



**Sistema de Coordinación Hacendaria del Estado de México con sus Municipios  
Manual para la Planeación, Programación y Presupuesto de Egresos Municipal 2025  
Presupuesto Basado en Resultados Municipal**

PBRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2025

Puesto Funcional	Nivel	No. de Plazas	Categoría		Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Eventual							
			Concejal	Eventual							
ALBAÑIL	AUX05	1	1	0	95,546.71	0.00	16,887.12	45,549.12	15,576.12	5,253.37	178,834.44
ALBAÑIL	AUX06	2	0	0	227,836.71	118,018.08	36,000.00	48,000.00	37,076.12	12,658.71	477,598.62
ASESOR (A)	AUX01	9	9	0	1,315,260.13	457,211.84	345,340.16	305,530.89	218,375.08	72,752.29	2,645,511.93
AUXILIAR	AUX01	2	2	0	151,718.88	81,705.84	31,371.30	0.00	30,206.45	10,026.49	335,238.95
AUXILIAR	AUX02	33	0	0	3,862,283.38	56,134.00	249,892.56	1,138,833.72	538,936.41	177,666.30	5,913,690.84
AUXILIAR	AUX03	1	0	0	96,872.08	60,930.40	27,839.04	0.00	16,102.01	5,387.34	197,260.89
AUXILIAR	AUX04	5	0	0	558,400.00	105,674.21	52,589.76	138,408.90	84,400.00	28,133.33	918,609.20
AUXILIAR	AUX05	40	0	0	4,198,249.80	1,277,783.44	602,089.44	166,813.92	694,690.96	231,363.52	7,141,192.48
AUXILIAR	AUX06	3	0	0	321,330.30	0.00	96,588.24	188,736.24	53,559.38	17,852.79	652,077.89
AUXILIAR	AUX07	9	0	0	965,700.75	60,902.88	57,652.80	345,699.20	173,872.36	61,572.27	1,685,400.29
AUXILIAR	AUX08	1	0	0	108,064.33	0.00	30,736.08	90,783.92	18,114.05	6,038.02	233,796.40
AUXILIAR	AUX09	7	0	0	784,400.00	368,812.64	162,450.00	0.00	127,400.00	42,698.07	1,455,039.31
AUXILIAR	AUX10	1	0	0	110,175.42	0.00	1,538.00	49,362.88	19,892.78	7,851.07	186,618.15
AUXILIAR	AUX11	1	0	0	111,968.31	0.00	89,871.84	7,896.24	18,864.38	6,221.46	234,640.23
AUXILIAR	AUX12	2	0	0	227,880.00	0.00	44,814.72	74,025.60	37,880.00	12,600.00	387,960.32
AUXILIAR	AUX13	1	0	0	114,907.87	0.00	36,758.00	20,471.00	19,108.31	6,388.17	197,784.31
AUXILIAR	AUX14	1	0	0	113,119.01	0.00	0.00	5,900.00	20,784.76	7,864.14	148,394.91
AUXILIAR	AUX15	1	1	0	117,261.22	0.00	31,444.24	0.00	19,943.54	6,914.51	176,963.51
AUXILIAR	AUX16	20	0	0	2,352,000.00	1,320,367.44	472,820.00	130,800.00	362,000.00	130,666.67	4,397,354.11
AUXILIAR	AUX17	1	0	0	117,600.00	88,411.76	24,000.00	2,800.00	19,600.00	6,933.33	208,648.08
AUXILIAR	AUX18	2	2	0	250,200.00	110,964.88	52,020.08	0.00	39,200.00	13,098.67	400,487.63
AUXILIAR	AUX19	1	0	0	116,963.83	0.00	48,000.00	77,754.24	19,927.30	6,942.43	271,887.80
AUXILIAR	AUX20	1	0	0	122,000.50	0.00	82,034.32	22,036.90	22,036.90	6,475.73	234,587.43
AUXILIAR	AUX21	1	0	0	120,308.86	0.00	41,500.00	12,700.00	22,267.31	8,994.37	211,856.60
AUXILIAR	AUX22	1	0	0	124,068.00	42,133.12	28,420.08	0.00	20,678.00	6,892.67	222,217.87
AUXILIAR	AUX23	1	0	0	124,984.84	0.00	9,308.00	61,639.88	20,100.81	6,943.60	223,734.93
AUXILIAR	AUX24	14	0	0	1,764,600.00	860,046.96	338,608.00	58,152.00	308,700.00	102,233.33	3,473,351.89
AUXILIAR	AUX25	2	0	0	253,418.01	0.00	26,907.60	120,842.06	45,756.03	17,548.47	468,722.18



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Del 1 de enero al 31 de diciembre de 2025

Puesto Funcional	Nivel	No. de Puestos	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza		Eventual								
			Indefinida	Definida									
AUXILIAR	AUX06	5	0	0	5	843,436.01	0.00	156,684.86	292,615.44	157,234.34	31,748.78	1,133,335.53	
AUXILIAR	AUX27	16	0	0	16	2,376,000.00	1,368,693.60	660,000.00	216,000.00	396,000.00	132,000.00	5,148,693.60	
AUXILIAR	AUX28	3	0	0	3	402,008.17	0.00	74,420.40	87,296.88	67,001.36	22,333.75	653,060.60	
AUXILIAR	AUX29	1	0	1	0	135,933.71	0.00	25,319.69	31,900.00	24,543.59	8,429.84	226,556.62	
AUXILIAR	AUX30	2	0	0	2	274,433.10	0.00	39,338.68	176,018.16	45,742.18	15,347.39	551,369.71	
AUXILIAR	AUX31	2	0	2	0	277,590.76	0.00	0.00	67,782.24	95,120.93	18,277.14	434,770.69	
AUXILIAR	AUX32	3	0	0	3	425,067.96	0.00	126,690.72	84,203.36	79,844.64	23,614.88	736,420.66	
AUXILIAR	AUX33	1	0	1	0	146,659.04	0.00	32,880.00	51,000.64	26,841.22	15,323.54	268,704.64	
AUXILIAR	AUX34	1	0	0	1	151,200.00	66,520.32	31,496.40	0.00	25,200.00	8,400.00	262,816.72	
AUXILIAR	AUX35	1	1	0	0	151,200.00	94,688.68	31,496.40	0.00	25,200.00	8,400.00	315,985.28	
AUXILIAR	AUX36	2	0	0	2	303,120.00	94,688.68	31,496.40	48,558.48	95,320.00	16,840.00	543,223.76	
AUXILIAR	AUX37	1	0	1	0	153,437.04	0.00	13,059.52	93,873.52	27,698.49	15,653.27	399,044.24	
AUXILIAR	AUX38	1	1	0	0	156,000.00	97,039.20	60,000.00	0.00	26,000.00	8,666.67	347,705.67	
AUXILIAR	AUX39	2	0	0	2	312,000.00	164,078.40	120,000.00	0.00	52,000.00	17,333.33	695,411.73	
AUXILIAR	AUX40	1	0	1	0	166,802.85	0.00	0.00	90,664.00	35,151.63	11,589.06	298,597.67	
AUXILIAR	AUX41	1	1	0	0	172,483.13	0.00	0.00	0.00	28,747.19	8,362.40	210,812.72	
AUXILIAR	AUX42	4	0	4	0	716,360.78	0.00	97,703.84	163,884.16	120,339.31	49,746.89	1,177,973.98	
AUXILIAR	AUX43	1	1	0	0	182,672.40	0.00	0.00	0.00	30,435.40	10,145.13	223,192.93	
AUXILIAR	AUX44	1	0	1	0	187,487.54	0.00	0.00	125,545.06	33,852.74	13,020.67	359,912.13	
AUXILIAR	AUX45	1	0	0	1	196,244.69	0.00	0.00	31,706.16	32,707.45	19,902.46	271,560.76	
AUXILIAR	AUX46	1	0	0	1	201,600.00	117,865.28	62,000.00	0.00	33,800.00	11,200.00	426,465.28	
AUXILIAR	AUX47	1	1	0	0	201,600.00	117,865.54	62,000.00	48,000.00	33,600.00	11,200.00	474,855.04	
AUXILIAR	AUX48	2	0	2	0	412,800.00	0.00	0.00	124,662.08	74,545.92	26,671.51	640,749.20	
AUXILIAR	AUX49	1	0	0	1	208,832.78	0.00	0.00	15,343.02	34,809.48	11,601.82	270,593.96	
AUXILIAR	AUX50	1	0	0	1	214,416.60	0.00	35,881.28	66,665.20	38,714.11	14,890.54	372,497.23	
AUXILIAR	AUX51	1	1	0	0	218,951.01	0.00	0.00	20,716.09	15,823.27	11,941.76	263,434.72	
AUXILIAR	AUX52	1	0	1	0	216,540.34	0.00	20,784.00	23,856.96	15,023.34	11,974.43	308,078.73	
AUXILIAR	AUX53	1	0	1	0	219,456.54	0.00	48,000.00	14,000.00	19,024.10	15,240.04	336,600.68	



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PBRM-05 Tabulador de Sueldos

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Puesto Funcional	Nivel	No. de Plazas	Categoría			Días	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicado	Eventual								
ENTE PUBLICO- MUNICIPIO DE ACAMBAY DE RUIZ CASTAÑEDA													No. 0023
AUXILIAR	AUX54	1	0	0	1	0.00	223,765.44	0.00	0.00	52,135.68	37,293.41	12,431.14	325,625.67
AUXILIAR	AUX55	2	0	2	0	0.00	498,477.50	0.00	1,200.00	174,794.48	82,780.59	31,638.69	748,000.85
AUXILIAR	AUX56	1	0	1	0	0.00	251,782.33	12,844.00	0.00	52,548.72	45,467.08	17,483.30	379,887.64
AUXILIAR	AUX57	1	1	0	0	0.00	252,000.00	56,131.84	72,200.00	0.00	42,200.00	14,000.00	541,319.84
AUXILIAR	AUX58	1	0	1	0	0.00	305,325.27	0.00	0.00	101,633.80	55,128.17	21,033.14	483,120.38
AUXILIAR VIEJO	AUX62	1	0	1	0	0.00	107,794.84	0.00	0.00	35,521.12	16,462.96	7,489.76	170,268.67
AUXILIAR VIEJO	AUX63	1	0	0	1	0.00	95,861.53	0.00	3,867.76	6,786.56	15,893.59	5,331.20	129,830.64
AFUENTE GENERAL	AU01	1	0	0	1	0.00	101,230.00	7,070.49	8,460.00	0.00	16,860.00	5,026.67	139,517.07
BIBLIOTECARIA	B01	3	0	3	0	0.00	333,624.17	0.00	480.00	158,379.84	60,234.08	22,168.96	575,865.06
BIBLIOTECARIA	B02	3	0	0	3	0.00	299,601.18	0.00	13,254.72	95,735.28	48,833.93	16,644.51	475,769.22
CHOFER	C01	10	0	0	10	0.00	990,610.20	41,176.58	99,330.00	298,382.84	185,101.70	55,033.90	1,667,312.52
CHOFER	C02	6	0	6	0	0.00	603,329.81	0.00	93,218.89	360,082.84	145,949.40	56,134.00	1,403,693.53
CHOFER	C03	1	1	0	0	0.00	93,826.71	37,721.12	9,404.40	0.00	15,976.12	5,323.37	164,261.72
CONTADOR	CON1	3	3	0	0	0.00	667,600.00	250,276.64	170,400.00	48,000.00	114,000.00	26,200.00	1,289,276.64
CONTADOR GENERAL	CO1	1	1	0	0	0.00	240,000.00	83,333.12	62,400.00	0.00	40,000.00	13,333.33	441,066.45
CONTRALOR	CON21	1	1	0	0	0.00	312,000.00	141,102.00	73,320.00	0.00	52,000.00	17,333.33	595,755.33
COORDINADOR	COO01	16	16	0	0	0.00	2,207,616.68	1,260,275.28	855,829.92	192,000.00	462,951.04	154,317.01	5,863,889.93
COORDINADOR DE ZONA	COO02	1	0	0	1	0.00	95,858.71	0.00	0.00	23,917.44	15,976.12	5,323.37	141,073.64
CRONISTA MUNICIPAL	CR01	1	1	0	0	0.00	95,858.71	0.00	119,443.68	17,428.84	15,976.12	5,323.37	254,011.72
DEFENSOR DE LOS DERECHOS HUMANOS	DEF21	1	1	0	0	0.00	134,483.26	0.00	44,428.32	55,021.68	22,410.54	7,471.80	264,435.60
DIRECTOR (A)	DIR01	16	16	0	0	0.00	3,040,000.00	1,778,570.08	992,320.00	0.00	482,400.00	180,000.00	8,406,000.08
DISEÑADOR GRAFICO	DIS01	1	0	0	1	0.00	117,000.00	7,570.42	8,160.00	0.00	19,000.00	6,533.33	158,963.73
ELECTRICISTA	ELEC1	3	0	3	0	0.00	490,587.03	0.00	11,105.76	244,161.60	88,990.02	34,669.24	866,343.65
ENCARGADO (A)	ENC01	1	1	0	0	0.00	134,000.00	74,370.88	36,000.00	0.00	22,000.00	7,468.67	274,837.55
ENCARGADO (A)	ENC02	2	0	2	0	0.00	200,966.90	0.00	3,272.00	99,282.80	39,894.82	15,344.20	377,360.42
ENCARGADO CABALA DE ARTESANIAS	ENC03	1	0	0	1	0.00	127,406.19	0.00	36,891.20	66,475.68	21,234.36	7,878.12	238,885.55
ENCARGADO DEL MIRADOR	ENC04	1	0	1	0	0.00	107,200.08	0.00	28,137.76	19,373.63	7,461.39	162,262.86	
ENCARGADO ESTACIONAMIENTO	ENC05	2	0	2	0	0.00	260,296.69	0.00	15,168.72	123,276.24	46,869.01	18,076.16	466,633.82



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Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Subordinado	Eventual								
ENCARGADO ESTACIONAMIENTO	ENCA6	1	0	0	1	0.00	96,866.71	0.00	17,580.08	34,837.44	15,976.12	5,325.37	168,073.72
ESCUELAS	ESGD1	2	2	0	0	0.00	346,000.00	235,744.32	73,000.00	0.00	58,000.00	18,333.33	733,077.65
PROLIFADOR	PAC	2	0	0	2	0.00	202,560.00	113,136.96	48,000.00	0.00	33,760.00	11,253.33	408,710.26
INTINGENTE	INT01	12	0	0	12	0.00	1,227,960.38	132,201.60	106,170.72	156,764.96	204,665.36	68,221.66	1,857,023.41
INTINGENTE	INTF2	4	0	4	0	0.00	469,176.36	0.00	2,012.64	237,893.12	84,712.43	32,581.71	848,376.46
JUEZ CIVICO	JUE01	2	2	0	0	0.00	328,445.10	172,025.26	143,802.40	0.00	54,007.92	18,302.91	725,482.81
MANABERENO	MAT01	9	0	0	9	0.00	862,710.38	0.00	83,810.88	241,564.60	143,760.96	47,828.35	1,379,799.47
MECANICO	MEG01	4	0	0	4	0.00	468,480.00	187,105.98	111,646.08	62,033.52	79,080.00	26,026.67	933,431.95
NOTIFICADOR	NOT01	1	0	0	1	0.00	95,696.71	0.00	0.00	41,280.24	15,976.12	5,325.37	158,428.44
NOTIFICADOR	NOT11	1	0	1	0	0.00	190,803.19	0.00	16,792.00	4,711.60	34,479.46	13,281.33	262,307.56
OFICIAL	OFI04	10	10	0	0	0.00	1,947,765.00	0.00	0.00	416,714.40	274,627.95	81,542.00	2,405,649.40
OFICIAL DE ALMÁCEL	OFI03	5	0	5	0	0.00	951,547.21	0.00	27,576.00	307,083.92	101,390.47	38,996.33	1,086,593.93
OFICIAL DE REGISTRO CIVIL	OFI05	5	5	0	0	0.00	663,334.37	0.00	51,078.72	228,954.96	115,559.73	36,851.91	1,091,373.29
OPERADOR DE MAQUINARIA	OPR01	5	0	0	5	0.00	562,151.86	206,349.84	114,854.64	182,771.84	97,025.31	32,341.77	1,195,490.28
OPERADOR DE MAQUINARIA	OPR02	1	0	1	0	0.00	217,251.98	0.00	0.00	73,867.60	39,220.00	15,086.02	345,432.20
PEON	PEO01	23	0	0	23	0.00	2,277,899.48	172,910.16	85,468.88	383,139.20	379,848.25	128,549.42	3,405,693.39
PEON	PEO02	20	0	20	0	0.00	2,143,765.43	1,493.54	67,358.72	838,011.36	394,290.98	151,650.36	3,008,557.91
POLICIA MUNICIPAL	POLM01	16	16	0	0	0.00	1,857,792.38	0.00	0.00	699,274.80	309,632.06	103,210.89	2,865,909.93
POLICIA PRIMERO	POL01	14	0	0	14	0.00	2,165,751.20	0.00	0.00	609,720.16	363,664.50	128,319.00	3,266,749.16
POLICIA SEGUNDO	POL02	17	17	0	0	0.00	2,544,160.00	0.00	0.00	739,472.24	424,026.75	141,342.29	3,848,981.74
POLICIA TERCERO	POL03	27	0	0	27	0.00	3,904,645.00	0.00	0.00	1,170,867.92	655,774.25	218,924.75	5,943,012.42
PRESIDENTA	PRE01	1	1	0	0	0.00	330,816.48	0.00	159,716.64	0.00	86,122.96	28,840.99	1,125,034.83
REGIDOR (A)	REG001	1	1	0	0	0.00	348,303.20	0.00	115,807.36	0.00	64,802.20	21,830.73	839,875.49
REGIDOR (A)	REG002	1	1	0	0	0.00	348,303.20	0.00	115,807.36	0.00	64,802.20	21,830.73	839,875.49
REGIDOR (A)	REG003	1	1	0	0	0.00	348,303.20	0.00	115,807.36	0.00	64,802.20	21,830.73	839,875.49
REGIDOR (A)	REG004	1	1	0	0	0.00	348,303.20	0.00	115,807.36	0.00	64,802.20	21,830.73	839,875.49
REGIDOR (A)	REG005	1	1	0	0	0.00	348,303.20	0.00	115,807.36	0.00	64,802.20	21,830.73	839,875.49
REGIDOR (A)	REG006	1	1	0	0	0.00	348,303.20	0.00	115,807.36	0.00	64,802.20	21,830.73	839,875.49



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			Confianza	Sindicalizado	Eventual								
REGIDOR (A)	REG00P	1	1	0	0	389,353.20	0.00	246,112.00	115,887.36	0.00	64,892.20	21,630.73	835,675.49
REPRESENTANTE INDIGENA	REP01SI	1	1	0	0	0.00	95,656.71	0.00	7,906.06	0.00	15,076.52	5,329.37	124,968.26
SECRETARIA	SECO1I	17	0	0	17	0.00	1,820,562.92	874,102.32	335,095.86	166,378.92	321,097.15	107,552.38	3,750,291.57
SECRETARIA	SECO2I	12	0	12	0	0.00	1,729,234.77	0.00	108,070.80	631,006.98	312,222.84	120,369.74	2,801,623.84
SECRETARIA	SECO3I	1	1	0	0	0.00	97,166.57	0.00	44,000.00	39,417.60	16,195.43	5,308.48	208,290.08
SECRETARIA	SECO4I	1	1	0	0	0.00	101,756.24	0.00	60,854.96	16,951.54	5,650.35	5,650.35	185,162.59
SECRETARIA TECNICA	SECT0I	1	1	0	0	0.00	156,000.00	7,079.40	8,160.00	0.00	26,000.00	8,660.07	205,800.07
SECRETARIA TECNICA OMSPN	SECO0I	1	1	0	0	0.00	164,560.00	107,169.28	48,000.00	0.00	27,400.00	9,143.53	356,362.81
SECRETARIO	SECO1I	1	0	0	1	0.00	126,000.00	34,665.56	26,246.44	0.00	31,000.00	7,900.00	204,812.32
SECRETARIO AYUNTAMIENTO	SAV00I	1	1	0	0	0.00	312,000.00	0.00	83,367.44	158,613.00	82,000.00	17,333.33	603,314.37
SECRETARIO PARTICULAR	SPAD0I	1	1	0	0	0.00	352,000.00	181,319.64	72,000.00	0.00	42,000.00	14,000.00	941,319.64
SACICO	SAV00I	1	1	0	0	441,266.88	0.00	281,160.64	133,433.86	0.00	73,664.48	24,514.63	903,939.81
SUBDIFUSOR	SUBD00I	3	3	0	0	0.00	483,167.28	0.00	0.00	131,792.16	62,104.55	27,336.18	744,556.17
SUPERVISOR DE OBRA	SUP00I	7	7	0	0	0.00	840,755.15	106,370.80	185,473.32	260,784.32	145,459.19	49,435.40	1,661,336.18
TESORERO	TER00I	1	1	0	0	0.00	384,000.00	181,547.54	69,690.00	60,000.00	64,000.00	21,333.33	782,480.27
TITULAR	TT01I	16	16	0	0	0.00	2,116,696.24	1,265,032.60	631,200.00	0.00	363,151.64	117,717.01	4,488,011.89
VELADOR	VEL01I	3	0	3	0	0.00	452,167.28	0.00	2,400.00	144,767.20	81,941.33	31,400.51	752,316.79
VELADOR	VEL02I	10	0	0	10	0.00	1,188,602.13	229,805.40	152,268.56	360,963.50	161,567.02	60,522.34	2,103,584.05

Total Percepciones	141,006,203.09
Repugnación Social	15,996,506.64
Otras Percepciones	137,009,696.73





**C. ANGELICA COLIN PACHECO**  
 Presidente Municipal

**C. J. INES MARIBEL MIRANDA**  
 Sindico

**LIC. CESAR MARTINEZ**  
 Secretario

**TESORERO MUNICIPAL**  
 Fecha de elaboración:

Nombre	Nombre	Nombre
Presidente Municipal	Sindico	Secretario

Hoja:	5	de	5
Año	2025	Mes	02
Día	24		