



## H. Ayuntamiento Constitucional de San Sebastián del Oeste

### REMUNERACIONES MENSUALES POR PUESTO



| AGOSTO DEL 2019                  |            |                  |            |                  |                    |                       |                     |                 |           |                  |
|----------------------------------|------------|------------------|------------|------------------|--------------------|-----------------------|---------------------|-----------------|-----------|------------------|
| Departamento 1 SALA DE REGIDORES |            |                  |            |                  |                    |                       |                     |                 |           |                  |
| Puesto                           | Quincena 1 |                  | Quincena 2 |                  | Subsidio al empleo | Total de percepciones | I.S.R. (sp)         | Ajuste al neto  |           | Neto mensual     |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| Regidor                          | \$         | 5,758.95         | \$         | 5,758.95         | \$ -               | \$ 11,517.90          | \$ 1,195.28         | \$ 0.02         | \$        | 10,322.60        |
| <b>Total</b>                     | <b>\$</b>  | <b>51,830.55</b> | <b>\$</b>  | <b>51,830.55</b> | <b>\$ -</b>        | <b>\$ 103,661.10</b>  | <b>\$ 10,757.52</b> | <b>\$ 0.18</b>  | <b>\$</b> | <b>92,903.40</b> |
| Departamento 2 PRESIDENCIA       |            |                  |            |                  |                    |                       |                     |                 |           |                  |
| Puesto                           | Quincena 1 |                  | Quincena 2 |                  | Subsidio al empleo | Total de percepciones | I.S.R. (sp)         | Ajuste al neto  |           | Neto mensual     |
| Presidente Municipal             | \$         | 21,555.60        | \$         | 21,555.60        | \$ -               | \$ 43,111.20          | \$ 8,699.24         | -\$ 0.04        | \$        | 34,412.00        |
| Recepcionista                    | \$         | 3,791.25         | \$         | 3,791.25         | \$ -               | \$ 7,582.50           | \$ 582.32           | -\$ 0.02        | \$        | 7,000.20         |
| Secretario Particular            | \$         | 6,481.20         | \$         | 6,481.20         | \$ -               | \$ 12,962.40          | \$ 1,492.34         | \$ 0.06         | \$        | 11,470.00        |
| *Fisioterapeuta                  | \$         | 4,357.95         | \$         | 4,357.95         | \$ -               | \$ 8,715.90           | \$ 715.88           | \$ 0.02         | \$        | 8,000.00         |
| Encargado de Transparencia       | \$         | 4,716.00         | \$         | 4,716.00         | \$ -               | \$ 9,432.00           | \$ 830.46           | -\$ 0.06        | \$        | 8,601.60         |
| Chofer de Presidencia            | \$         | 5,440.50         | \$         | 5,440.50         | \$ -               | \$ 10,881.00          | \$ 1,081.14         | -\$ 0.14        | \$        | 9,800.00         |
| <b>Total</b>                     | <b>\$</b>  | <b>46,342.50</b> | <b>\$</b>  | <b>46,342.50</b> | <b>\$ -</b>        | <b>\$ 92,685.00</b>   | <b>\$ 13,401.38</b> | <b>-\$ 0.18</b> | <b>\$</b> | <b>79,283.80</b> |

| Departamento 3 SECRETARIA GENERAL |            |           |            |           |                    |   |                       |              |                |               |
|-----------------------------------|------------|-----------|------------|-----------|--------------------|---|-----------------------|--------------|----------------|---------------|
| Puesto                            | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo |   | Total de percepciones | I.S.R. (sp)  | Ajuste al neto | Neto mensual  |
| Secretario General                | \$         | 9,347.25  | \$         | 9,347.25  | \$                 | - | \$ 18,694.50          | \$ 2,716.70  | \$ 0.20        | \$ 15,977.60  |
| Total                             | \$         | 9,347.25  | \$         | 9,347.25  | \$                 | - | \$ 18,694.50          | \$ 2,716.70  | \$ 0.20        | \$ 15,977.60  |
| Departamento 4 SINDICATURA        |            |           |            |           |                    |   |                       |              |                |               |
| Puesto                            | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo |   | Total de percepciones | I.S.R. (sp)  | Ajuste al neto | Neto mensual  |
| Síndico                           | \$         | 11,585.25 | \$         | 11,585.25 | \$                 | - | \$ 23,170.50          | \$ 3,672.78  | \$ 0.12        | \$ 19,497.60  |
| Total                             | \$         | 11,585.25 | \$         | 11,585.25 | \$                 | - | \$ 23,170.50          | \$ 3,672.78  | \$ 0.12        | \$ 19,497.60  |
| Departamento 5 Hacienda Municipal |            |           |            |           |                    |   |                       |              |                |               |
| Puesto                            | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo |   | Total de percepciones | I.S.R. (sp)  | Ajuste al neto | Neto mensual  |
| Encargada de Hacienda Municipal   | \$         | 12,768.00 | \$         | 12,768.00 | \$                 | - | \$ 25,536.00          | \$ 4,213.32  | -\$ 0.12       | \$ 21,322.80  |
| Contador Municipal                | \$         | 9,225.00  | \$         | 9,225.00  | \$                 | - | \$ 18,450.00          | \$ 2,664.48  | -\$ 0.08       | \$ 15,785.60  |
| Encargada de Egresos              | \$         | 9,225.00  | \$         | 9,225.00  | \$                 | - | \$ 18,450.00          | \$ 2,664.48  | -\$ 0.08       | \$ 15,785.60  |
| Encargada de Ingresos             | \$         | 5,075.25  | \$         | 5,075.25  | \$                 | - | \$ 10,150.50          | \$ 950.24    | -\$ 0.14       | \$ 9,200.40   |
| Total                             | \$         | 36,293.25 | \$         | 36,293.25 | \$                 | - | \$ 72,586.50          | \$ 10,492.52 | -\$ 0.42       | \$ 62,094.40  |
| Departamento 7 OBRAS PUBLICAS     |            |           |            |           |                    |   |                       |              |                |               |
| Puesto                            | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo |   | Total de percepciones | I.S.R. (sp)  | Ajuste al neto | Neto mensual  |
| Director de Obras Públicas        | \$         | 17,150.25 | \$         | 17,150.25 | \$                 | - | \$ 34,300.50          | \$ 6,274.74  | -\$ 0.04       | \$ 28,025.80  |
| Encargado de Planeación Urbana    | \$         | 6,818.40  | \$         | 6,818.40  | \$                 | - | \$ 13,636.80          | \$ 1,636.38  | \$ 0.02        | \$ 12,000.40  |
| Operador de Maquinaria Pesada     | \$         | 8,292.00  | \$         | 8,292.00  | \$                 | - | \$ 16,584.00          | \$ 2,265.90  | -\$ 0.10       | \$ 14,318.20  |
| *Chofer de Vehículo               | \$         | 3,725.25  | \$         | 3,725.25  | \$                 | - | \$ 7,450.50           | \$ 567.96    | -\$ 0.06       | \$ 6,882.60   |
| Chofer de Maquinaria Pesada       | \$         | 9,360.75  | \$         | 9,360.75  | \$                 | - | \$ 18,721.50          | \$ 2,722.48  | \$ 0.02        | \$ 15,999.00  |
| Encargado de Proyectos            | \$         | 6,818.40  | \$         | 6,818.40  | \$                 | - | \$ 13,636.80          | \$ 1,636.38  | \$ 0.02        | \$ 12,000.40  |
| Operador de Excavadora            | \$         | 9,997.50  | \$         | 9,997.50  | \$                 | - | \$ 19,995.00          | \$ 2,994.50  | -\$ 0.10       | \$ 17,000.60  |
| Total                             | \$         | 52,165.05 | \$         | 52,165.05 | \$                 | - | \$ 104,330.10         | \$ 15,103.84 | -\$ 0.14       | \$ 106,227.00 |
| Departamento 9 SEGURIDAD PUBLICA  |            |           |            |           |                    |   |                       |              |                |               |
| Puesto                            | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo |   | Total de percepciones | I.S.R. (sp)  | Ajuste al neto | Neto mensual  |
| Director                          | \$         | 7,962.45  | \$         | 7,962.45  | \$                 | - | \$ 15,924.90          | \$ 2,125.12  | -\$ 0.02       | \$ 13,799.80  |

|                                     |           |                  |           |                  |           |                    |           |                       |           |                  |            |                |           |                   |
|-------------------------------------|-----------|------------------|-----------|------------------|-----------|--------------------|-----------|-----------------------|-----------|------------------|------------|----------------|-----------|-------------------|
| Subdirector                         | \$        | 5,758.95         | \$        | 5,758.95         | \$        | -                  | \$        | 11,517.90             | \$        | 1,195.28         | \$         | 0.02           | \$        | 10,322.60         |
| Comandante                          | \$        | 5,758.95         | \$        | 5,758.95         | \$        | -                  | \$        | 11,517.90             | \$        | 1,195.28         | \$         | 0.02           | \$        | 10,322.60         |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| Policía Municipal                   | \$        | 5,340.00         | \$        | 5,340.00         | \$        | -                  | \$        | 10,680.00             | \$        | 1,045.12         | \$         | 0.08           | \$        | 9,634.80          |
| <b>Total</b>                        | <b>\$</b> | <b>62,200.35</b> | <b>\$</b> | <b>62,200.35</b> | <b>\$</b> | <b>-</b>           | <b>\$</b> | <b>124,400.70</b>     | <b>\$</b> | <b>12,876.64</b> | <b>\$</b>  | <b>0.66</b>    | <b>\$</b> | <b>111,523.40</b> |
| Departamento 10 TURISMO             |           |                  |           |                  |           |                    |           |                       |           |                  |            |                |           |                   |
| Puesto                              |           | Quincena 1       |           | Quincena 2       |           | Subsidio al empleo |           | Total de percepciones |           | I.S.R. (sp)      |            | Ajuste al neto |           | Neto mensual      |
| Director                            | \$        | 4,716.00         | \$        | 4,716.00         | \$        | -                  | \$        | 9,432.00              | \$        | 830.46           | -\$        | 0.06           | \$        | 8,601.60          |
| <b>Total</b>                        | <b>\$</b> | <b>4,716.00</b>  | <b>\$</b> | <b>4,716.00</b>  | <b>\$</b> | <b>-</b>           | <b>\$</b> | <b>9,432.00</b>       | <b>\$</b> | <b>830.46</b>    | <b>-\$</b> | <b>0.06</b>    | <b>\$</b> | <b>8,601.60</b>   |
| Departamento 11 CONTRALORIA         |           |                  |           |                  |           |                    |           |                       |           |                  |            |                |           |                   |
| Puesto                              |           | Quincena 1       |           | Quincena 2       |           | Subsidio al empleo |           | Total de percepciones |           | I.S.R. (sp)      |            | Ajuste al neto |           | Neto mensual      |
| Contralor                           | \$        | 6,481.20         | \$        | 6,481.20         | \$        | -                  | \$        | 12,962.40             | \$        | 1,492.34         | \$         | 0.06           | \$        | 11,470.00         |
| <b>Total</b>                        | <b>\$</b> | <b>6,481.20</b>  | <b>\$</b> | <b>6,481.20</b>  | <b>\$</b> | <b>-</b>           | <b>\$</b> | <b>12,962.40</b>      | <b>\$</b> | <b>1,492.34</b>  | <b>\$</b>  | <b>0.06</b>    | <b>\$</b> | <b>11,470.00</b>  |
| Departamento 12 REGISTRO CIVIL      |           |                  |           |                  |           |                    |           |                       |           |                  |            |                |           |                   |
| Puesto                              |           | Quincena 1       |           | Quincena 2       |           | Subsidio al empleo |           | Total de percepciones |           | I.S.R. (sp)      |            | Ajuste al neto |           | Neto mensual      |
| Director                            | \$        | 4,716.00         | \$        | 4,716.00         | \$        | -                  | \$        | 9,432.00              | \$        | 830.46           | -\$        | 0.06           | \$        | 8,601.60          |
| Auxiliar Administrativo             | \$        | 2,872.80         | \$        | 2,872.80         | \$        | -                  | \$        | 5,745.60              | \$        | 91.70            | -\$        | 0.10           | \$        | 5,654.00          |
| Auxiliar Administrativo             | \$        | 3,112.95         | \$        | 3,112.95         | \$        | -                  | \$        | 6,225.90              | \$        | 184.52           | -\$        | 0.02           | \$        | 6,041.40          |
| <b>Total</b>                        | <b>\$</b> | <b>10,701.75</b> | <b>\$</b> | <b>10,701.75</b> | <b>\$</b> | <b>-</b>           | <b>\$</b> | <b>21,403.50</b>      | <b>\$</b> | <b>1,106.68</b>  | <b>-\$</b> | <b>0.18</b>    | <b>\$</b> | <b>20,297.00</b>  |
| Departamento 13 EDUCACION Y CULTURA |           |                  |           |                  |           |                    |           |                       |           |                  |            |                |           |                   |
| Puesto                              |           | Quincena 1       |           | Quincena 2       |           | Subsidio al empleo |           | Total de percepciones |           | I.S.R. (sp)      |            | Ajuste al neto |           | Neto mensual      |
| Director                            | \$        | 4,716.00         | \$        | 4,716.00         | \$        | -                  | \$        | 9,432.00              | \$        | 830.46           | -\$        | 0.06           | \$        | 8,601.60          |
| <b>Total</b>                        | <b>\$</b> | <b>4,716.00</b>  | <b>\$</b> | <b>4,716.00</b>  | <b>\$</b> | <b>-</b>           | <b>\$</b> | <b>9,432.00</b>       | <b>\$</b> | <b>830.46</b>    | <b>-\$</b> | <b>0.06</b>    | <b>\$</b> | <b>8,601.60</b>   |

| Departamento 14 DELEGACIÓN SAN FELIPE DE HIJAR |            |           |            |           |                    |                       |             |          |                |              |
|--|------------|-----------|------------|-----------|--------------------|-----------------------|-------------|----------|----------------|--------------|
| Puesto   | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo | Total de percepciones | I.S.R. (sp) |          | Ajuste al neto | Neto mensual |
| Delegado Municipal                             | \$         | 5,562.45  | \$         | 5,562.45  |                    | \$ 11,124.90          | \$          | 1,124.86 | -\$ 0.16       | \$ 10,000.20 |
| Total  | \$         | 5,562.45  | \$         | 5,562.45  | \$ -               | \$ 11,124.90          | \$          | 1,124.86 | -\$ 0.16       | \$ 10,000.20 |
| Departamento 15 DESARROLLO SOCIAL              |            |           |            |           |                    |                       |             |          |                |              |
| Puesto   | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo | Total de percepciones | I.S.R. (sp) |          | Ajuste al neto | Neto mensual |
| Director                                       | \$         | 4,716.00  | \$         | 4,716.00  | \$ -               | \$ 9,432.00           | \$          | 830.46   | -\$ 0.06       | \$ 8,601.60  |
| Total  | \$         | 4,716.00  | \$         | 4,716.00  | \$ -               | \$ 9,432.00           | \$          | 830.46   | -\$ 0.06       | \$ 8,601.60  |
| Departamento 16 SERVICIOS PUBLICOS MUNICIPALES |            |           |            |           |                    |                       |             |          |                |              |
| Puesto   | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo | Total de percepciones | I.S.R. (sp) |          | Ajuste al neto | Neto mensual |
| Director de Ecología                           | \$         | 4,716.00  | \$         | 4,716.00  | \$ -               | \$ 9,432.00           | \$          | 830.46   | -\$ 0.06       | \$ 8,601.60  |
| Encargado de Servicios Públicos                | \$         | 4,716.00  | \$         | 4,716.00  | \$ -               | \$ 9,432.00           | \$          | 830.46   | -\$ 0.06       | \$ 8,601.60  |
| Auxiliar                                       | \$         | 3,291.75  | \$         | 3,291.75  | -\$ 250.20         | \$ 6,833.70           | \$          | 473.62   | \$ 0.08        | \$ 6,360.00  |
| Jardinero                                      | \$         | 3,093.75  | \$         | 3,093.75  | -\$ 250.20         | \$ 6,437.70           | \$          | 430.54   | -\$ 0.04       | \$ 6,007.20  |
| Encargado de Parques y Jardines                | \$         | 2,085.75  | \$         | 2,085.75  | -\$ 377.42         | \$ 4,548.92           | \$          | 241.40   | -\$ 0.08       | \$ 4,307.60  |
| Aseador  | \$         | 1,785.00  | \$         | 1,785.00  | -\$ 377.42         | \$ 3,947.42           | \$          | 202.90   | -\$ 0.08       | \$ 3,744.60  |
| Total  | \$         | 19,688.25 | \$         | 19,688.25 | -\$ 1,255.24       | \$ 40,631.74          | \$          | 3,009.38 | -\$ 0.24       | \$ 37,622.60 |
| Departamento 17 CATASTRO                       |            |           |            |           |                    |                       |             |          |                |              |
| Puesto   | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo | Total de percepciones | I.S.R. (sp) |          | Ajuste al neto | Neto mensual |
| Director                                       | \$         | 4,716.00  | \$         | 4,716.00  | \$ -               | \$ 9,432.00           | \$          | 830.46   | -\$ 0.06       | \$ 8,601.60  |
| Auxiliar Administrativo de Catastro            | \$         | 4,357.80  | \$         | 4,357.80  | \$ -               | \$ 8,715.60           | \$          | 715.84   | \$ 0.16        | \$ 7,999.60  |
| Total  | \$         | 9,073.80  | \$         | 9,073.80  | \$ -               | \$ 18,147.60          | \$          | 1,546.30 | \$ 0.10        | \$ 16,601.20 |
| Departamento 18 COMUNICACIÓN SOCIAL DIGITAL    |            |           |            |           |                    |                       |             |          |                |              |
| Puesto   | Quincena 1 |           | Quincena 2 |           | Subsidio al empleo | Total de percepciones | I.S.R. (sp) |          | Ajuste al neto | Neto mensual |
| *Director                                      | \$         | 4,590.00  | \$         | 4,590.00  | \$ -               | \$ 9,180.00           | \$          | 790.14   | \$ 0.06        | \$ 8,389.80  |
| Total  | \$         | 4,590.00  | \$         | 4,590.00  | \$ -               | \$ 9,180.00           | \$          | 790.14   | \$ 0.06        | \$ 8,389.80  |

| Departamento 20 FOMENTO AGROPECUARIO |            |            |            |            |                    |          |                       |             |           |                |               |
|--------------------------------------|------------|------------|------------|------------|--------------------|----------|-----------------------|-------------|-----------|----------------|---------------|
| Puesto                               | Quincena 1 |            | Quincena 2 |            | Subsidio al empleo |          | Total de percepciones | I.S.R. (sp) |           | Ajuste al neto | Neto mensual  |
| Director de Fomento Agropecuario     | \$         | 4,716.00   | \$         | 4,716.00   | \$                 | -        | \$ 9,432.00           | \$          | 830.46    | -\$ 0.06       | \$ 8,601.60   |
| Total                                | \$         | 4,716.00   | \$         | 4,716.00   | \$                 | -        | \$ 9,432.00           | \$          | 830.46    | -\$ 0.06       | \$ 8,601.60   |
| Departamento 21 DESARROLLO ECONOMICO |            |            |            |            |                    |          |                       |             |           |                |               |
| Puesto                               | Quincena 1 |            | Quincena 2 |            | Subsidio al empleo |          | Total de percepciones | I.S.R. (sp) |           | Ajuste al neto | Neto mensual  |
| Director de Desarrollo Económica     | \$         | 4,716.00   | \$         | 4,716.00   | \$                 | -        | \$ 9,432.00           | \$          | 830.46    | -\$ 0.06       | \$ 8,601.60   |
| Total                                | \$         | 4,716.00   | \$         | 4,716.00   | \$                 | -        | \$ 9,432.00           | \$          | 830.46    | -\$ 0.06       | \$ 8,601.60   |
| Total General                        | \$         | 349,441.65 | \$         | 349,441.65 | -\$                | 1,255.24 | \$ 700,138.54         | \$          | 82,243.38 | -\$ 0.24       | \$ 634,896.00 |

\*Personal perteneciente al H. Ayuntamiento Constitucional de San Sebastián del Oeste, Jalisco, asignado para realizar funciones en DIF municipal