



SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE GUANAJUATO

DIRECCIÓN DE ADMINISTRACIÓN Y FINANZAS

TABLADOR MENSUAL DE SALARIOS 2026

PLAZA	PERCEPCIÓN MENSUAL				TOTAL PERCEPCIÓN MENSUAL BRUTA	DEDUCCIÓN MENSUAL		TOTAL DEDUCCIÓN	TOTAL PERCEPCIÓN MENSUAL NETA	AGUINALDO	PRIMA VACACIONAL	TOTAL PERCEPCIÓN MENSUAL BRUTA MAS PROPORCIÓN MENSUAL DE AGUINALDO Y PRIMA VACACIONAL	COSTO MENSUAL			TOTAL COSTO MENSUAL PATRONAL	TOTAL PERCEPCIÓN ANUAL MAS COSTO ANUAL PATRONAL
	SUELDO MENSUAL	PRESTACIONES ADICIONALES				ISR / SUBEM	IMSS						IMSS	ISN	FONDO DE AHORRO		
DIRECTOR GENERAL	34,435.64	-	7,965.35	1,888.94	76,232.23	14,550.99	2,120.31	16,671.30	59,560.93	110,629.90	22,125.98	87,289.16	17,471.55	2,335.74	4,476.63	111,573.08	1,355,688.78
DIRECTOR DE AREA	28,653.10	-	6,172.13	1,888.94	59,495.48	10,067.93	1,637.46	11,705.39	47,790.09	85,724.01	17,144.80	68,063.18	13,697.50	1,813.74	3,724.90	87,299.33	1,060,756.54
SUBDIRECTOR DE AREA	23,377.75	-	4,802.45	1,888.94	46,711.82	7,203.87	1,268.66	8,472.53	38,239.30	66,700.71	13,340.14	53,378.24	10,814.85	1,415.04	3,039.11	66,647.23	834,127.11
COORDINADOR DE AREA	20,600.23	-	3,946.34	1,888.94	38,721.46	5,525.89	1,038.14	6,564.03	32,157.43	54,810.30	10,962.06	44,199.49	9,013.07	1,165.83	2,678.03	57,056.41	693,295.70
JEFE DE DEPARTAMENTO A	18,777.79	-	3,640.91	1,888.94	35,870.81	4,934.31	955.90	5,890.21	29,980.60	50,568.26	10,113.65	40,924.87	8,370.26	1,076.92	2,441.11	52,813.16	641,737.38
JEFE DE DEPARTAMENTO B	17,557.58	-	3,366.63	1,888.94	33,310.82	4,446.08	882.05	5,328.13	27,982.69	46,758.75	9,351.75	37,984.13	7,793.00	997.07	2,282.49	49,056.69	596,094.56
JEFE DE DEPARTAMENTO C	15,977.69	-	3,062.57	1,888.94	30,472.92	3,904.86	800.17	4,705.03	25,767.89	42,535.68	8,507.14	34,724.15	7,153.07	908.56	2,077.10	44,862.88	545,137.48
SUPERVISOR GENERAL	12,503.25	-	2,130.36	1,888.94	21,772.35	2,245.53	549.16	2,794.70	18,977.65	29,588.40	5,917.68	24,729.57	5,191.13	637.20	1,625.42	32,183.33	391,076.70
SUPERVISOR A	11,073.69	-	1,581.79	1,888.94	16,652.34	1,328.84	401.45	1,730.29	14,922.05	21,969.35	4,393.87	18,848.07	4,036.60	477.52	1,439.58	24,801.77	301,389.66
SUPERVISOR B	10,834.81	-	1,426.84	1,888.94	15,206.09	1,106.59	359.73	1,466.32	13,739.77	19,817.19	3,963.44	17,186.72	3,710.48	432.41	1,408.53	22,738.14	276,316.57
ENCARGADA DE ATENCION AL PUBLICO	10,827.32	-	1,425.94	1,888.94	15,197.71	1,105.40	359.49	1,464.88	13,732.82	19,804.71	3,960.94	17,177.09	3,708.59	432.15	1,407.55	22,725.38	276,161.56
ASISTENTE EJECUTIVO	10,303.60	-	1,351.64	1,888.94	14,504.29	1,006.34	339.48	1,345.82	13,158.47	18,772.83	3,754.57	16,380.54	3,552.23	410.52	1,339.47	21,682.75	263,492.80
AUXILIAR ADMINISTRATIVO	9,853.98	-	1,182.48	1,888.94	12,925.40	816.89	293.93	1,110.82	11,814.57	16,423.30	3,284.66	14,566.83	3,087.66	361.28	1,281.02	19,296.77	234,500.97
OPERADOR DE TELEMETRÍA	10,433.96	445.72	1,252.08	1,888.94	14,020.70	928.49	325.04	1,253.53	12,767.17	17,389.94	3,477.99	15,758.74	3,320.72	361.54	1,356.41	20,817.41	252,966.60
AYUDANTE DE ALMACÉN	10,003.39	445.72	1,200.41	1,888.94	13,538.46	881.64	311.13	1,192.77	12,345.69	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
FONANERO	9,976.09	445.72	1,197.13	1,888.94	13,507.88	878.67	310.25	1,188.92	12,318.96	16,626.81	3,325.36	15,169.65	3,209.88	365.54	1,296.89	20,041.96	243,564.20
LECTURISTA	9,976.09	445.72	1,197.13	1,888.94	13,507.88	878.67	310.25	1,188.92	12,318.96	16,626.81	3,325.36	15,169.65	3,209.88	365.54	1,296.89	20,041.96	243,564.20
ELECTRICISTA	9,976.09	445.72	1,197.13	1,888.94	13,507.88	878.67	310.25	1,188.92	12,318.96	16,626.81	3,325.36	15,169.65	3,209.88	365.54	1,296.89	20,041.96	243,564.20
HERRERO	9,976.09	445.72	1,197.13	1,888.94	13,507.88	878.67	310.25	1,188.92	12,318.96	16,626.81	3,325.36	15,169.65	3,209.88	365.54	1,296.89	20,041.96	243,564.20
OPERADOR	9,976.09	445.72	1,197.13	1,888.94	13,507.88	878.67	310.25	1,188.92	12,318.96	16,626.81	3,325.36	15,169.65	3,209.88	365.54	1,296.89	20,041.96	243,564.20
OPERADOR DE PLANTAS DE TRAT. Y/O POTABILIZAD	9,976.09	445.72	1,197.13	1,888.94	13,507.88	878.67	310.25	1,188.92	12,318.96	16,626.81	3,325.36	15,169.65	3,209.88	365.54	1,296.89	20,041.96	243,564.20
CHOFER	9,835.26	445.72	1,180.23	1,888.94	13,350.15	863.35	305.70	1,169.05	12,181.11	16,392.09	3,278.42	14,988.46	3,175.79	360.62	1,278.58	19,803.46	240,666.12
AFORISTA	9,731.31	445.72	1,167.76	1,888.94	13,233.73	852.04	302.34	1,154.38	12,079.35	16,218.84	3,243.77	14,854.72	3,150.62	356.99	1,265.07	19,627.41	238,526.94
AYUDANTE DE FONANERO	9,731.31	445.72	1,167.76	1,888.94	13,233.73	852.04	302.34	1,154.38	12,079.35	16,218.84	3,243.77	14,854.72	3,150.62	356.99	1,265.07	19,627.41	238,526.94
EMPLEADO DE MANTENIMIENTO HIDRAULICO Y SANITARIO	9,731.31	445.72	1,167.76	1,888.94	13,233.73	852.04	302.34	1,154.38	12,079.35	16,218.84	3,243.77	14,854.72	3,150.62	356.99	1,265.07	19,627.41	238,526.94
AYUDANTE DE ELECTRICISTA	9,731.31	445.72	1,167.76	1,888.94	13,233.73	852.04	302.34	1,154.38	12,079.35	16,218.84	3,243.77	14,854.72	3,150.62	356.99	1,265.07	19,627.41	238,526.94
CORTES Y RECONEXIONES	9,507.48	445.72	1,140.90	1,888.94	12,983.04	827.69	295.10	1,122.79	11,860.24	15,845.79	3,169.16	14,566.75	3,096.44	349.17	1,235.97	19,248.33	233,920.86
BOMBERO	9,478.38	445.72	1,137.41	1,888.94	12,950.45	824.52	294.16	1,118.69	11,831.76	15,797.30	3,159.46	14,529.31	3,089.40	348.16	1,232.19	19,199.05	233,322.07
AYUDANTE DE AQUA TECH	9,478.38	445.72	1,137.41	1,888.94	12,950.45	824.52	294.16	1,118.69	11,831.76	15,797.30	3,159.46	14,529.31	3,089.40	348.16	1,232.19	19,199.05	233,322.07
AYUDANTE DE OPERADOR DE PLANTAS DE TRAT Y/O POTAB	9,478.38	445.72	1,137.41	1,888.94	12,950.45	824.52	294.16	1,118.69	11,831.76	15,797.30	3,159.46	14,529.31	3,089.40	348.16	1,232.19	19,199.05	233,322.07
AYUDANTE DE HERRERO	9,731.31	445.72	1,167.76	1,888.94	13,233.73	852.04	302.34	1,154.38	12,079.35	16,218.84	3,243.77	14,854.72	3,150.62	356.99	1,265.07	19,627.41	238,526.94
OPERARIO SERVICIOS BÁSICOS	9,451.32	445.72	1,134.16	1,888.94	12,920.14	821.58	293.29	1,114.87	11,805.27	15,752.20	3,150.44	14,494.50	3,082.85	347.21	1,228.67	19,153.23	232,765.25