



SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE GUANAJUATO

DIRECCIÓN DE ADMINISTRACIÓN Y FINANZAS

TABULADOR MENSUAL DE SALARIOS 2026

NIVEL TABULAR	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 MENSUALES					ISR / SUBEM	IMSS						IMSS	ISN	FONDO DE AHORRO		
			AYUDA DE TRANSPORTE	COMPENSACIÓN	APOYO FAMILIAR	AYUDA DE VALES DE DESPESA													
1	DIRECTOR GENERAL	34,435.64	-	31,942.30	7,965.35	1,888.94	76,232.23	16,940.59	2,120.31	19,060.91	57,171.33	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
2	DIRECTOR DE AREA	28,653.10	-	22,781.31	6,172.13	1,888.94	59,495.48	11,819.57	1,637.46	13,557.03	45,938.45	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
3	SUBDIRECTOR DE AREA	23,377.75	-	16,642.88	4,802.45	1,888.94	46,711.82	8,333.40	1,268.86	9,602.06	37,109.76	66,700.71	13,940.14	53,378.24	10,814.85	1,415.04	3,039.11	88,647.23	834,127.11
4	COORDINADOR DE AREA	20,690.23	-	12,285.94	3,946.34	1,888.94	38,721.46	6,454.07	1,039.14	7,493.21	31,228.25	54,810.30	10,962.06	44,159.49	9,013.07	1,165.83	2,679.03	57,056.41	693,295.70
5	JEFE DE DEPARTAMENTO A	18,777.79	-	11,563.17	3,640.91	1,888.94	35,870.81	5,712.01	955.90	6,667.91	29,202.90	50,568.26	10,113.85	40,924.87	8,370.26	1,076.92	2,441.11	52,813.16	641,737.38
6	JEFE DE DEPARTAMENTO B	17,557.58	-	10,497.67	3,366.63	1,888.94	33,310.82	5,165.20	882.05	6,047.24	27,263.58	46,798.75	9,351.75	37,984.13	7,793.00	997.07	2,282.49	49,056.69	596,094.56
7	JEFE DE DEPARTAMENTO C	15,977.69	-	9,543.72	3,062.57	1,888.94	30,472.92	4,559.02	800.17	5,359.19	25,113.72	42,535.68	8,507.14	34,724.15	7,153.07	908.56	2,077.10	44,882.88	545,137.48
8	SUPERVISOR GENERAL	12,933.25	-	5,249.80	2,130.36	1,888.94	21,728.35	2,700.58	540.16	3,240.74	18,487.60	29,988.40	5,917.88	24,729.57	5,191.13	537.20	1,625.42	34,183.33	391,078.70
9	SUPERVISOR A	11,073.69	-	2,107.92	1,581.70	1,888.94	16,652.34	1,612.30	401.45	2,013.75	14,638.59	21,969.35	4,393.67	18,848.07	4,036.60	477.62	1,459.58	301,389.66	344,901.77
10	SUPERVISOR B	10,834.81	-	1,055.50	1,426.84	1,888.94	15,206.09	1,334.89	359.73	1,694.62	13,511.47	19,817.19	3,963.44	17,186.72	3,710.48	432.41	1,408.53	22,738.14	276,316.57
11	ENCARGADA DE ATENCION AL PUBLICO	10,827.32	-	1,055.50	1,426.94	1,888.94	15,197.71	1,333.55	359.49	1,693.03	13,504.67	19,804.71	3,960.94	17,177.09	3,708.59	432.15	1,407.55	22,725.38	276,161.56
12	ASISTENTE EJECUTIVO	10,303.60	-	960.10	1,351.64	1,888.94	14,504.29	1,222.60	339.48	1,562.08	12,942.20	18,772.83	3,754.57	16,380.54	3,552.23	410.52	1,339.47	21,682.75	263,492.80
13	AUXILIAR ADMINISTRATIVO	9,853.08	-	1,182.48	1,888.94	1,888.94	12,925.40	945.55	293.93	1,239.48	11,685.92	16,423.30	3,284.66	14,566.63	3,087.66	381.26	1,281.02	19,296.77	234,520.97
14	OPERADOR DE TELEMETRIA	10,433.96	445.72	-	1,252.08	1,888.94	14,020.70	1,064.72	325.04	1,389.76	12,630.94	17,389.94	3,477.99	15,758.74	3,320.72	381.54	1,356.41	20,817.41	252,986.60
15	AYUDANTE DE ALMACÉN	10,003.39	445.72	-	1,200.41	1,888.94	13,538.46	1,012.25	311.13	1,323.38	12,215.08	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
16	FONTANERO	10,003.39	445.72	-	1,200.41	1,888.94	13,538.46	1,012.25	311.13	1,323.38	12,215.08	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
17	LECTURISTA	10,003.39	445.72	-	1,200.41	1,888.94	13,538.46	1,012.25	311.13	1,323.38	12,215.08	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
18	ELECTRICISTA	10,003.39	445.72	-	1,200.41	1,888.94	13,538.46	1,012.25	311.13	1,323.38	12,215.08	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
19	HERRERO	10,003.39	445.72	-	1,200.41	1,888.94	13,538.46	1,012.25	311.13	1,323.38	12,215.08	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
20	OPERADOR	10,003.39	445.72	-	1,200.41	1,888.94	13,538.46	1,012.25	311.13	1,323.38	12,215.08	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
21	OPERADOR DE PLANTAS DE TRAT. Y/O POTABILIZAD.	10,003.39	445.72	-	1,200.41	1,888.94	13,538.46	1,012.25	311.13	1,323.38	12,215.08	16,672.32	3,334.46	15,204.78	3,216.49	366.50	1,300.44	20,088.20	244,126.05
22	CHOFER	9,835.26	445.72	-	1,180.23	1,888.94	13,350.15	991.76	305.70	1,297.46	12,052.70	16,392.09	3,278.42	14,988.46	3,175.79	360.62	1,278.58	19,803.46	240,666.12
23	AFORISTA	9,835.26	445.72	-	1,180.23	1,888.94	13,350.15	991.76	305.70	1,297.46	12,052.70	16,392.09	3,278.42	14,988.46	3,175.79	360.62	1,278.58	19,803.46	240,666.12
24	AYUDANTE DE FONTANERO	9,835.26	445.72	-	1,180.23	1,888.94	13,350.15	991.76	305.70	1,297.46	12,052.70	16,392.09	3,278.42	14,988.46	3,175.79	360.62	1,278.58	19,803.46	240,666.12
25	EMPLEADO DE MANTENIMIENTO HIDRAULICO Y SANITARIO	9,835.26	445.72	-	1,180.23	1,888.94	13,350.15	991.76	305.70	1,297.46	12,052.70	16,392.09	3,278.42	14,988.46	3,175.79	360.62	1,278.58	19,803.46	240,666.12
26	AYUDANTE DE ELECTRICISTA	9,835.26	445.72	-	1,180.23	1,888.94	13,350.15	991.76	305.70	1,297.46	12,052.70	16,392.09	3,278.42	14,988.46	3,175.79	360.62	1,278.58	19,803.46	240,666.12
27	AYUDANTE DE HERRERO	9,835.26	445.72	-	1,180.23	1,888.94	13,350.15	991.76	305.70	1,297.46	12,052.70	16,392.09	3,278.42	14,988.46	3,175.79	360.62	1,278.58	19,803.46	240,666.12
28	CORTES Y RECONEXIONES	9,507.48	445.72	-	1,140.90	1,888.94	12,983.04	951.82	295.10	1,246.92	11,736.12	15,845.79	3,169.16	14,566.75	3,096.44	349.17	1,235.97	19,248.33	233,920.86
29	BOMBERO	9,507.48	445.72	-	1,140.90	1,888.94	12,983.04	951.82	295.10	1,246.92	11,736.12	15,845.79	3,169.16	14,566.75	3,096.44	349.17	1,235.97	19,248.33	233,920.86
30	AYUDANTE DE AGUA TECH	9,507.48	445.72	-	1,140.90	1,888.94	12,983.04	951.82	295.10	1,246.92	11,736.12	15,845.79	3,169.16	14,566.75	3,096.44	349.17	1,235.97	19,248.33	233,920.86
31	AYUDANTE DE OPERADOR DE PLANTAS DE TRAT. Y/O POTAB.	9,507.48	445.72	-	1,140.90	1,888.94	12,983.04	951.82	295.10	1,246.92	11,736.12	15,845.79	3,169.16	14,566.75	3,096.44	349.17	1,235.97	19,248.33	233,920.86
32	OPERARIO SERVICIOS BASICOS	9,451.32	445.72	-	1,134.16	1,888.94	12,920.14	944.97	293.29	1,238.26	11,681.88	15,792.20	3,150.44	14,494.50	3,082.85	347.21	1,228.67	19,153.23	232,765.25