



AYUNTAMIENTO DE HECELCHAKAN
2021-2024
TRABAJANDO PARA UN MEJOR HECELCHAKAN



TABULADOR DE SUELDOS MENSUAL EJERCICIO FISCAL 2022
H. AYUNTAMIENTO DE HECELCHAKÁN

GRADO	PUESTO	SALARIO BASE MENSUAL NETO Y COMPENSACION		PRESTACIONES ADICIONALES MONTOS MAXIMOS	
		MINIMO	MAXIMO	AGUINALDO	PRIMA VACACIONAL
MANDO SUPERIOR	PRESIDENTE MUNICIPAL	\$ 28,400.00	\$ 30,000.00	\$ 45,000.00	\$ 7,800.00
MANDO DE ALTA DIRECCION	SINDICO	\$ 41,081.00	\$ 60,000.00	\$ 90,000.00	\$ 15,600.00
	REGIDOR	\$ 40,421.00	\$ 58,000.00	\$ 87,000.00	\$ 15,080.00
MANDO DE DIRECCION	SECRETARIO DEL H. AYUNTAMIENTO	\$ 20,000.00	\$ 34,000.00	\$ 51,000.00	\$ 8,840.00
	TESORERO	\$ 35,000.00	\$ 39,000.00	\$ 58,500.00	\$ 10,140.00
	CONTRALOR INTERNO MUNICIPAL	\$ 16,200.00	\$ 32,000.00	\$ 48,000.00	\$ 8,320.00
	CONTADOR GENERAL	\$ 20,000.00	\$ 34,000.00	\$ 51,000.00	\$ 8,840.00
	DIRECTOR	\$ 11,800.00	\$ 34,000.00	\$ 51,000.00	\$ 8,840.00
MANDO MEDIO	SECRETARIO PARTICULAR DE PRESIDENCIA	\$ 12,000.00	\$ 25,000.00	\$ 37,500.00	\$ 6,500.00
	SUBDIRECTOR	\$ 7,200.00	\$ 20,000.00	\$ 30,000.00	\$ 5,200.00
	COORDINADOR	\$ 7,200.00	\$ 24,000.00	\$ 36,000.00	\$ 6,240.00
	JEFE DE DEPARTAMENTO: A, B, C	\$ 11,000.00	\$ 15,000.00	\$ 22,500.00	\$ 3,900.00
	ANALISTA DE COSTOS	\$ 7,200.00	\$ 12,000.00	\$ 18,000.00	\$ 3,120.00
	AUXILIAR: A,B,C	\$ 6,300.00	\$ 13,000.00	\$ 19,500.00	\$ 3,380.00
	SECRETARIA: A,B,C	\$ 5,100.00	\$ 12,000.00	\$ 18,000.00	\$ 3,120.00
	DILIGENCIERO	\$ 5,100.00	\$ 5,500.00	\$ 8,250.00	\$ 1,430.00
PERSONAL OPERATIVO	DILIGENCIERO	\$ 5,100.00	\$ 5,500.00	\$ 8,250.00	\$ 1,430.00



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CRONISTA MUNICIPAL	\$ 5,500.00	\$	9,100.00	\$	13,650.00	\$	2,386.00
AYUDANTE: A,B,C	\$ 5,100.00	\$	6,500.00	\$	9,750.00	\$	1,690.00
ELECTRICISTA: A,B,C	\$ 5,100.00	\$	6,500.00	\$	9,750.00	\$	1,690.00
HERRERO	\$ 5,100.00	\$	6,500.00	\$	9,750.00	\$	1,690.00
SUPERVISOR DE OBRAS: A,B,C	\$ 11,800.00	\$	13,900.00	\$	20,850.00	\$	3,614.00
LOGISTICA: A,B,C	\$ 5,100.00	\$	8,200.00	\$	12,300.00	\$	2,132.00
RESPONSABLE: A,B,C	\$ 5,100.00	\$	8,200.00	\$	12,300.00	\$	2,132.00
ENFERMERA	\$ 5,100.00	\$	6,500.00	\$	9,750.00	\$	2,132.00
PROMOTORES DE SALUD	\$ 2,200.00	\$	5,900.00	\$	8,850.00	\$	1,534.00
PLOMERO	\$ 5,100.00	\$	8,600.00	\$	12,900.00	\$	2,236.00
INTENDENTE	\$ 5,100.00	\$	6,000.00	\$	9,000.00	\$	1,560.00
BARRIDO A MANO	\$ 5,100.00	\$	6,000.00	\$	9,000.00	\$	1,560.00
MECANICO	\$ 12,900.00	\$	20,300.00	\$	30,450.00	\$	5,278.00
AFANADOR(A)	\$ 5,100.00	\$	6,000.00	\$	9,000.00	\$	1,560.00
CHOFER: A,B,C	\$ 5,100.00	\$	9,100.00	\$	13,650.00	\$	2,386.00
POCERO	\$ 5,100.00	\$	6,500.00	\$	9,750.00	\$	1,690.00
FONTANER(A)	\$ 5,300.00	\$	6,700.00	\$	10,050.00	\$	1,742.00
MAESTRO DE CULTURA: A,B	\$ 5,100.00	\$	6,500.00	\$	9,750.00	\$	1,690.00
VELADOR	\$ 5,100.00	\$	6,000.00	\$	9,000.00	\$	1,690.00
BODEGUERO /ALMACENISTA	\$ 5,100.00	\$	6,500.00	\$	9,750.00	\$	1,690.00
BACHEADOR	\$ 5,100.00	\$	7,000.00	\$	10,500.00	\$	1,820.00
ADMINISTRADOR DE MERCADO	\$ 5,100.00	\$	7,000.00	\$	10,500.00	\$	1,820.00
ROTULISTA	\$ 5,100.00	\$	8,000.00	\$	12,000.00	\$	2,080.00
RECOLECTOR DE BASURA	\$ 5,100.00	\$	7,000.00	\$	10,500.00	\$	1,820.00



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JARDINERO	\$ 5,100.00	\$	9,000.00	\$	13,500.00	\$	2,340.00
COBRATARIO DE BAÑOS PUBLICOS	\$ 5,100.00	\$	6,000.00	\$	9,000.00	\$	2,340.00
VERIFICADOR DE RASTRO	\$ 5,100.00	\$	9,000.00	\$	13,500.00	\$	2,340.00
AUXILIAR EDUCATIVO	\$ 5,500.00	\$	9,500.00	\$	14,250.00	\$	2,470.00
BIBLIOTECARIA(A)	\$ 5,100.00	\$	8,000.00	\$	12,000.00	\$	2,080.00
OPERADOR DE MAQUINARIA	\$ 5,100.00	\$	9,000.00	\$	13,500.00	\$	2,340.00
SOLDADOR	\$ 5,100.00	\$	9,000.00	\$	13,500.00	\$	2,340.00
ALBAÑIL	\$ 5,100.00	\$	10,000.00	\$	15,000.00	\$	2,600.00
PSICOLOGO	\$ 6,300.00	\$	10,000.00	\$	15,000.00	\$	2,600.00
BRIGADISTA	\$ 5,100.00	\$	8,000.00	\$	12,000.00	\$	2,080.00
ENTRENADOR	\$ 5,100.00	\$	10,500.00	\$	15,750.00	\$	2,730.00
TRABAJADOR SOCIAL	\$ 6,300.00	\$	10,000.00	\$	15,000.00	\$	2,600.00



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PERSONAL SINDICALIZADO



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POSTO	SALARIO BASE MENSUAL		ESCALA	FINCA INICIAL	AÑO DE INGRESO	CANTIDAD DE AÑOS	RANGO DE AÑOS	SALARIO BASE	VALOR DE LA CUOTA	CANTIDAD DE AÑOS	SALARIO BASE	VALOR DE LA CUOTA	VALOR DE LA CUOTA	VALOR DE LA CUOTA	VALOR DE LA CUOTA	VALOR DE LA CUOTA	VALOR DE LA CUOTA	VALOR DE LA CUOTA	VALOR DE LA CUOTA	VALOR DE LA CUOTA	
	MINIMO	MAXIMO																			
SECRETARIO	\$3,880	\$8,300	\$9,420	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
INTENDENTE	\$3,880	\$8,480	\$6,110	\$1,710	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$7,250	\$7,250	\$1,710	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
AYUDANTE DE	\$5,700	\$10,040	\$11,900	\$3,110	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$7,250	\$7,770	\$1,710	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$7,250	\$11,900	\$3,110	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$5,700	\$10,040	\$8,330	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$5,180	\$8,300	\$7,770	\$1,710	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$3,420	\$9,420	\$7,560	\$1,660	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$8,900	\$9,840	\$2,490	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$11,080	\$12,730	\$3,420	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$8,390	\$8,490	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$9,420	\$7,250	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$8,390	\$7,560	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$5,180	\$11,650	\$8,390	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$4,450	\$9,990	\$7,770	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$5,700	\$8,900	\$13,770	\$3,420	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$2,380	\$5,680	\$6,210	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$2,070	\$7,250	\$6,210	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$2,380	\$8,390	\$7,250	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$2,380	\$8,390	\$8,490	\$2,280	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
SECRETARIO	\$5,700	\$17,180	\$16,870	\$4,450	\$200	\$1,300	\$2,000	\$1,400	\$800	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250

PERSONAL DE SEGURIDAD PÚBLICA



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GRADO	PUESTO	SUELDO BASE MENSUAL NETO		PRESTACIONES ADICIONALES A LOS MONTOS MAXIMOS			
		MINIMO	MAXIMO	QUINQUENIO	VALE DE PAVO	ESTIMULO DE ANTIGUEDAD	
PERSONAL DE SEGURIDAD PUBLICA	AGENTE	\$ 7,200.00	\$7,700.00	\$2,000.00	\$2,000.00	\$35,000.00	
	OFICIAL	\$10,400.00	\$11,200.00	\$2,000.00	\$2,000.00	\$35,000.00	
	SUB OFICIAL	\$ 7,200.00	\$7,700.00	\$2,000.00	\$2,000.00	\$35,000.00	
	PRIMER OFICIAL	\$13,700.00	\$14,200.00	\$2,000.00	\$2,000.00	\$35,000.00	

PENSIONADOS

PUESTO	SALARIO BASE MENSUAL NETO		PRESTACIONES ADICIONALES, MONTOS MAXIMOS	
	MINIMO	MAXIMO	AGUINALDO	
PENSIONADOS SINDICATO	\$ 6,000.00	\$ 9,000.00	\$	16,000.00
PENSIONADOS SEGURIDAD PUBLICA	\$ 5,000.00	\$ 8,000.00	\$	12,000.00
PENSIONADOS CABILDO	\$ 6,000.00	\$ 9,000.00	\$	18,000.00