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Cuadro 1a

Municipio de Oaxaca de Juárez

Personal Total

Valor presente de las obligaciones

Tasa de Rendimiento del 2.00%

	Activo			Pensionado	Nuevas Gen.	Total
	Pasados	Servicios Futuros	Totales	Servicios Totales	Servicios Totales	Servicios Totales
Antigüedad, Vejez y Cesantía						
a).- Titular	1,454,587,752.63	420,772,167.45	1,875,359,920.08	914,412,864.77	584,094,996.32	3,373,867,781.17
b).- Beneficiario	173,265,616.19	23,218,076.94	196,483,693.13	69,691,073.92	14,730,590.17	280,905,357.22
Invalidez por causas ajenas al trabajo						
a).- Titular	22,137,639.77	22,934,222.99	45,071,862.76	2,285,122.23	47,660,412.26	95,017,397.25
b).- Beneficiario	3,421,783.70	2,509,103.65	5,930,887.35	580,846.27	4,199,299.85	10,711,033.46
Viudez, Orfandad y Ascendencia por causas ajenas al trabajo	83,042,654.05	140,540,543.24	223,583,197.29	132,375,057.24	316,156,398.77	672,114,653.30
Incapacidad por causas del trabajo						
a).- Titular	8,714,359.19	14,118,776.39	22,833,135.58	0.00	47,513,273.52	70,346,409.09
b).- Beneficiario	1,341,818.43	415,191.07	1,757,009.50	0.00	187,256.92	1,944,266.42
Viudez, Orfandad y Ascendencia por causas del trabajo	6,005,431.49	16,432,821.35	22,438,252.85	11,182,738.12	45,901,732.14	79,522,723.10
Pagos únicos	5,780,670.90	9,454,040.21	15,234,711.11	8,416,415.52	13,247,961.97	36,899,088.60
Gtofuneral	5,780,670.90	9,454,040.21	15,234,711.11	8,416,415.52	13,247,961.97	36,899,088.60
Estímulo a la permanencia	22,704,490.60	2,716,582.08	25,421,072.69	0.00	0.00	25,421,072.69
SubTotal	1,781,002,216.96	653,111,525.36	2,434,113,742.32	1,138,944,118.07	1,073,691,921.92	4,646,749,782.32
Gastos de administración	0.00	0.00	2,743,076.41		7,050,272.38	9,793,348.79
Costo de servicio médico	0.00	0.00	0.00	0.00	0.00	0.00
Total			2,436,856,818.73	1,138,944,118.07	1,080,742,194.31	4,656,543,131.11
Reserva			1,064,456.84			1,064,456.84
Aportaciones por pensionados (Pensiones)			0.00	0.00	0.00	0.00
Valor presente de sueldos futuros			2,743,076,407.90		7,050,272,382.86	9,793,348,790.77
Aportación en porcentaje de la nómina activos			88.80 %	41.52 %		
Aportación en porcentaje de la nómina de nuevas generaciones					15.33 %	
Aportación en porcentaje de la nómina global						47.54 %

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TRANSFORMANDO JUNTOS
OAXACA DE JUÁREZ GOBIERNO MUNICIPAL 2025-2027
PATRIMONIO CULTURAL DE LA HUMANIDAD 2025-2027
TRANSFORMANDO JUNTOS

Cuadro 1b
Municipio de Oaxaca de Juárez

Personal Total

Balance actuarial al 31 de diciembre de 2021

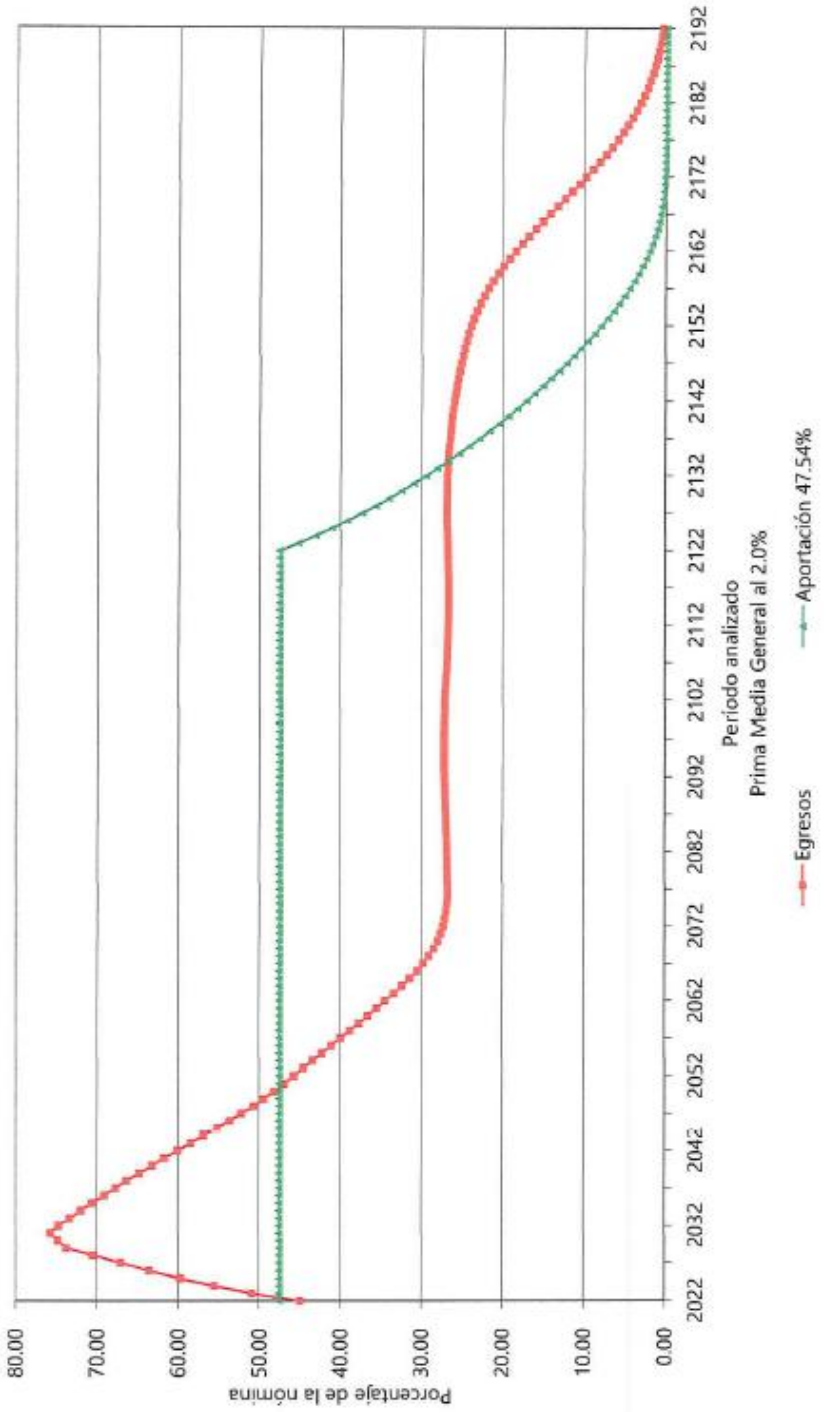
Tasa de Rendimiento del 2.00%

	Grupo Cerrado		Grupo Abierto		
	Aportación Actual	Prima Media General	Aportación Actual	Prima Media General	Prima Optima Liquidez
Aportación activos	**Nota**	130.32	**Nota**	47.54	**Nota**
Aportación pensionados	0.00	0.00	0.00	0.00	0.00
Activo actuarial					
Reserva	1,064,456.84	1,064,456.84	1,064,456.84	1,064,456.84	1,064,456.84
Valor presente de aportaciones futuras de los activos					
a).- De la generación actual	1,005,070,003.83	3,574,736,479.96	1,005,070,003.83	1,303,980,282.10	1,821,705,322.78
i) Trabajador	381,767,694.89		381,767,694.89		
ii) Patrón	623,302,308.93		623,302,308.93		
b).- De las nuevas generaciones	0.00	0.00	2,737,190,557.41	3,351,498,392.17	2,719,515,854.41
i) Trabajador	0.00		1,019,737,658.64		
ii) Patrón	0.00		1,717,452,898.77		
Valor presente de aportaciones futuras de los pensionados					
a).- En curso de pago	0.00	0.00	0.00	0.00	0.00
b).- De la generación actual	0.00	0.00	0.00	0.00	0.00
c).- De las nuevas generaciones	0.00	0.00	0.00	0.00	0.00
Total activo	1,006,134,460.67	3,575,800,936.80	3,743,325,018.08	4,656,543,131.11	4,542,285,634.03
Pasivo actuarial					
Valor pte. de obligaciones					
a).- Personal actualmente pensionado	1,138,944,118.07	1,138,944,118.07	1,138,944,118.07	1,138,944,118.07	1,138,944,118.07
b).- Personal actualmente activo	2,436,856,818.73	2,436,856,818.73	2,436,856,818.73	2,436,856,818.73	2,436,856,818.73
c).- Personal nuevas generaciones	0.00	0.00	1,080,742,194.31	1,080,742,194.31	1,080,742,194.31
Total pasivo	3,575,800,936.80	3,575,800,936.80	4,656,543,131.11	4,656,543,131.11	4,656,543,131.11
(Deficit)/superavit actuarial	(2,569,666,476.13)	0.00	(913,218,113.03)	0.00	(114,257,497.07)
Excedentes			337,504,051.76		
(Deficit)/superavit actuarial para el Patrón			(1,250,722,164.79)		

Nota Debido a que se requieren diferentes primas, se determinó el o los montos expresados en la sección de Valor Presente de Aportaciones Futuras.

TRANSFORMANDO JUNTOS
OAXACA DE JUÁREZ GOBIERNO MUNICIPAL 2025-2027
PATRIMONIO CULTURAL DE LA HUMANIDAD 2025-2027
TRANSFORMANDO JUNTOS

Gráfica 1a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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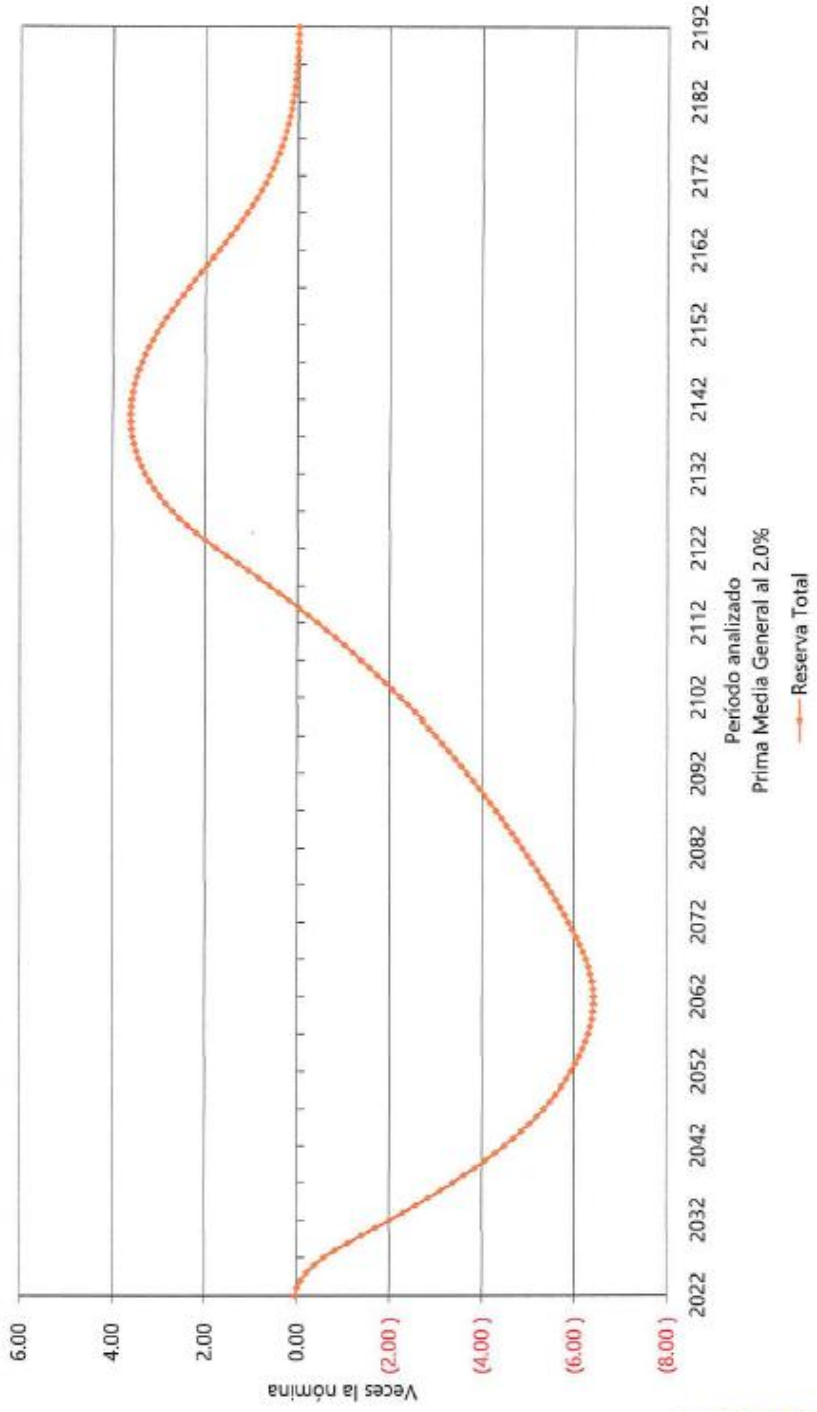
Gráfica 1b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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Cuadro 2a

Municipio de Oaxaca de Juárez

Personal Total

Valor presente de las obligaciones

Tasa de Rendimiento del 3.00%

	Activo			Pensionado	Nuevas Gen.	Total
	Pasados	Servicios Futuros	Totales	Servicios Totales	Servicios Totales	Servicios Totales
Antigüedad, Vejez y Cesantía						
a).- Titular	1,243,421,859.79	319,454,393.87	1,562,876,253.66	832,444,287.52	274,453,823.04	2,669,774,364.22
b).- Beneficiario	136,902,389.97	17,854,161.19	154,756,551.16	59,403,833.41	6,684,822.61	220,845,207.17
Invalidez por causas ajenas al trabajo						
a).- Titular	18,784,128.11	17,013,721.87	35,797,849.98	2,062,375.92	24,727,025.87	62,587,251.77
b).- Beneficiario	2,720,090.27	1,754,392.71	4,474,482.98	491,267.55	1,981,618.18	6,947,368.71
Viudez, Orfandad y Ascendencia por causas ajenas al trabajo	66,764,688.23	103,805,354.92	170,570,043.15	119,268,480.77	162,488,806.58	452,327,330.49
Incapacidad por causas del trabajo						
a).- Titular	7,430,441.90	11,252,687.82	18,683,129.71	0.00	27,672,272.63	46,355,402.34
b).- Beneficiario	1,077,740.73	305,537.88	1,383,278.61	0.00	93,501.70	1,476,780.31
Viudez, Orfandad y Ascendencia por causas del trabajo	4,856,916.24	12,704,095.90	17,561,012.15	10,114,793.57	25,064,250.01	52,740,055.73
Pagos únicos	4,616,445.73	6,699,006.63	11,315,452.36	7,355,640.67	6,198,333.93	24,869,426.95
GtoFuneral	4,616,445.73	6,699,006.63	11,315,452.36	7,355,640.67	6,198,333.93	24,869,426.95
Estimulo a la permanencia	21,419,438.20	2,256,584.16	23,676,022.37	0.00	0.00	23,676,022.37
SubTotal	1,507,994,139.17	493,099,936.95	2,001,094,076.12	1,031,140,679.40	529,364,454.54	3,561,599,210.06
Gastos de administración	0.00	0.00	2,463,291.37		4,572,764.09	7,036,055.46
Costo de servicio médico	0.00	0.00	0.00	0.00	0.00	0.00
Total			2,003,557,367.50	1,031,140,679.40	533,937,218.62	3,568,635,265.52
Reserva			1,064,456.84			1,064,456.84
Aportaciones por pensionados (Pensiones)			0.00	0.00	0.00	0.00
Valor presente de sueldos futuros			2,463,291,374.20		4,572,764,085.08	7,036,055,459.28
Aportación en porcentaje de la nómina activos			81.29 %	41.86 %		
Aportación en porcentaje de la nómina de nuevas generaciones					11.68 %	
Aportación en porcentaje de la nómina global						50.70 %

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OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027

PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

TRANSFORMANDO JUNTOS

Cuadro 2b

Municipio de Oaxaca de Juárez

Personal Total

Balance actuarial al 31 de diciembre de 2021

Tasa de Rendimiento del 3.00%

	Grupo Cerrado		Grupo Abierto		
	Aportación Actual	Prima Media General	Aportación Actual	Prima Media General	Prima Optima Liquidez
Aportación activos	**Nota**	123.15	**Nota**	50.70	**Nota**
Aportación pensionados	0.00	0.00	0.00	0.00	0.00
Activo actuarial					
Reserva	1,064,456.84	1,064,456.84	1,064,456.84	1,064,456.84	1,064,456.84
Valor presente de aportaciones futuras de los activos					
a).- De la generación actual	889,811,308.07	3,033,633,590.06	889,811,308.07	1,248,990,496.27	1,646,176,233.68
i) Trabajador	338,482,443.63		338,482,443.63		
ii) Patrón	551,328,864.44		551,328,864.44		
b).- De las nuevas generaciones	0.00	0.00	1,763,021,079.64	2,318,580,312.41	1,892,137,559.43
i) Trabajador	0.00		656,811,774.77		
ii) Patrón	0.00		1,106,209,304.87		
Valor presente de aportaciones futuras de los pensionados					
a).- En curso de pago	0.00	0.00	0.00	0.00	0.00
b).- De la generación actual	0.00	0.00	0.00	0.00	0.00
c).- De las nuevas generaciones	0.00	0.00	0.00	0.00	0.00
Total activo	890,875,764.91	3,034,698,046.90	2,653,896,844.55	3,568,635,265.52	3,539,378,249.95
Pasivo actuarial					
Valor pte. de obligaciones					
a).- Personal actualmente pensionado	1,031,140,679.40	1,031,140,679.40	1,031,140,679.40	1,031,140,679.40	1,031,140,679.40
b).- Personal actualmente activo	2,003,557,367.50	2,003,557,367.50	2,003,557,367.50	2,003,557,367.50	2,003,557,367.50
c).- Personal nuevas generaciones	0.00	0.00	533,937,218.62	533,937,218.62	533,937,218.62
Total pasivo	3,034,698,046.90	3,034,698,046.90	3,568,635,265.52	3,568,635,265.52	3,568,635,265.52
(Deficit)/superavit actuarial	(2,143,822,281.99)	0.00	(914,738,420.98)	0.00	(29,257,015.58)
Excedentes			200,991,374.53		
(Deficit)/superavit actuarial para el Patrón			(1,115,729,795.51)		

Nota Debido a que se requieren diferentes primas, se determinó el o los montos expresados en la sección de Valor Presente de Aportaciones Futuras.

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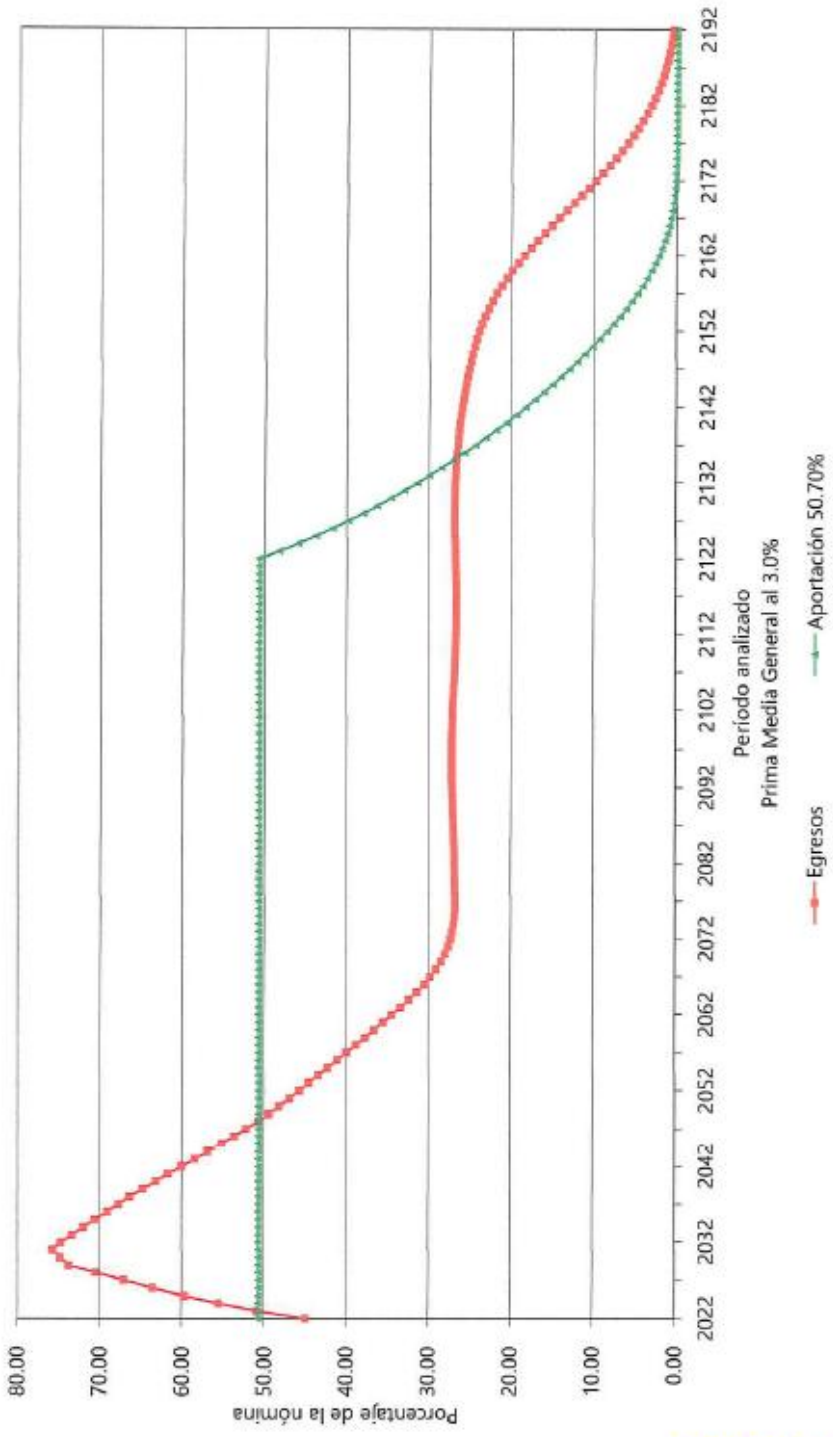
TRANSFORMANDO JUNTOS

Gráfica 2a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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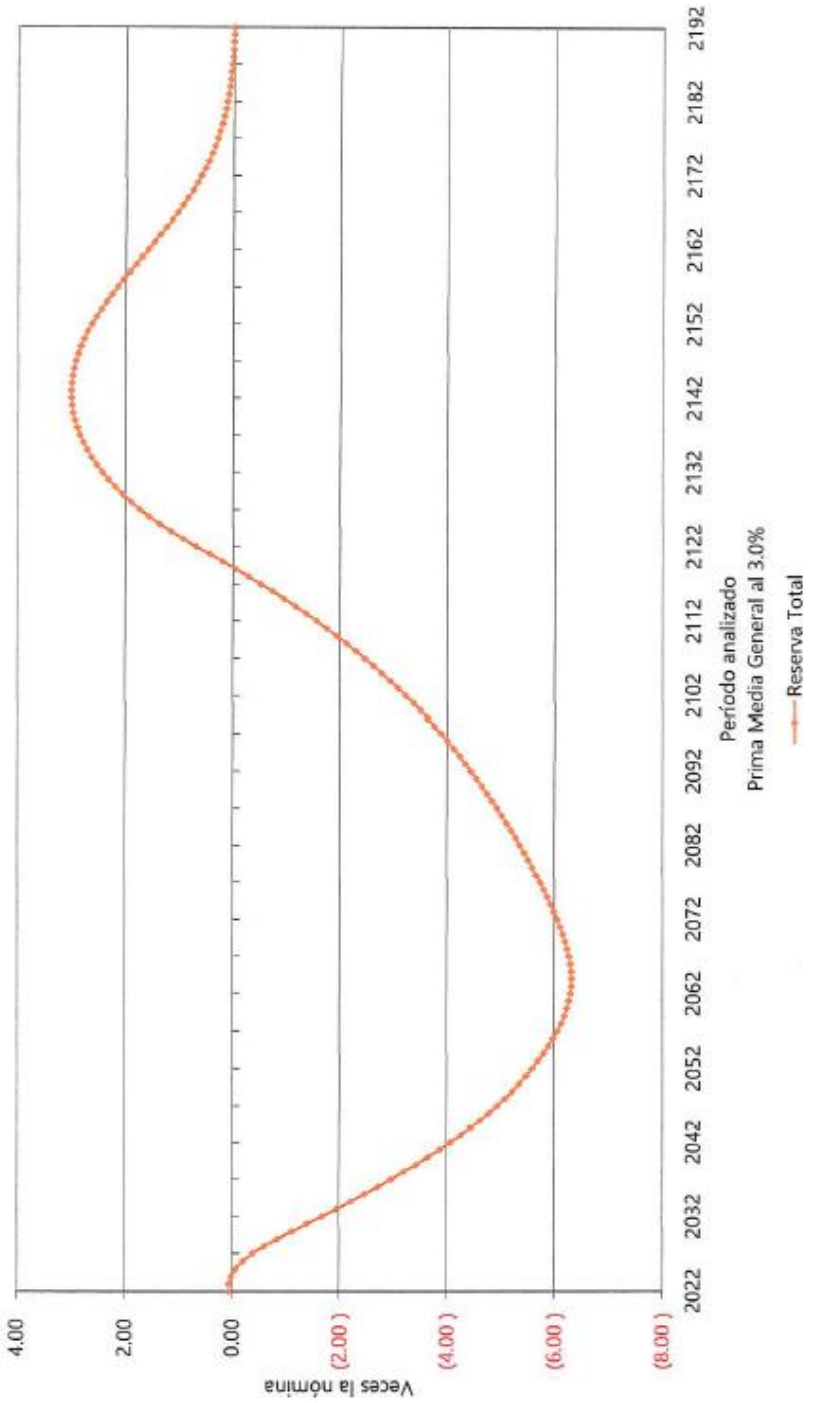
Gráfica 2b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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vii) PRIMAS ÓPTIMAS DE LIQUIDEZ

El método de Primas Optimas de Liquidez, utiliza prácticamente toda la información contenida en los formatos. Sin embargo, solo se muestra un resumen de los resultados financiero - actuariales obtenidos mediante este método.

Las siguientes gráficas muestran el comportamiento futuro de los ingresos y egresos del fondo del sistema de pensiones. Asimismo, muestran el comportamiento de las reservas técnicas futuras que se generarían con algunas de las aportaciones resultantes del método **Primas Optimas de Liquidez**:

Personal	Escenario	Aportación	Año de Descapitalización	Período	Gráficas
Total	2.00%	Especificada	2022	2022-2122	3a, 3b
		69.00% 25.39%		2022-2050 2051-2122	4a, 4b
		46.00% **Δ9.00%** 73.00% 24.13%		2022 2023-2024 2025-2050 2051-2122	5a, 5b
Total	3.00%	Especificada	2022	2022-2122	6a, 6b
		69.00% 23.34%		2022-2050 2051-2122	7a, 7b
		46.00% **Δ9.00%** 73.00% 21.53%		2022 2023-2024 2025-2050 2051-2122	8a, 8b

En todos los casos, las aportaciones y los egresos se calculan sobre la nómina de referencia del personal activo.

Cabe señalar que las gráficas que tienen el subíndice **a** representan el comportamiento de los ingresos y egresos, mientras que el subíndice **b** representa el comportamiento de las reservas.

Δ Representa el porcentaje de incremento anual durante el período señalado.

Para poder interpretar las gráficas, es necesario definir lo siguiente:

Presente en el futuro

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- **Egresos** (línea roja), representan los costos estimados que la Dirección de Pensiones del Municipio tendría por el pago de las pensiones y prestaciones contingentes derivados de sus contratos colectivos de trabajo.
- **Aportaciones** (línea verde), representan las cuotas y aportaciones que ingresan al fondo de pensiones.
- **Reserva**, es el saldo estimado que tendría el fondo resultante de la diferencia entre los egresos y los ingresos al fondo de pensiones.

Dado lo anterior para obtener el monto en pesos, es necesario multiplicar el porcentaje de los gastos, ingresos o saldo que se muestra en la gráfica por la nómina vigente en el momento deseado.

Presente en el futuro

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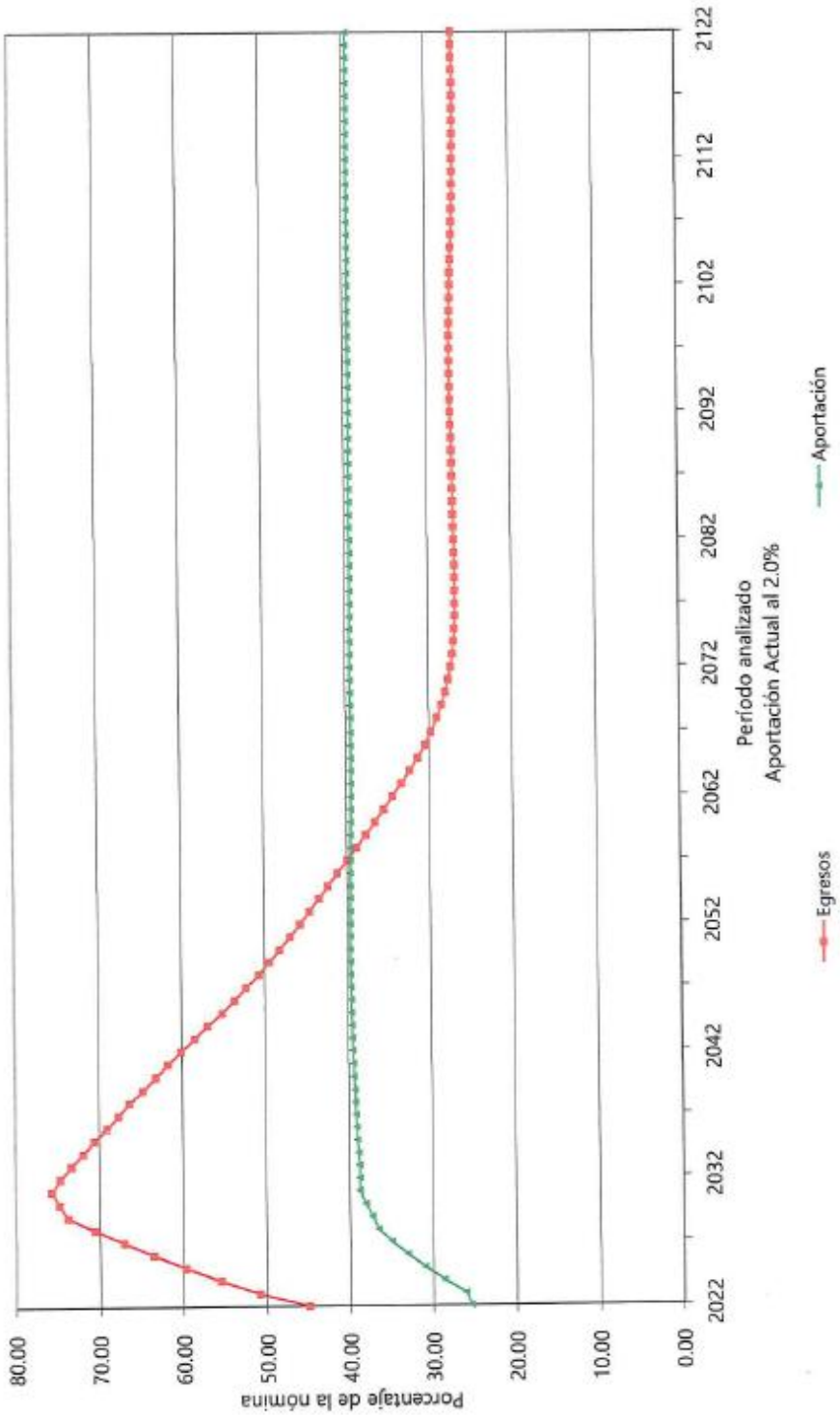
Gráfica 3a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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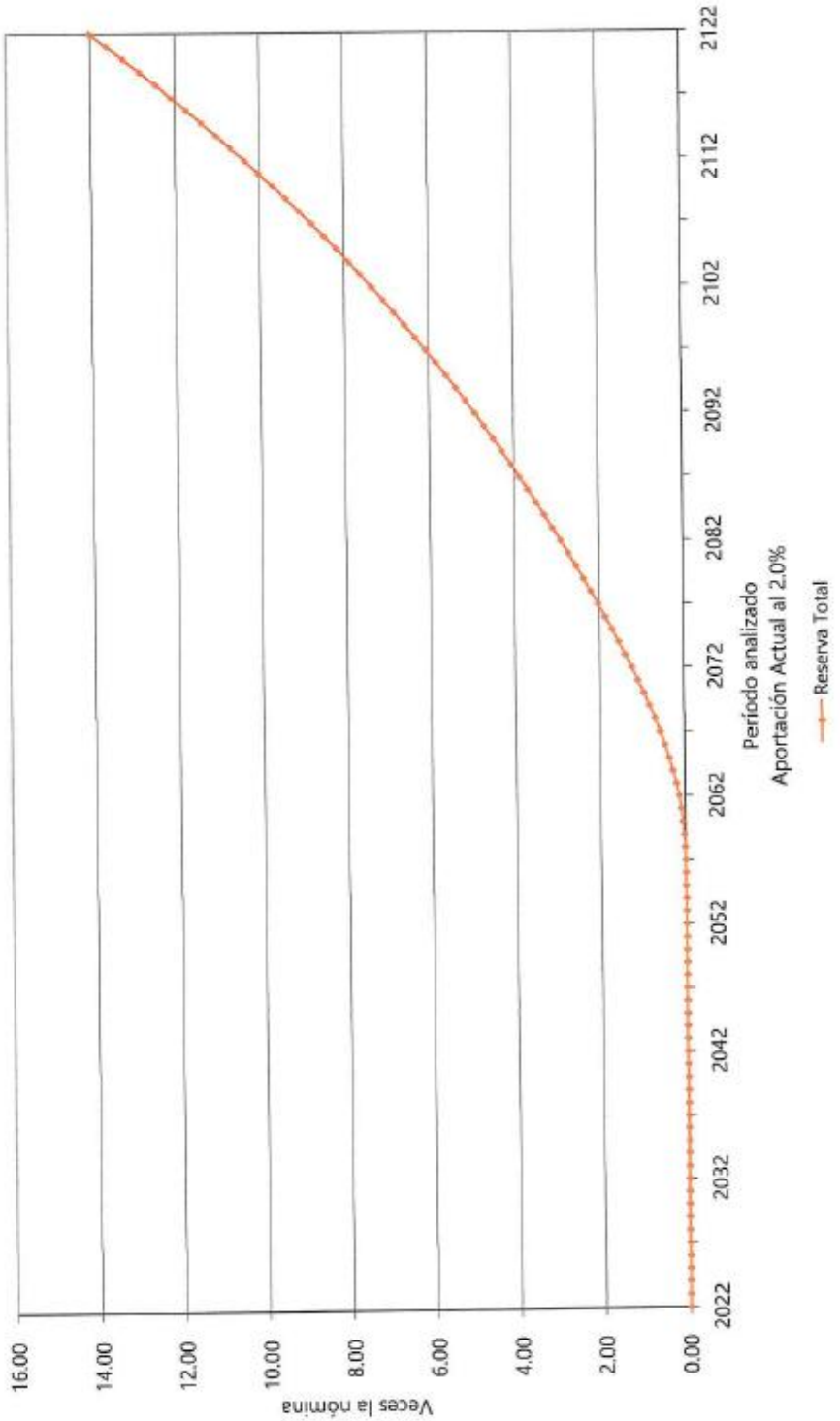
Gráfica 3b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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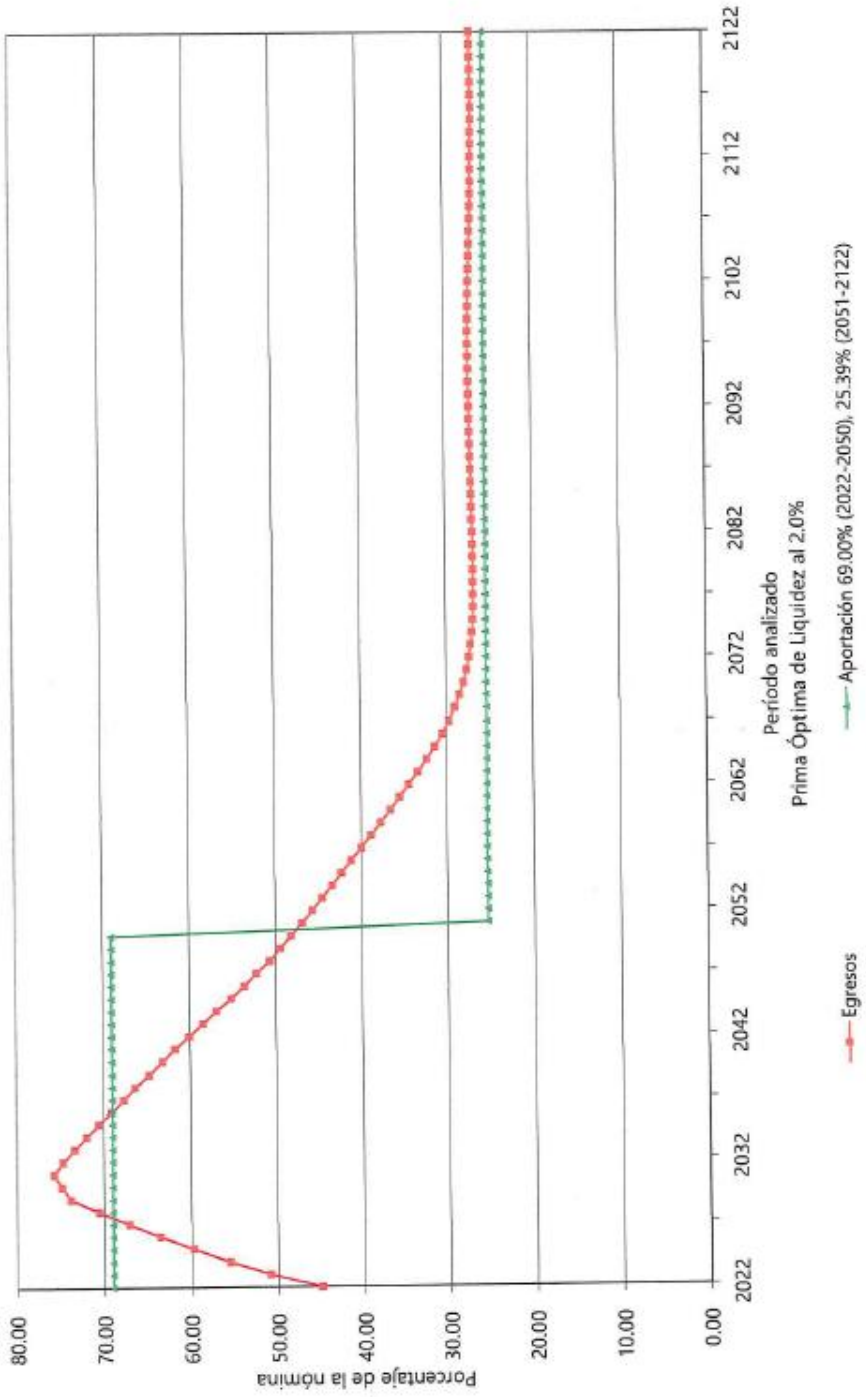
Gráfica 4a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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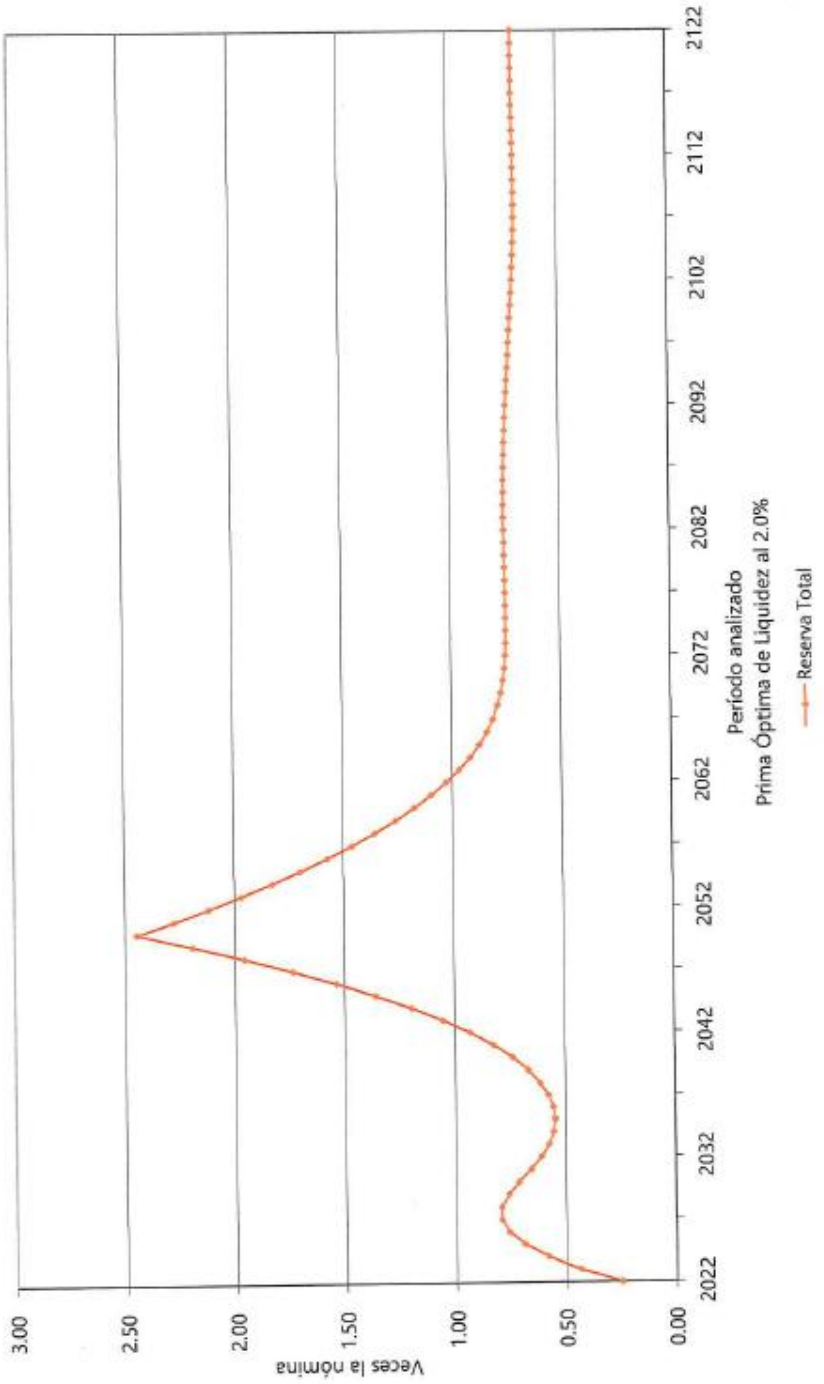
Gráfica 4b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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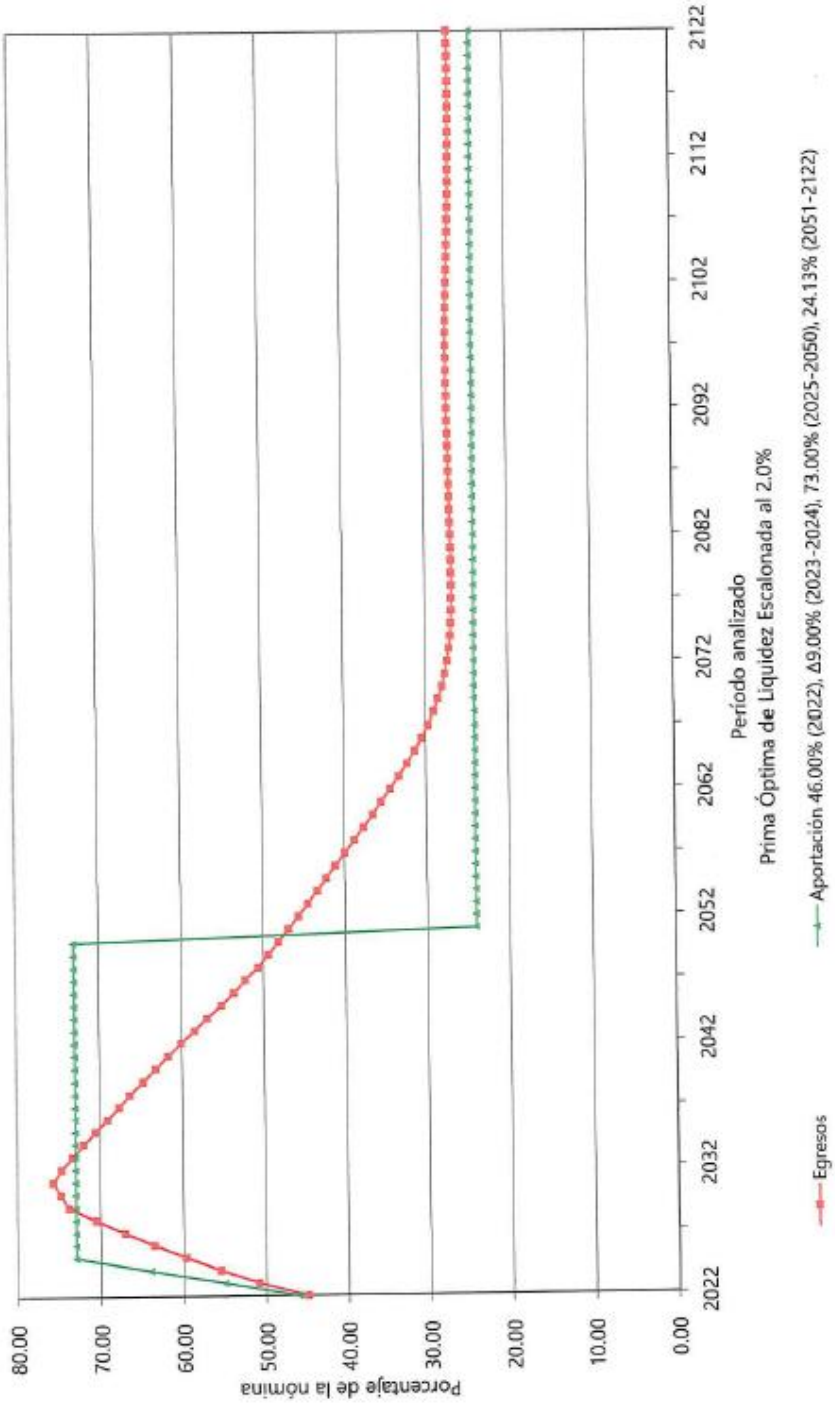
Gráfica 5a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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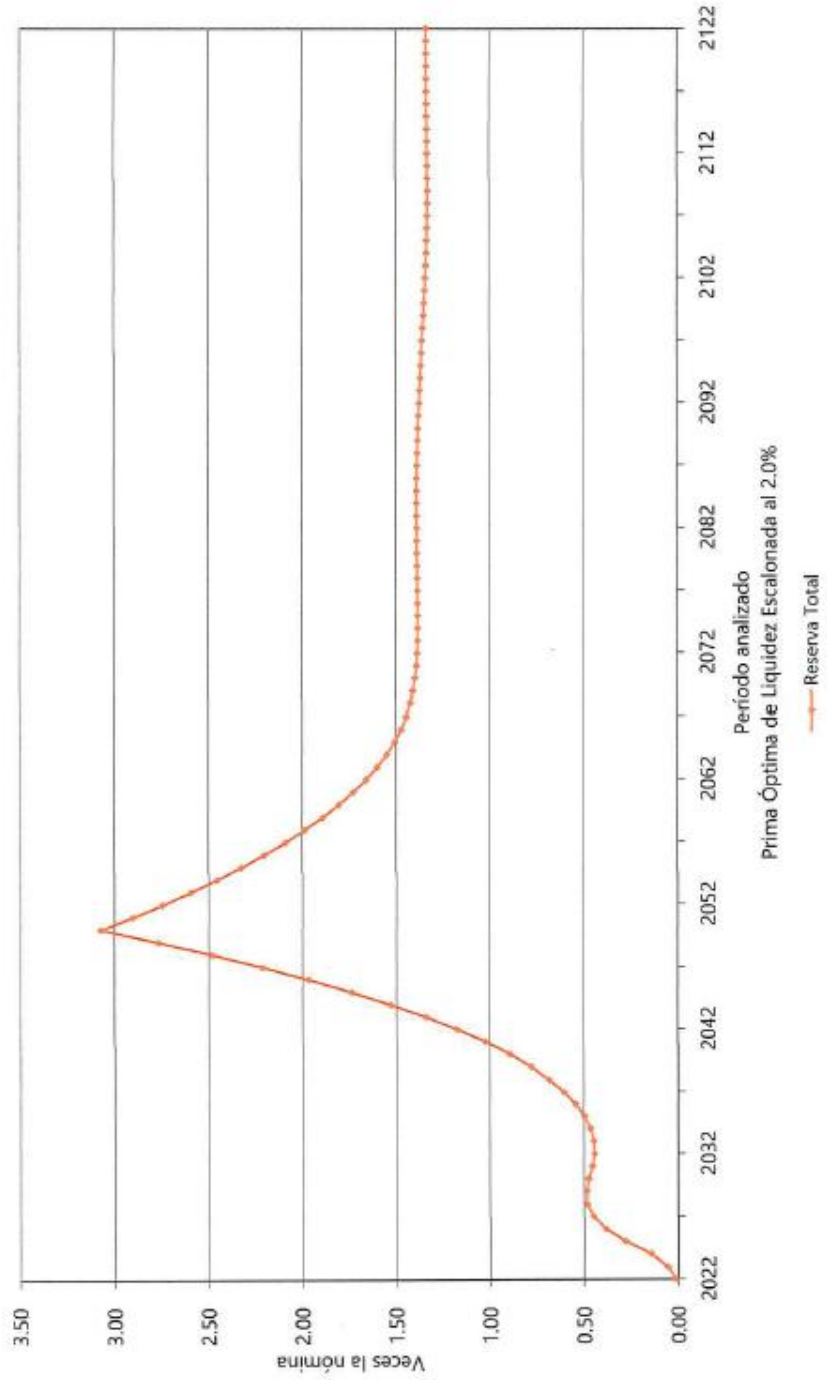
Gráfica 5b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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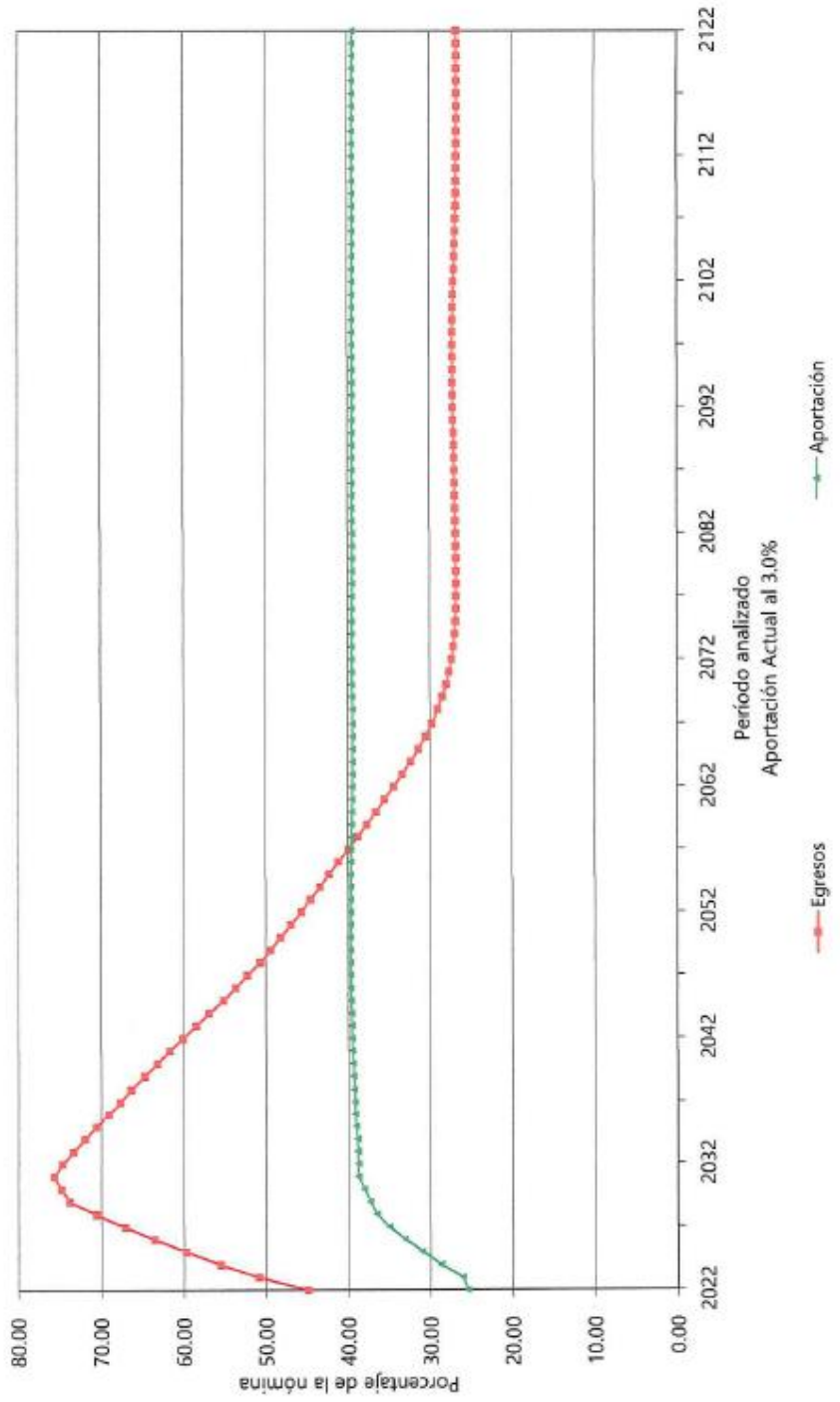
Gráfica 6a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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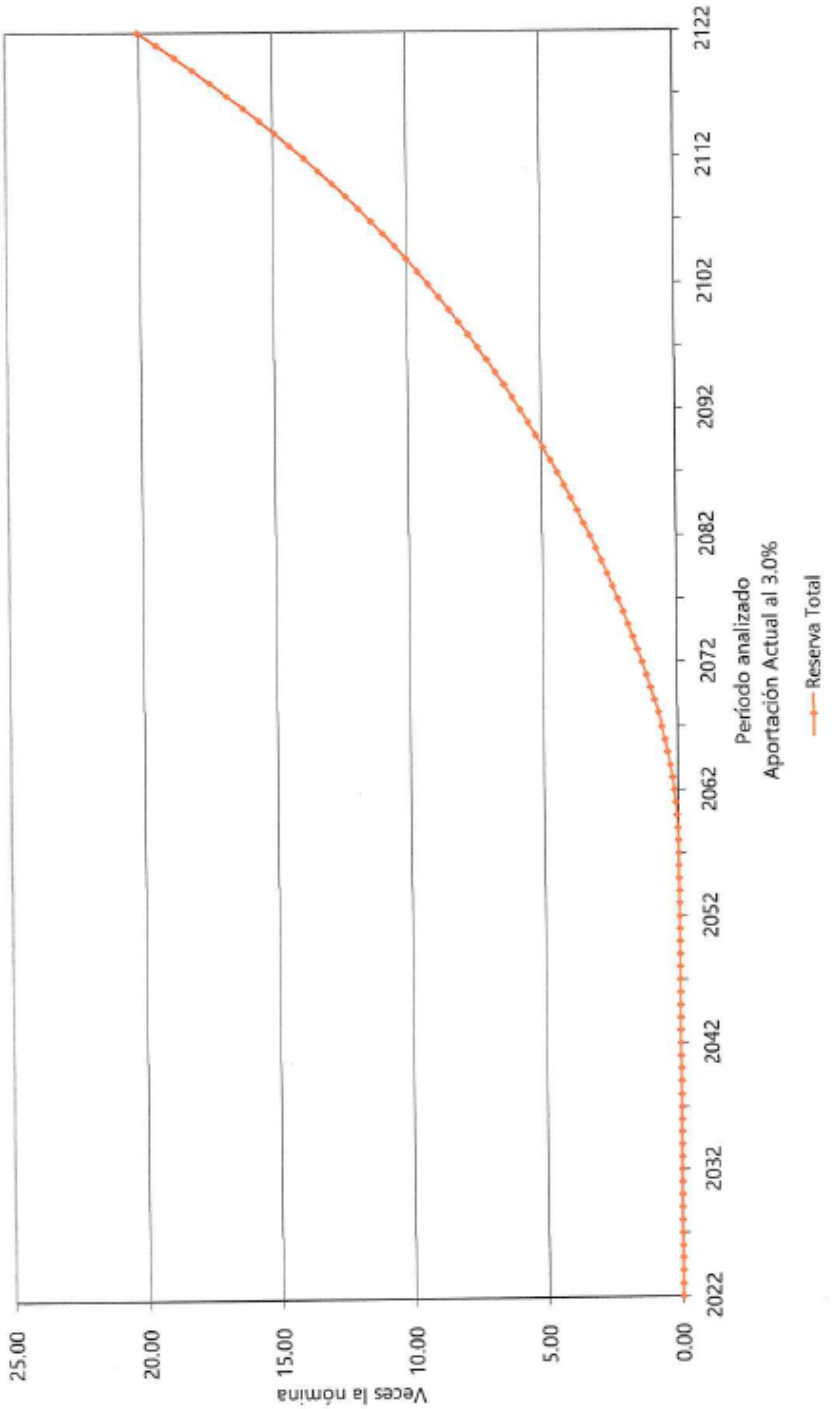
Gráfica 6b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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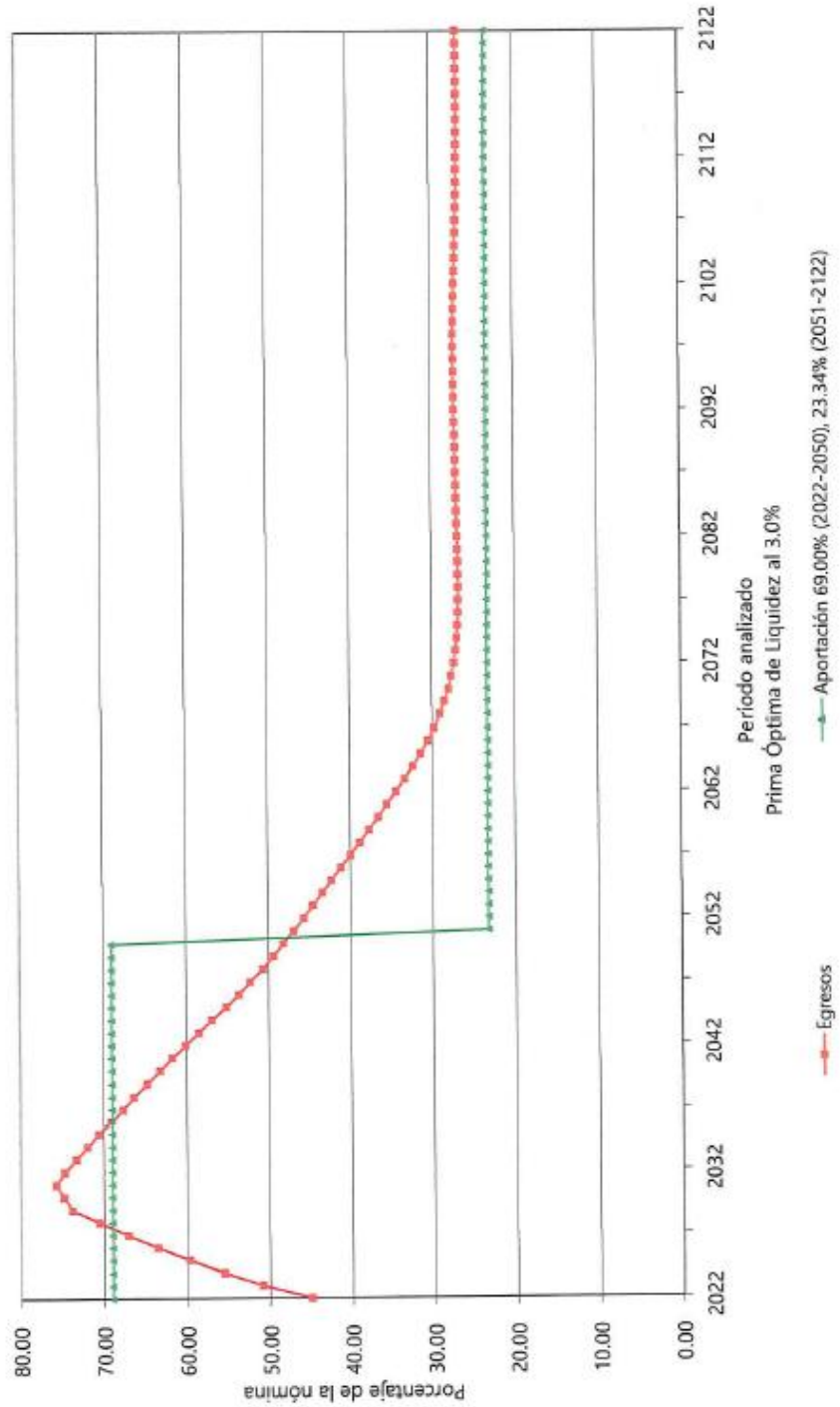
Gráfica 7a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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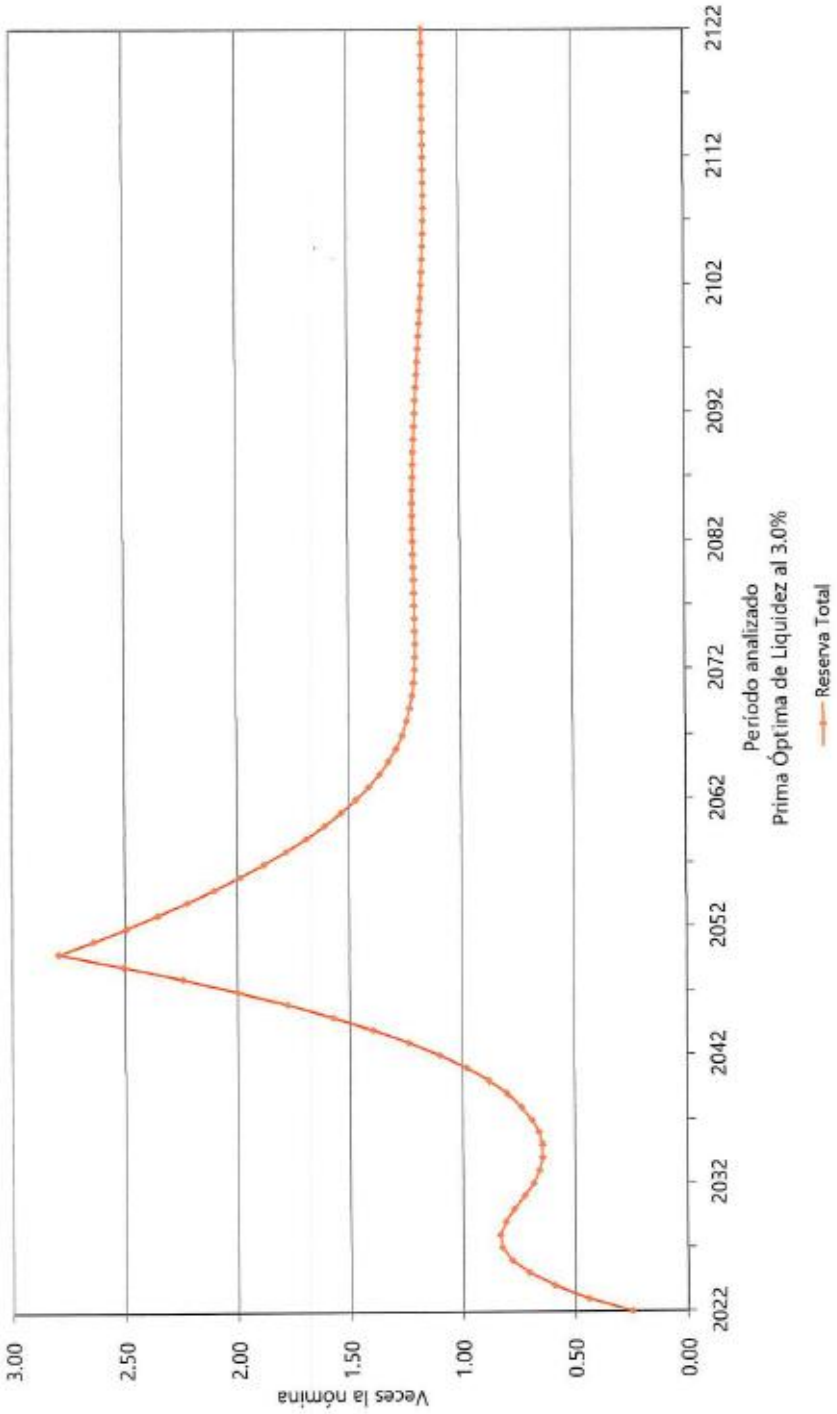
Gráfica 7b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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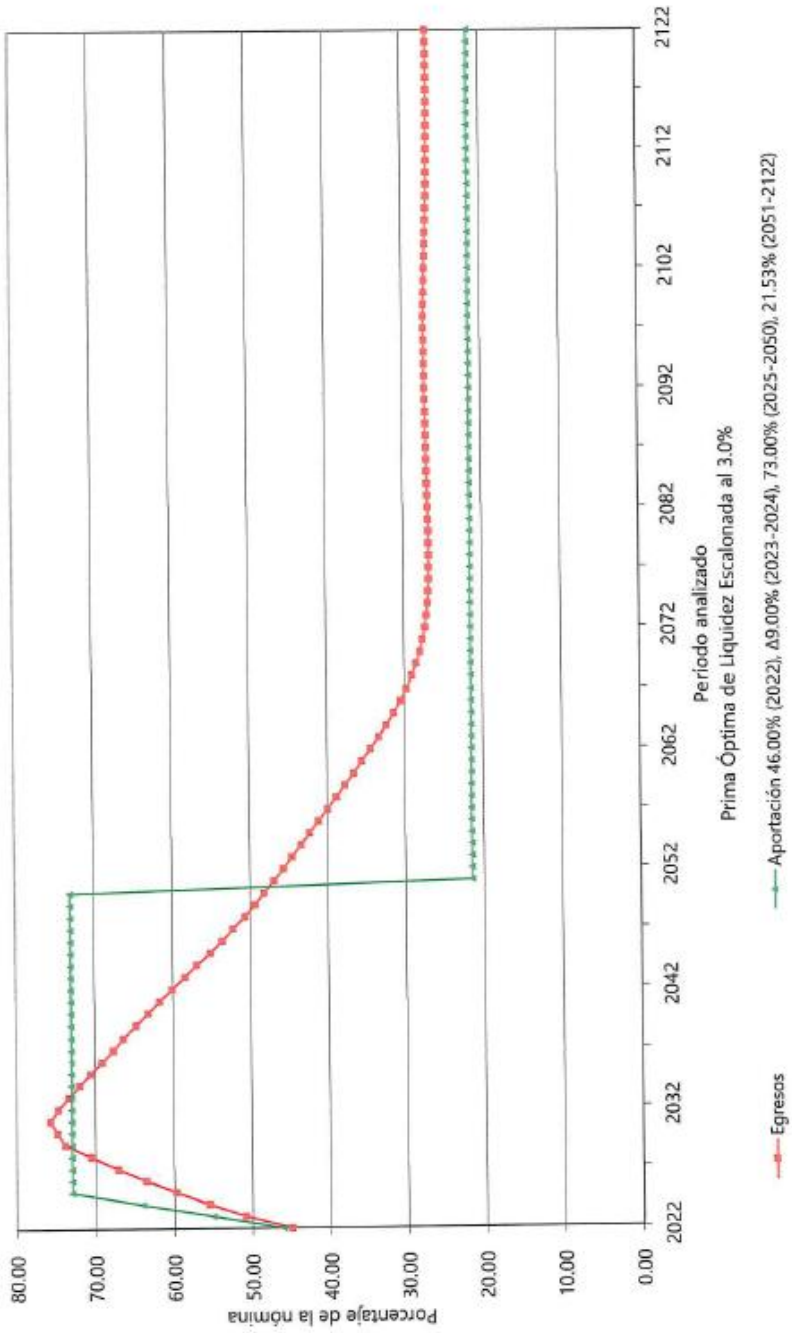
Gráfica 8a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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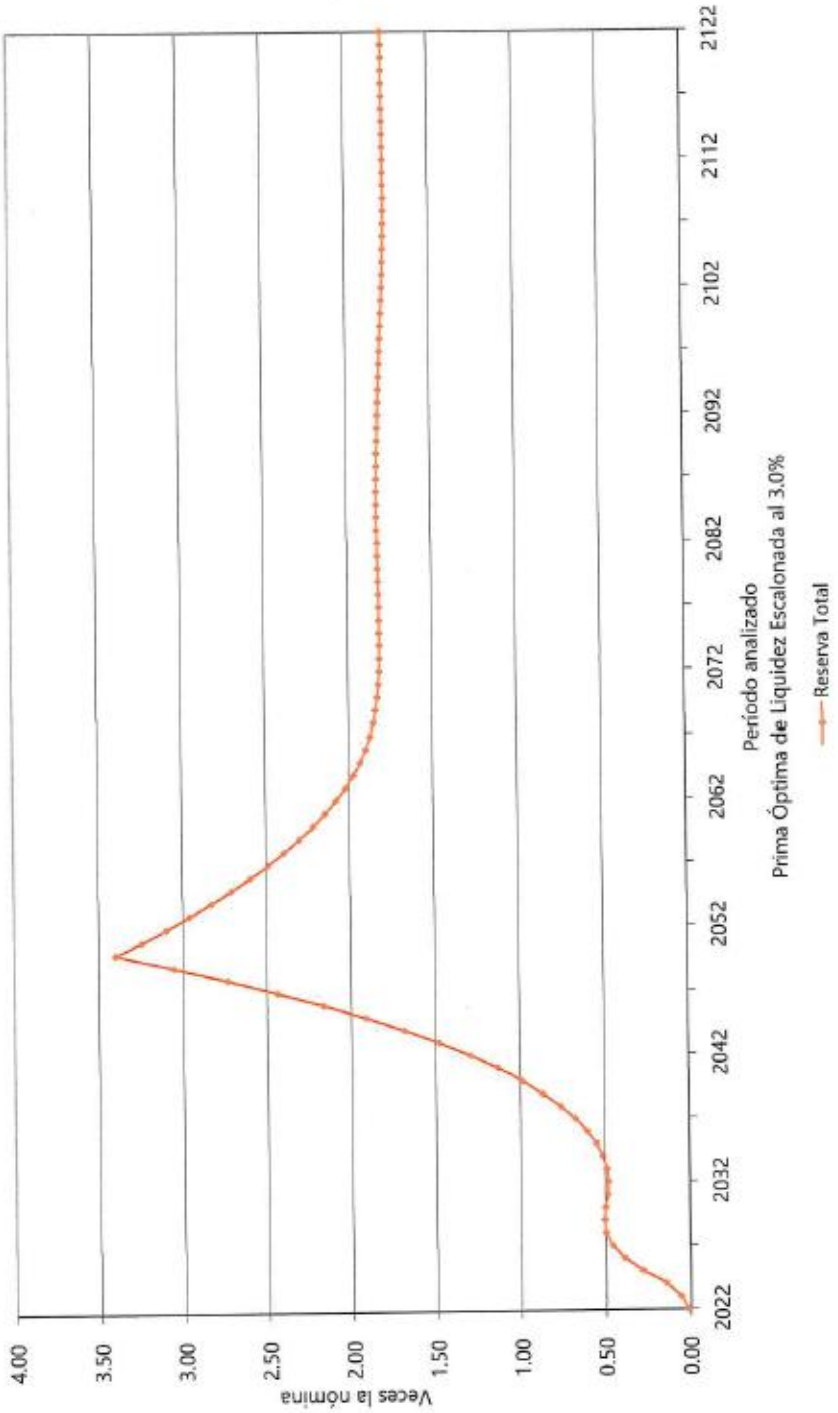
Gráfica 8b
Municipio de Oaxaca de Juárez
Comportamiento de las reservas futuras del fondo
Personal Total



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viii) APORTACIONES EXTRAORDINARIAS

A continuación, se muestran las aportaciones extraordinarias esperadas en pesos constantes de 2021 (cuadros) y como porcentaje de la nómina de referencia del personal activo (gráficas) que requeriría la Dirección de Pensiones del Municipio para hacer frente a sus compromisos futuros.

Personal	Tasa de Rendimiento	Valor Presente de Aportaciones Extraordinarias (Millones de Pesos)	Cuadros	Gráficas
Total	2.00%	$913.22	3a	9a
	3.00%	$914.74	4a	10a

Presente en el futuro

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Cuadro 3a

Municipio de Oaxaca de Juárez

Flujo de Egresos, Ingresos y Saldos

Personal Total

Tasa de Rendimiento del 2.00%
Millones de Pesos de 2021

Año	Egresos	Cuotas		Aportaciones			Saldos
		Activos	Pensionados	Ordinarias	Extraordinarias	Totales	
2022	94.55	19.99	0.00	33.67	39.82	73.49	0.00
2023	106.70	20.42	0.00	34.39	51.89	86.28	0.00
2024	115.94	22.86	0.00	37.12	55.96	93.08	0.00
2025	124.48	25.09	0.00	39.62	59.78	99.40	0.00
2026	132.41	27.10	0.00	41.90	63.41	105.30	0.00
2027	139.82	28.95	0.00	44.01	66.86	110.87	0.00
2028	147.11	30.20	0.00	45.96	70.94	116.90	0.00
2029	154.11	30.19	0.00	47.76	76.16	123.92	0.00
2030	156.61	30.26	0.00	49.50	76.85	126.35	0.00
2031	159.14	30.36	0.00	51.14	77.64	128.78	0.00
2032	157.65	30.49	0.00	51.35	75.82	127.16	0.00
2033	155.54	30.68	0.00	51.66	73.20	124.86	0.00
2034	153.29	30.88	0.00	52.01	70.40	122.41	0.00
2035	151.10	31.15	0.00	52.46	67.49	119.95	0.00
2040	137.25	31.90	0.00	53.73	51.63	105.35	0.00
2045	120.97	32.39	0.00	54.55	34.04	88.58	0.00
2050	106.09	32.55	0.00	54.83	18.71	73.54	0.00
2055	92.69	32.38	0.00	54.53	5.78	60.31	0.00
2060	79.73	32.09	0.00	54.04	0.00	54.04	12.25
2065	68.31	31.96	0.00	53.84	0.00	53.84	82.17
2070	60.94	32.02	0.00	53.92	0.00	53.92	208.18
2075	58.49	32.02	0.00	53.92	0.00	53.92	370.55
2080	58.32	31.96	0.00	53.83	0.00	53.83	553.84
2085	58.54	31.95	0.00	53.81	0.00	53.81	755.08
2090	58.90	31.95	0.00	53.80	0.00	53.80	975.61
2095	59.16	31.94	0.00	53.79	0.00	53.79	1,217.26
2100	59.02	31.94	0.00	53.79	0.00	53.79	1,483.85
2105	58.59	31.95	0.00	53.81	0.00	53.81	1,780.01
2110	58.20	31.97	0.00	53.85	0.00	53.85	2,109.50
2115	58.04	31.99	0.00	53.88	0.00	53.88	2,475.00
2120	58.17	31.99	0.00	53.88	0.00	53.88	2,878.61
2122	58.29	31.99	0.00	53.88	0.00	53.88	3,051.23

TRANSFORMANDO JUNTOS
OAXACA DE JUÁREZ GOBIERNO MUNICIPAL 2025-2027
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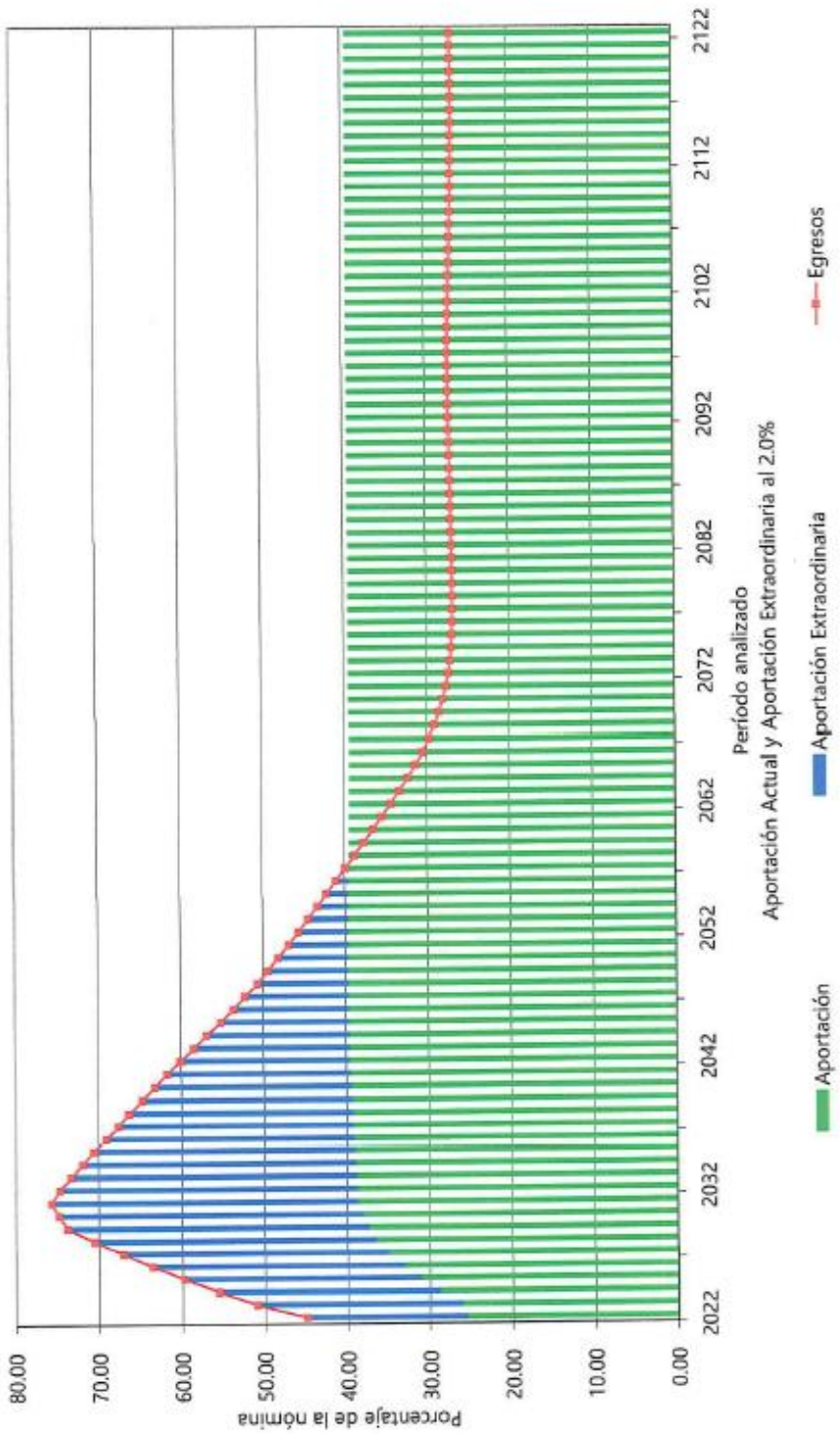
TRANSFORMANDO JUNTOS

Gráfica 9a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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Cuadro 4a

Municipio de Oaxaca de Juárez

Flujo de Egresos, Ingresos y Saldos

Personal Total

Tasa de Rendimiento del 3.00%
Millones de Pesos de 2021

Año	Egresos	Cuotas		Aportaciones			Saldos
		Activos	Pensionados	Ordinarias	Extraordinarias	Totales	
2022	94.55	19.99	0.00	33.67	39.81	73.48	0.00
2023	106.70	20.42	0.00	34.39	51.89	86.28	0.00
2024	115.94	22.86	0.00	37.12	55.96	93.08	0.00
2025	124.48	25.09	0.00	39.62	59.78	99.40	0.00
2026	132.41	27.10	0.00	41.90	63.41	105.30	0.00
2027	139.82	28.95	0.00	44.01	66.86	110.87	0.00
2028	147.11	30.20	0.00	45.96	70.94	116.90	0.00
2029	154.11	30.19	0.00	47.76	76.16	123.92	0.00
2030	156.61	30.26	0.00	49.50	76.85	126.35	0.00
2031	159.14	30.36	0.00	51.14	77.64	128.78	0.00
2032	157.65	30.49	0.00	51.35	75.82	127.16	0.00
2033	155.54	30.68	0.00	51.66	73.20	124.86	0.00
2034	153.29	30.88	0.00	52.01	70.40	122.41	0.00
2035	151.10	31.15	0.00	52.46	67.49	119.95	0.00
2040	137.25	31.90	0.00	53.73	51.63	105.35	0.00
2045	120.97	32.39	0.00	54.55	34.04	88.58	0.00
2050	106.09	32.55	0.00	54.83	18.71	73.54	0.00
2055	92.69	32.38	0.00	54.53	5.78	60.31	0.00
2060	79.73	32.09	0.00	54.04	0.00	54.04	12.38
2065	68.31	31.96	0.00	53.84	0.00	53.84	84.50
2070	60.94	32.02	0.00	53.92	0.00	53.92	218.23
2075	58.49	32.02	0.00	53.92	0.00	53.92	397.18
2080	58.32	31.96	0.00	53.83	0.00	53.83	608.81
2085	58.54	31.95	0.00	53.81	0.00	53.81	853.00
2090	58.90	31.95	0.00	53.80	0.00	53.80	1,134.39
2095	59.16	31.94	0.00	53.79	0.00	53.79	1,458.71
2100	59.02	31.94	0.00	53.79	0.00	53.79	1,834.46
2105	58.59	31.95	0.00	53.81	0.00	53.81	2,271.92
2110	58.20	31.97	0.00	53.85	0.00	53.85	2,781.62
2115	58.04	31.99	0.00	53.88	0.00	53.88	3,374.27
2120	58.17	31.99	0.00	53.88	0.00	53.88	4,061.40
2122	58.29	31.99	0.00	53.88	0.00	53.88	4,365.62

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2025-2027
TRANSFORMANDO JUNTOS
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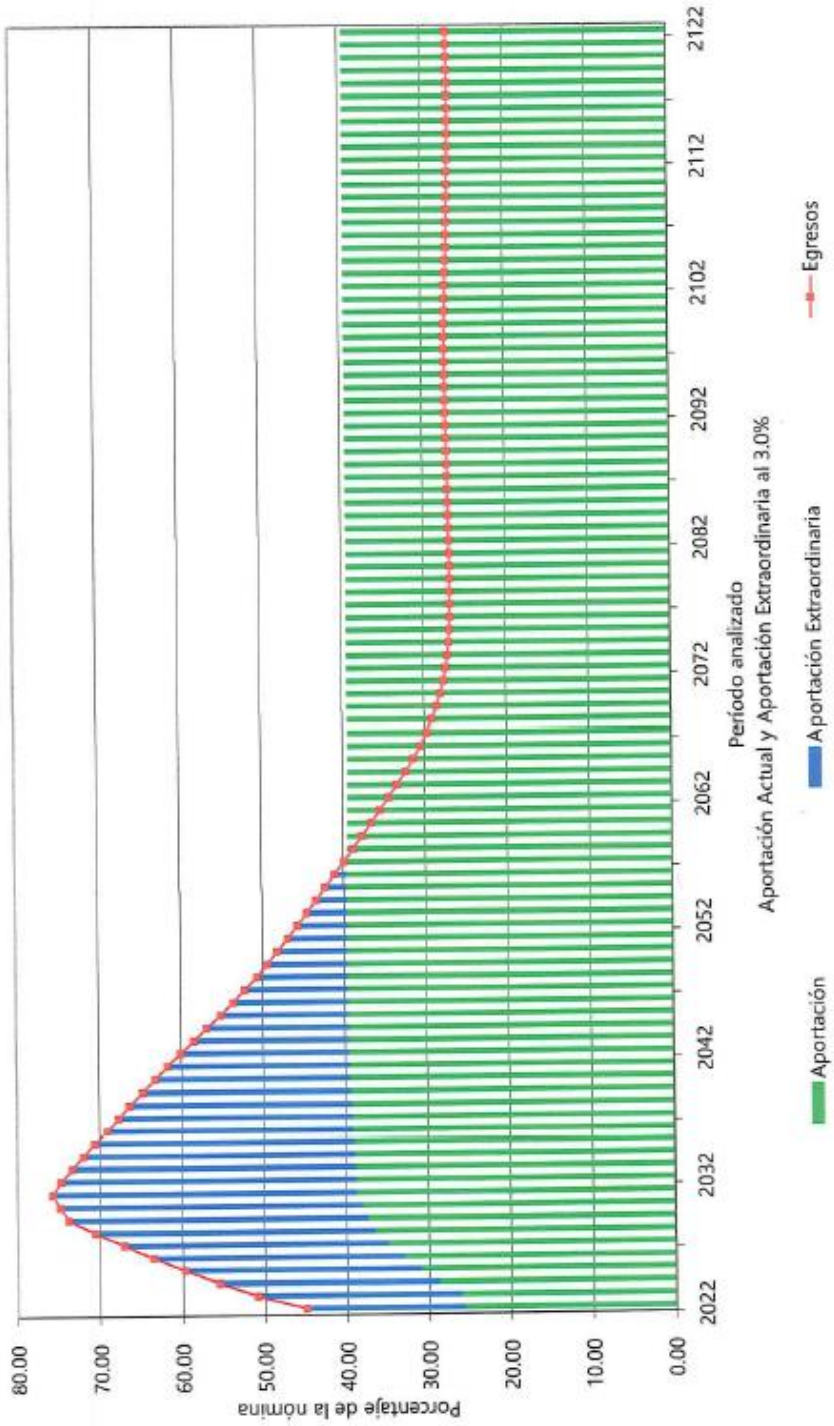
Gráfica 10a
Municipio de Oaxaca de Juárez
Comportamiento de los egresos y aportaciones futuras
Personal Total



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IX. COMENTARIOS GENERALES Y RECOMENDACIONES

La reforma al sistema de pensiones del H. Ayuntamiento de Oaxaca de Juárez implicaría ahorros en los flujos de egresos por lo que disminuyen los déficits Actuariales, más no libera a la Dirección de Pensiones de ser inviable financieramente.

A continuación, se presentan cuados y gráficas comparativas de los flujos y costos a valor presente considerando y sin considerar la nueva reforma:

Personal	Tasa de Rendimiento del 2.00% Concepto	Cuadro	Gráfica
Total	Balance de Flujos de Egresos Totales	5a	
	Flujo de Egresos Totales	6a	
	Gráfica Comparativa de Egresos Totales		11a
	Comparativo de Costos para el Patrón	7a	
	Flujos de Costos para el Patrón	8a	
	Gráfica Comparativa para Costos para el Patrón		12a

Personal	Tasa de Rendimiento del 3.00% Concepto	Cuadro	Gráfica
Total	Balance de Flujos de Egresos Totales	9a	
	Flujo de Egresos Totales	10a	
	Gráfica Comparativa de Egresos Totales		13a
	Comparativo de Costos para el Patrón	11a	
	Flujos de Costos para el Patrón	12a	
	Gráfica Comparativa para Costos para el Patrón		14a

Presente en el futuro

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Cuadro 5a

Municipio de Oaxaca de Juárez

Comparativo de Balances Actuariales

Personal Total

Tasa de rendimiento del 2.00%

	Situación Actual	Beneficio Definido		
		Proyecto de Reforma	Diferencias	%
Pasivos				
Pensiones en curso de pago	1,138,986,160.37	1,138,944,118.07	42,042.30	-0.00%
Generación actual servicios pasados	2,393,262,712.31	1,783,009,282.23	610,253,430.08	-25.50%
Generación actual servicios futuros	1,851,406,352.88	653,847,536.50	1,197,558,816.38	-64.68%
Nuevas Generaciones	4,676,630,394.33	1,080,742,194.31	3,595,888,200.03	-76.89%
Total Pasivo	10,060,285,619.90	4,656,543,131.11	5,403,742,488.79	-53.71%
Activos				
Reserva	1,064,456.84	1,064,456.84	0.00	-
Aportación de pensionados actuales	0.00	0.00	0.00	-
Aportación de generación actual	599,334,474.92	1,005,070,003.83	405,735,528.91	67.70%
Aportación de pensionados de la generación actual	0.00	0.00	0.00	-
Aportación de nuevas generaciones	1,814,960,437.87	2,737,190,557.41	922,230,119.54	50.81%
Total Activo	2,415,359,369.63	3,743,325,018.08	1,327,965,648.45	54.98%
(Déficit)/Superavit Actuarial				
Generación actual de activos y pensionados	-4,783,256,293.80	-2,569,666,476.13	2,213,589,817.67	-46.28%
Nuevas generaciones	-2,861,669,956.46	1,656,448,363.10	4,518,118,319.57	-157.88%
Total	-7,644,926,250.27	-913,218,113.03	6,731,708,137.24	-88.05%

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OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027
TRANSFORMANDO JUNTOS
PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

Cuadro 6a

Municipio de Oaxaca de Juárez

Comparativo de gastos totales

Personal Total

Tasa de rendimiento del 2.00%

Año	Situación Actual	Beneficio Definido	
		Proyecto de Reforma	Diferencias
2022	95,468,478.41	94,552,963.39	(915,515.02)
2023	107,013,839.83	106,696,755.93	(317,083.90)
2024	115,741,086.13	115,935,930.51	194,844.39
2025	124,714,537.54	124,483,744.91	(230,792.63)
2026	133,769,959.71	132,405,316.25	(1,364,643.47)
2027	142,777,692.21	139,820,926.00	(2,956,766.21)
2028	152,104,577.94	147,105,845.86	(4,998,732.08)
2029	161,582,125.10	154,105,458.71	(7,476,666.39)
2030	167,701,949.55	156,610,156.18	(11,091,793.37)
2031	173,863,126.68	159,137,745.78	(14,725,380.90)
2032	176,645,590.93	157,652,271.10	(18,993,319.83)
2033	179,077,126.12	155,538,321.76	(23,538,804.36)
2034	182,129,942.34	153,288,075.09	(28,841,867.25)
2035	185,637,184.36	151,098,298.41	(34,538,885.95)
2040	204,312,972.08	137,253,750.16	(67,059,221.91)
2045	224,962,366.92	120,970,656.47	(103,991,710.45)
2050	238,155,679.30	106,094,481.67	(132,061,197.63)
2055	242,600,783.36	92,685,475.14	(149,915,308.22)
2060	243,861,783.75	79,734,683.08	(164,127,100.67)
2065	242,740,101.92	68,305,330.16	(174,434,771.75)
2070	240,807,018.04	60,943,040.22	(179,863,977.82)
2075	240,870,589.01	58,492,824.51	(182,377,764.50)
2080	242,409,008.88	58,323,430.33	(184,085,578.54)
2085	243,603,850.13	58,542,812.85	(185,061,037.27)
2090	243,862,533.46	58,901,309.22	(184,961,224.24)
2095	243,524,734.16	59,156,753.03	(184,367,981.13)
2100	242,859,459.30	59,016,462.09	(183,842,997.21)
2105	242,264,526.12	58,594,970.20	(183,669,555.93)
2110	242,246,474.56	58,201,649.72	(184,044,824.84)
2115	242,592,141.05	58,040,741.99	(184,551,399.06)
2120	242,779,761.25	58,174,694.15	(184,605,067.10)
2121	242,785,856.16	58,230,291.79	(184,555,564.37)

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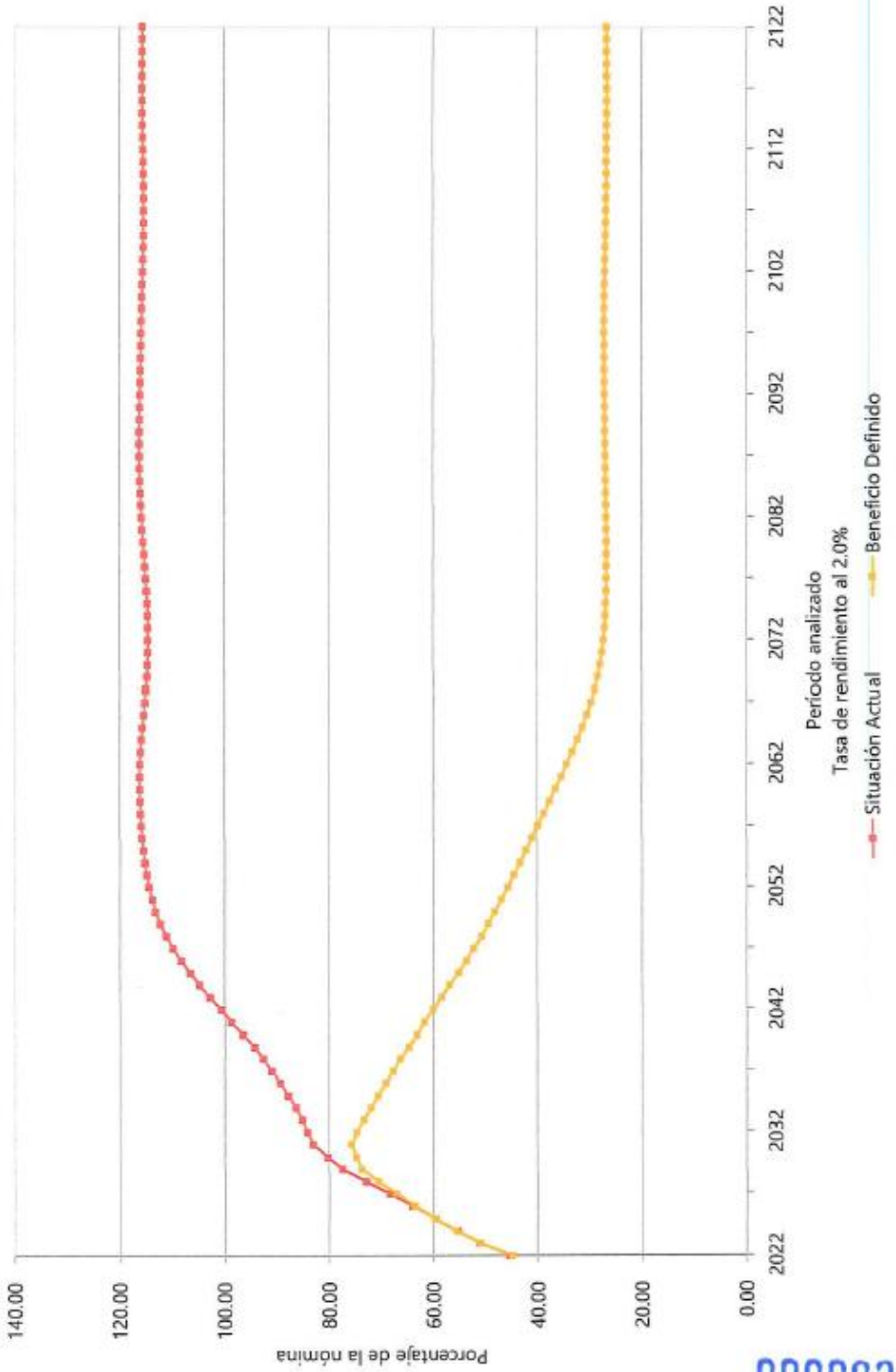
Gráfica 11a

Municipio de Oaxaca de Juárez
Comportamiento de los egresos totales
Personal Total



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Cuadro 7a

Municipio de Oaxaca de Juárez

Comparativo de Valor Presente de Costos para Patrón

Personal Total

Tasa de rendimiento del 2.00%

	Situación Actual	Beneficio Definido		
		Proyecto de Reforma	Ahorro para el Patrón	%
Generación Actual				
Costo Fiscal	4,783,256,293.80	2,569,666,476.13	2,213,589,817.67	46.28%
Aportación Patrón	376,053,003.87	623,302,308.93	-247,249,305.06	-65.75%
Sub Total	5,159,309,297.67	3,192,968,785.07	1,966,340,512.61	38.11%
Nuevas Generaciones				
Costo Fiscal/Superávit	2,861,669,956.46	-1,656,448,363.10	4,518,118,319.57	157.88%
Aportación Patrón	1,138,798,706.12	1,717,452,898.77	-578,654,192.65	-50.81%
Sub Total	4,000,468,662.58	61,004,535.66	3,939,464,126.92	98.48%
Total				
Excedentes		337,504,051.76		
Total				
Costo Fiscal	7,644,926,250.27	1,250,722,164.79	6,394,204,085.47	83.64%
Aportación Patrón	1,514,851,709.99	2,340,755,207.70	-825,903,497.72	-54.52%
Total	9,159,777,960.25	3,591,477,372.49	5,568,300,587.76	60.79%

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OAXACA DE JUÁREZ
GOBIERNO MUNICIPAL 2025-2027
TRANSFORMANDO JUNTOS
PATRIMONIO CULTURAL DE LA HUMANIDAD
2025-2027

Cuadro 8a

Municipio de Oaxaca de Juárez

Comparativo de los costos a cargo del Patrón

Personal Total

Tasa de rendimiento del 2.00%

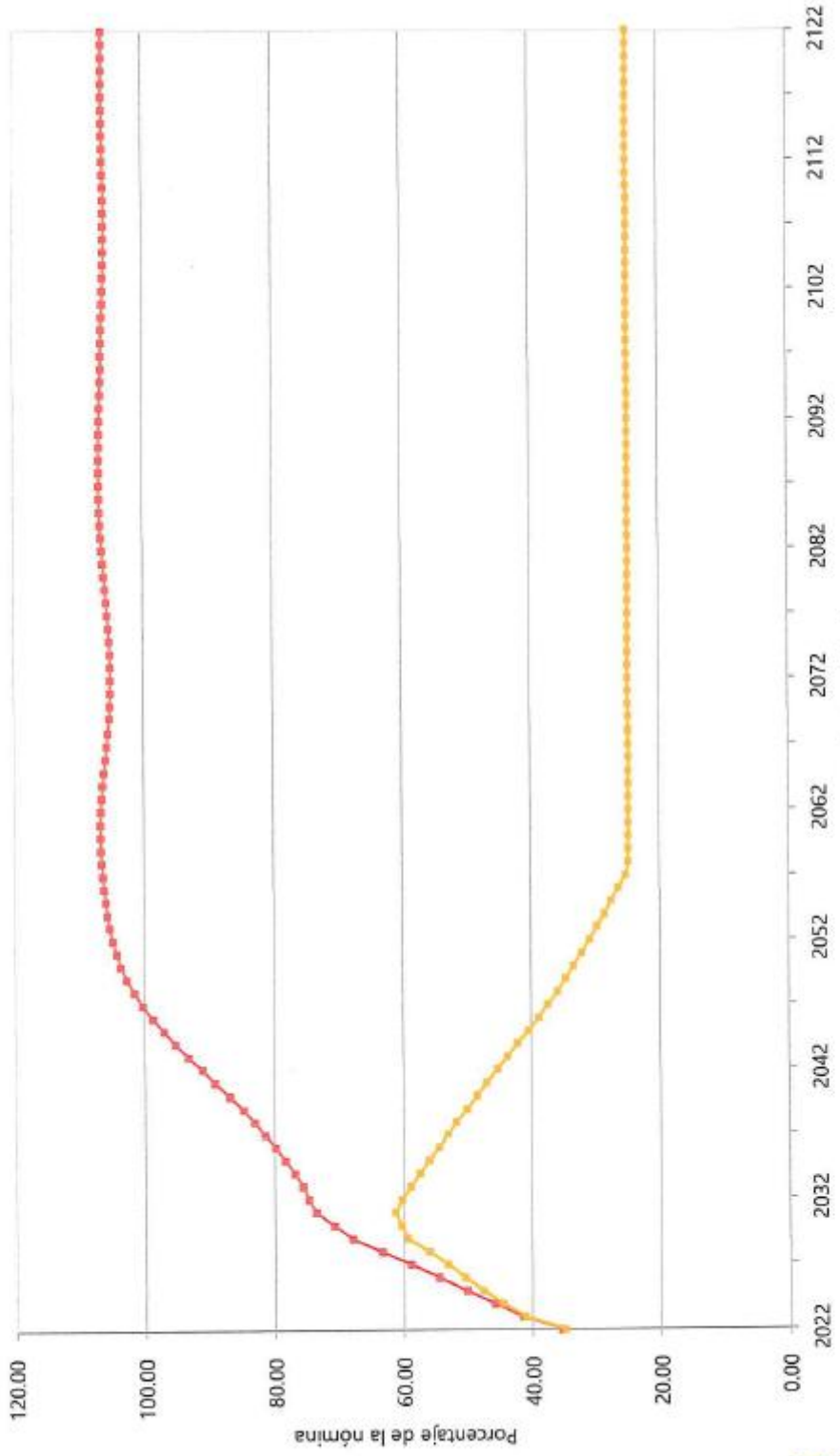
Año	Situación Actual	Beneficio Definido	
		Proyecto de Reforma	Diferencias
2022	74,401,611.56	73,486,096.54	915,515.02
2023	87,079,041.58	86,276,845.27	802,196.31
2024	95,867,706.25	93,079,185.11	2,788,521.14
2025	104,861,143.03	99,395,835.92	5,465,307.11
2026	113,930,745.66	105,302,598.00	8,628,147.65
2027	122,946,353.86	110,866,107.73	12,080,246.13
2028	132,276,543.87	116,901,790.41	15,374,753.46
2029	141,748,313.91	123,917,789.88	17,830,524.03
2030	147,853,554.17	126,350,308.50	21,503,245.67
2031	153,976,468.27	128,775,706.79	25,200,761.49
2032	156,715,546.77	127,164,310.37	29,551,236.40
2033	159,089,522.77	124,863,153.34	34,226,369.42
2034	162,093,632.14	122,408,954.08	39,684,678.06
2035	165,560,722.64	119,949,945.32	45,610,777.32
2040	184,192,218.62	105,354,521.94	78,837,696.68
2045	204,905,332.77	88,584,229.74	116,321,103.03
2050	218,173,418.97	73,540,594.44	144,632,824.52
2055	222,642,691.14	60,307,903.83	162,334,787.31
2060	223,924,704.67	54,040,215.38	169,884,489.29
2065	222,802,977.29	53,835,284.85	168,967,692.44
2070	220,855,827.49	53,923,554.18	166,932,273.31
2075	220,925,340.32	53,921,627.28	167,003,713.04
2080	222,480,585.06	53,833,177.30	168,647,407.77
2085	223,678,340.01	53,806,435.59	169,871,904.41
2090	223,925,769.97	53,803,867.90	170,121,902.06
2095	223,579,793.72	53,789,091.61	169,790,702.12
2100	222,914,325.91	53,786,166.24	169,128,159.67
2105	222,323,526.97	53,808,290.80	168,515,236.17
2110	222,310,663.95	53,846,006.35	168,464,657.60
2115	222,658,930.10	53,878,978.72	168,779,951.38
2120	222,844,201.43	53,883,977.89	168,960,223.54
2121	222,849,436.12	53,880,995.72	168,968,440.40

Gráfica 12a

Municipio de Oaxaca de Juárez

Comportamiento de los costos a cargo del Patrón

Personal Total



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Cuadro 9a

Municipio de Oaxaca de Juárez

Comparativo de Balances Actuariales

Personal Total

Tasa de rendimiento del 3.00%

	Situación Actual	Beneficio Definido		
		Proyecto de Reforma	Diferencias	%
Pasivos				
Pensiones en curso de pago	1,031,177,612.17	1,031,140,679.40	36,932.77	-0.00%
Generación actual servicios pasados	1,975,259,677.52	1,509,850,438.18	465,409,239.34	-23.56%
Generación actual servicios futuros	1,374,904,531.77	493,706,929.31	881,197,602.45	-64.09%
Nuevas Generaciones	2,359,985,702.80	533,937,218.62	1,826,048,484.17	-77.38%
Total Pasivo	6,741,327,524.26	3,568,635,265.52	3,172,692,258.74	-47.06%
Activos				
Reserva	1,064,456.84	1,064,456.84	0.00	-
Aportación de pensionados actuales	0.00	0.00	0.00	-
Aportación de generación actual	550,783,018.38	889,811,308.07	339,028,289.69	61.55%
Aportación de pensionados de la generación actual	0.00	0.00	0.00	-
Aportación de nuevas generaciones	1,196,113,511.38	1,763,021,079.64	566,907,568.26	47.40%
Total Activo	1,747,960,986.60	2,653,896,844.55	905,935,857.95	51.83%
(Déficit)/Superavit Actuarial				
Generación actual de activos y pensionados	-3,829,494,346.25	-2,143,822,281.99	1,685,672,064.26	-44.02%
Nuevas generaciones	-1,163,872,191.42	1,229,083,861.01	2,392,956,052.43	-205.60%
Total	-4,993,366,537.67	-914,738,420.98	4,078,628,116.69	-81.68%

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Cuadro 10a

Municipio de Oaxaca de Juárez

Comparativo de gastos totales

Personal Total

Tasa de rendimiento del 3.00%

Año	Situación Actual	Beneficio Definido	
		Proyecto de Reforma	Diferencias
2023	95,468,478.41	94,552,963.39	(915,515.02)
2024	107,013,839.83	106,696,755.93	(317,083.90)
2025	115,741,086.13	115,935,930.51	194,844.39
2026	124,714,537.54	124,483,744.91	(230,792.63)
2027	133,769,959.71	132,405,316.25	(1,364,643.47)
2028	142,777,692.21	139,820,926.00	(2,956,766.21)
2029	152,104,577.94	147,105,845.86	(4,998,732.08)
2030	161,582,125.10	154,105,458.71	(7,476,666.39)
2031	167,701,949.55	156,610,156.18	(11,091,793.37)
2032	173,863,126.68	159,137,745.78	(14,725,380.90)
2033	176,645,590.93	157,652,271.10	(18,993,319.83)
2034	179,077,126.12	155,538,321.76	(23,538,804.36)
2035	182,129,942.34	153,288,075.09	(28,841,867.25)
2040	199,713,101.10	140,292,107.48	(59,420,993.62)
2045	221,370,122.91	124,606,096.11	(96,764,026.80)
2050	236,381,325.36	108,783,428.40	(127,597,896.97)
2055	242,152,758.80	95,269,392.72	(146,883,366.08)
2060	243,784,729.93	82,268,788.49	(161,515,941.44)
2065	243,126,784.82	70,383,462.15	(172,743,322.66)
2070	241,102,063.16	61,981,436.96	(179,120,626.20)
2075	240,705,166.13	58,709,963.83	(181,995,202.29)
2080	242,064,265.41	58,298,705.48	(183,765,559.93)
2085	243,434,651.68	58,483,244.69	(184,951,406.99)
2090	243,861,097.13	58,824,501.10	(185,036,596.03)
2095	243,628,198.93	59,132,173.40	(184,496,025.53)
2100	243,005,186.01	59,075,483.25	(183,929,702.76)
2105	242,349,532.20	58,685,642.95	(183,663,889.25)
2110	242,202,936.59	58,266,928.64	(183,936,007.95)
2115	242,522,846.95	58,049,762.41	(184,473,084.55)
2120	242,765,380.29	58,126,410.85	(184,638,969.45)
2121	242,779,761.25	58,174,694.15	(184,605,067.10)
2122	242,785,856.16	58,230,291.79	(184,555,564.37)

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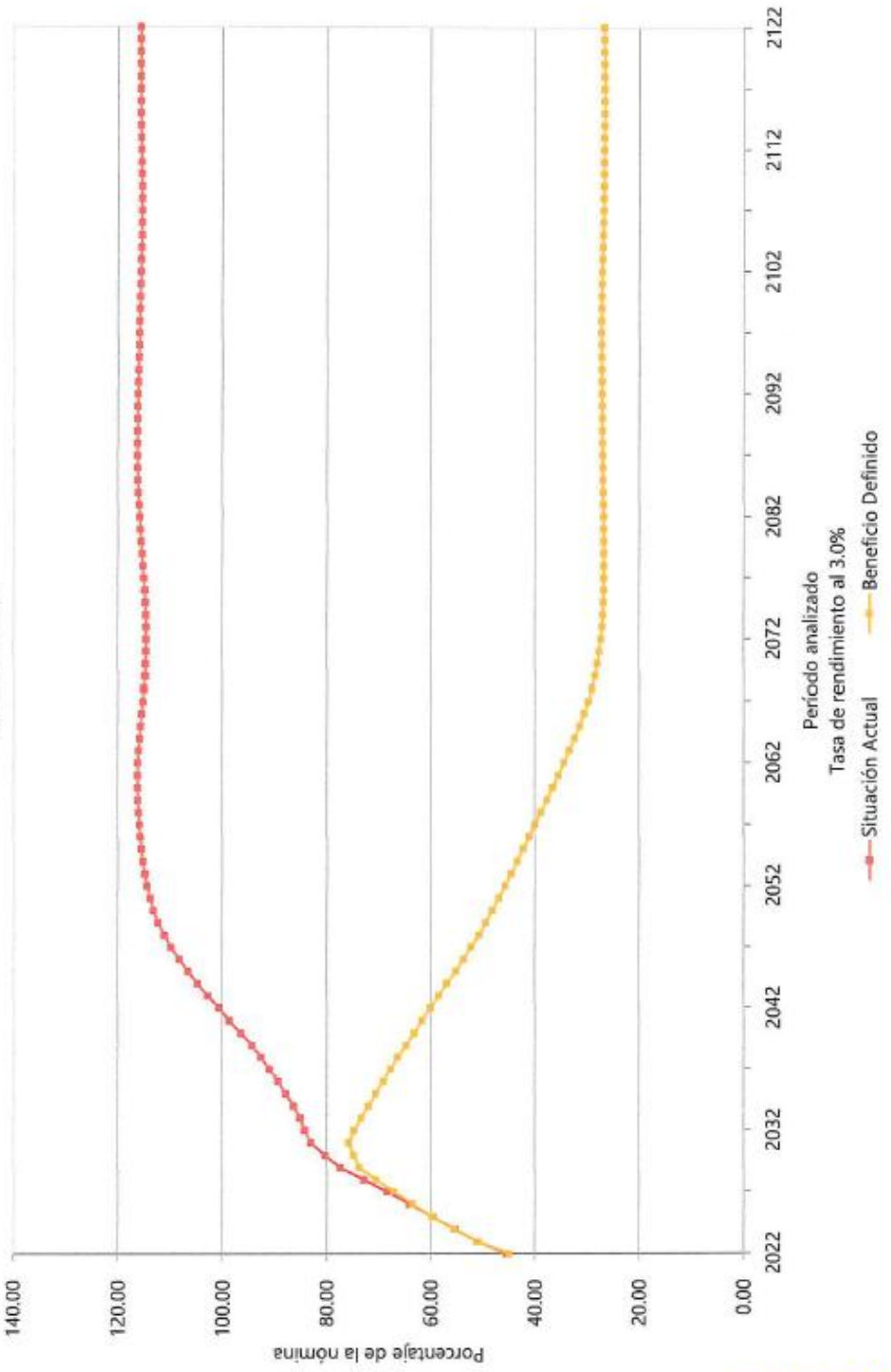
Gráfica 13a

Municipio de Oaxaca de Juárez

Comportamiento de los egresos totales

Personal Total



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Cuadro 11a

Municipio de Oaxaca de Juárez

Comparativo de Valor Presente de Costos para Patrón

Personal Total

Tasa de rendimiento del 3.00%

	Situación Actual	Beneficio Definido		
		Proyecto de Reforma	Ahorro para el Patrón	%
Generación Actual				
Costo Fiscal	3,829,494,346.25	2,143,822,281.99	1,685,672,064.26	44.02%
Aportación Patrón	345,589,344.86	551,368,864.44	-205,779,519.58	-59.54%
Sub Total	4,175,083,691.11	2,695,191,146.43	1,479,892,544.68	35.45%
Nuevas Generaciones				
Costo Fiscal/Superávit	1,163,872,191.42	-1,229,083,861.01	2,392,956,052.43	205.60%
Aportación Patrón	750,502,595.37	1,106,209,304.87	-355,706,709.49	-47.40%
Sub Total	1,914,374,786.79	-122,874,556.14	2,037,249,342.93	106.42%
Total				
Excedente		200,991,374.53		
Costo Fiscal más excedentes	4,993,366,537.67	1,115,729,795.51	3,877,636,742.16	77.66%
Aportación Patrón	1,096,091,940.24	1,657,578,169.31	-561,486,229.07	-51.23%
Total	6,089,458,477.90	2,773,307,964.82	3,316,150,513.09	54.46%

TRANSFORMANDO JUNTOS
OAXACA DE JUÁREZ GOBIERNO MUNICIPAL 2025-2027
PATRIMONIO CULTURAL DE LA HUMANIDAD 2025-2027
TRANSFORMANDO JUNTOS

Cuadro 12a

Municipio de Oaxaca de Juárez

Comparativo de los costos a cargo del Patrón

Personal Total

Tasa de rendimiento del 3.00%

Año	Situación Actual	Beneficio Definido	
		Proyecto de Reforma	Diferencias
2023	74,401,611.56	73,486,096.54	915,515.02
2024	87,079,041.58	86,276,845.27	802,196.31
2025	95,867,706.25	93,079,185.11	2,788,521.14
2026	104,861,143.03	99,395,835.92	5,465,307.11
2027	113,930,745.66	105,302,598.00	8,628,147.65
2028	122,946,353.86	110,866,107.73	12,080,246.13
2029	132,276,543.87	116,901,790.41	15,374,753.46
2030	141,748,313.91	123,917,789.88	17,830,524.03
2031	147,853,554.17	126,350,308.50	21,503,245.67
2032	153,976,468.27	128,775,706.79	25,200,761.49
2033	156,715,546.77	127,164,310.37	29,551,236.40
2034	159,089,522.77	124,863,153.34	34,226,369.42
2035	162,093,632.14	122,408,954.08	39,684,678.06
2040	179,589,778.11	108,555,901.69	71,033,876.42
2045	201,300,177.23	92,320,436.93	108,979,740.30
2050	216,386,896.66	76,247,982.48	140,138,914.18
2055	222,189,488.58	62,842,039.06	159,347,449.52
2060	223,844,146.79	54,119,541.20	169,724,605.59
2065	223,192,006.79	53,836,837.20	169,355,169.59
2070	221,153,008.37	53,902,543.84	167,250,464.52
2075	220,757,078.03	53,934,723.71	166,822,354.32
2080	222,132,831.81	53,846,780.23	168,286,051.58
2085	223,510,181.73	53,807,277.52	169,702,904.20
2090	223,926,751.53	53,805,692.24	170,121,059.29
2095	223,684,244.12	53,792,207.99	169,892,036.13
2100	223,059,659.91	53,785,003.00	169,274,656.91
2105	222,407,531.80	53,802,256.73	168,605,275.06
2110	222,266,135.94	53,837,874.95	168,428,260.99
2115	222,589,509.42	53,873,973.24	168,715,536.18
2120	222,830,608.01	53,885,806.29	168,944,801.71
2121	222,844,201.43	53,883,977.89	168,960,223.54
2122	222,849,436.12	53,880,995.72	168,968,440.40

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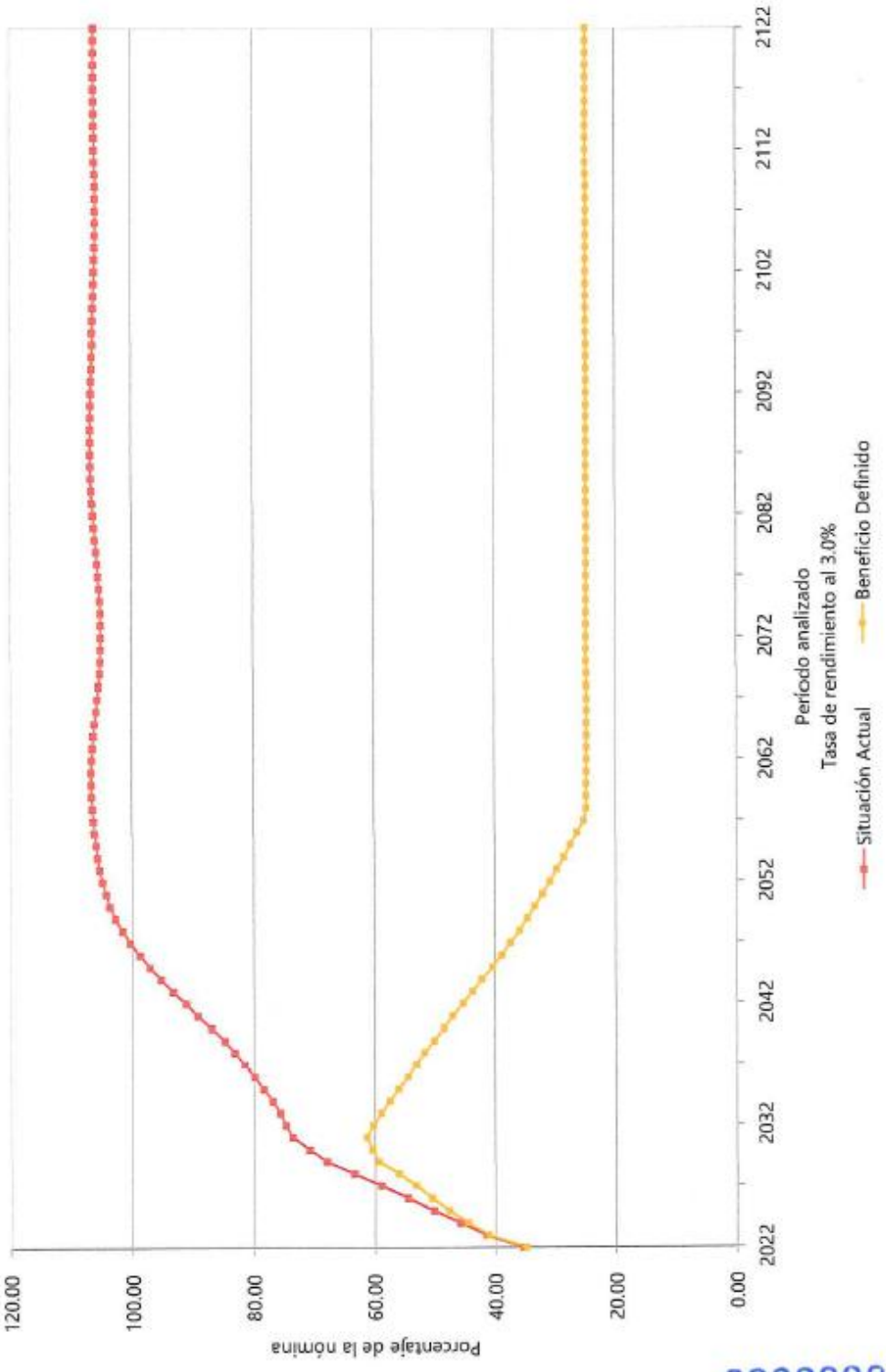
Gráfica 14a

Municipio de Oaxaca de Juárez

Comportamiento de los costos a cargo del Patrón

Personal Total



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Se puede concluir que el Proyecto de Reforma representa una disminución en los costos, mismos que se pueden cuantificar a valor presente, considerando una tasa del 2.00%, de las siguientes formas:

a) Disminución del Déficit Actuarial del **sistema de pensiones y prestaciones contingentes**:

		Valor Presente	%
Generación Actual	:	2,213,589,817.67	46.28%
Nuevas Generaciones	:	4,518,118,319.57	157.88%
Total	:	6,731,708,137.24	88.05%

b) Disminución del Costo para la Dirección de Pensiones:

		Valor Presente	%
Generación Actual	:	1,966,340,512.61	38.11%
Nuevas Generaciones	:	3,939,464,126.92	98.48%
Total	:	5,568,300,587.76	60.79%

Agradecemos la confianza depositada en nuestro despacho para el desarrollo de este trabajo.

Atentamente

Act. Francisco Miguel Aguirre Villarreal
Cédula Prof. 5508498
Actuario Certificado en Pasivos Contingentes No. 91
CNSAR/VJ/DGNC/RA/095/2014/R-2020
C22-0701-3

Presente en el futuro

00000001

PROGRAMAS VINCULADOS CON PERSPECTIVA DE GÉNERO.

Municipio de Oaxaca de Juárez, Distrito Centro, Oaxaca		
Programas Vinculados con Perspectiva de Género		
PROGRAMA	Ejes Transversales considerados en el Plan de Desarrollo Oaxaca de Juárez 2025 - 2027	
	Niñas, Niños y Adolescentes	Gobierno Municipal con Perspectiva de Género
1. Administración Eficiente Municipal		X
2. Administración Eficiente de Recursos Institucionales		X
3. Fortalecimiento de las Finanzas Públicas		X
4. Infraestructura Municipal Sostenible	X	X
5. Gobernabilidad y Gestión Integral de Riesgos	X	X
6. Ordenamiento y Regulación del Comercio		X
7. Prevención y Seguridad Ciudadana	X	X
8. Servicios Públicos Vecinales	X	X
9. Bienestar Social y Participación Comunitaria	X	X
10. Desarrollo Económico y Empleo	X	X
11. Promoción y Desarrollo Turístico		X
12. Educación y Cultura Municipal	X	X
13. Medio Ambiente y Gestión Hídrica Sostenible	X	X
14. Coordinación Estratégica e Innovación Gubernamental		X
15. Promoción y Defensa de los Derechos Humanos	X	X
16. Gobierno Digital e Innovación Tecnológica		X
17. Participación y Atención Vecinal	X	X
18. Comunicación Institucional y Social		X
19. Bienestar Integral de Grupos Prioritarios	X	X
20. Gestión de Pensiones y Seguridad Social Municipal		X
21. Igualdad Sustantiva y Derechos de las Mujeres		X
22. Planeación Estratégica Municipal		X
23. Desarrollo Integral de la Juventud	X	X
24. Fomento al Deporte y la Actividad Física	X	X
25. Interculturalidad y Lenguas Originarias	X	X
26. Transparencia y Combate a la Corrupción	X	X
27. Justicia Cívica y Convivencia Ciudadana	X	X
28. Transparencia y Rendición de Cuentas		X

En cumplimiento a lo dispuesto por los artículos 68 fracciones V, VI y 136 de la Ley Orgánica Municipal del Estado de Oaxaca; 54 fracción IV y 181 fracción VIII del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez; 1, 2, 3, 5, 6, 9, 10 y 11 del Reglamento de la Gaceta del Municipio de Oaxaca de Juárez; y para su debida publicación y observancia, se promulga en el Palacio Municipal de este Municipio de Oaxaca de Juárez. - DAMOS FE.---
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ATENTAMENTE

“EL RESPETO AL DERECHO AJENO ES LA PAZ”

PRESIDENTE MUNICIPAL CONSTITUCIONAL DE OAXACA DE JUÁREZ

MTRO. RAYMUNDO CHAGOYA VILLANUEVA

ATENTAMENTE

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SECRETARIO MUNICIPAL DE OAXACA DE JUÁREZ

MTRO. ALEXANDER PÉREZ CARRERA

En cumplimiento a lo dispuesto por los artículos 68 fracciones V, VI y 136 de la Ley Orgánica Municipal del Estado de Oaxaca; 54 fracción IV y 181 fracción VIII del Bando de Policía y Gobierno del Municipio de Oaxaca de Juárez; 1, 2, 3, 5, 6, 9, 10 y 11 del Reglamento de la Gaceta del Municipio de Oaxaca de Juárez; y para su debida publicación y observancia, se promulga en el Palacio Municipal de este Municipio de Oaxaca de Juárez.- DAMOS FE. -

ATENTAMENTE

"EL RESPETO AL DERECHO AJENO ES LA PAZ"

PRESIDENTE MUNICIPAL CONSTITUCIONAL DE OAXACA DE JUÁREZ

PRESIDENCIA MUNICIPAL
Mpio. Oaxaca de Juárez, Dtto. Centro, Oax.
01/01/2025-31/12/2027

MTRO. RAYMUNDO CHAGOYA VILLANUEVA

ATENTAMENTE

"EL RESPETO AL DERECHO AJENO ES LA PAZ"

SECRETARIO MUNICIPAL DE OAXACA DE JUÁREZ

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