



**ORGANISMO PARAMUNICIPAL QUE MANEJARA LA OPERACIÓN Y ADMINISTRACION DEL SERVICIO PUBLICO MUNICIPAL DE AGUA POTABLE Y  
ALCANTARILLADO DEL EJIDO EL REFUGIO, CD. FERNANDEZ, S.L.P.**



**TABULADOR DE PUESTOS Y SALARIOS PARA EL EJERCICIO FISCAL 2022**

| Código | Denominación del Puesto                                           | Dirección                        | Nivel | Categoría | No. De Plaza | Rango de Sueldo Mensual | Remuneraciones al Trabajo de Carácter Transitorio | Otras Percepciones mensuales | Previsiones | Remuneraciones Adicionales y Especiales | Seguridad Social | Pago de Estimulos a Servidores Publicos |
|--------|-------------------------------------------------------------------|----------------------------------|-------|-----------|--------------|-------------------------|---------------------------------------------------|------------------------------|-------------|-----------------------------------------|------------------|-----------------------------------------|
| 1      | Director General                                                  | Dirección General                | 1     | A         | 1            | 30,000.00 a 40,000.00   | 0.00                                              | 00.00 a 25,500.00            | 0.0 a 0.0   | 20,000.00 a 75,000.00                   | 0.00             | 5,000.00                                |
| 2      | Sub-director                                                      | Subdirección                     | 1     | B         | 1            | 18,000.00 a 30,000.00   | 0.00                                              | 00.00 a 16,500.00            | 0.0 a 0.0   | 30,000.00 a 49,000.00                   | 0.00             | 5,000.00                                |
| 3      | Contralor Interno                                                 | Contraloría Interna              | 2     | B         | 1            | 12,000.00 a 22,000.00   | 0.00                                              | 00.00 a 10,000.00            | 0.0 a 0.0   | 20,000.00 a 40,000.00                   | 0.00 A 55,000.00 | 5,000.00                                |
| 4      | Gerente Comercial                                                 | Administración                   | 2     | A         | 1            | 12,000.00 a 25,000.00   | 0.00                                              | 00.00 a 12,000.00            | 0.0 a 0.0   | 20,000.00 a 40,000.00                   | 0.00 A 45,000.00 | 5,000.00                                |
| 5      | Gerente administrativo                                            | Administración                   | 2     | A         | 1            | 12,000.00 a 25,000.00   | 0.00                                              | 00.00 a 12,000.00            | 0.0 a 0.0   | 20,000.00 a 40,000.00                   | 0.00 A 45,000.00 | 5,000.00                                |
| 6      | Gerente Operativo                                                 | Operativa                        | 2     | A         | 1            | 12,000.00 a 25,000.00   | 0.00                                              | 00.00 a 12,000.00            | 0.0 a 0.0   | 20,000.00 a 40,000.00                   | 0.00 A 45,000.00 | 5,000.00                                |
| 7      | Ingeniero Técnico Superv. de Obra                                 | Departamento Técnico             | 2     | B         | 1            | 9,100.00 a 20,000.00    | 0.00                                              | 00.00 a 10,000.00            | 0.0 a 0.0   | 15,100.00 a 35,000.00                   | 0.00 A 36,000.00 | 5,000.00                                |
| 8      | Jefe de Unidad de Transparencia y de Acceso a Informacion Publica | Dirección General                | 2     | B         | 1            | 9,000.00 a 13,000.00    | 0.00                                              | 00.00 a 7,000.00             | 0.0 a 0.0   | 14,000.00 a 30,000.00                   | 0.00 A 32,000.00 | 5,000.00                                |
| 9      | Auxiliar de Unidad de Transparencia                               | Jefe de Unidad de Transparencia  | 3     | A         | 1            | 6,500.00 a 9,000.00     | 0.00 a 8,000.00                                   | 00.00 a 6,000.00             | 0.0 a 0.0   | 10,000.00 a 16,500.00                   | 0.00 A 24,000.00 | 5,000.00                                |
| 10     | Auxiliar Contable y Facturación                                   | Administración                   | 3     | A         | 1            | 8,500.00 a 13,000.00    | 0.00                                              | 00.00 A 8,000.00             | 0.0 a 0.0   | 14,000.00 a 30,000.00                   | 0.00 A 35,000.00 | 5,000.00                                |
| 11     | Encargada de Cajas                                                | Administración                   | 2     | C         | 1            | 7,000.00 a 10,000.00    | 0.00                                              | 00.00 A 6,000.00             | 0.0 a 0.0   | 12,000.00 a 17,500.00                   | 0.00 A 25,000.00 | 5,000.00                                |
| 12     | Cobranza                                                          | Administración                   | 2     | C         | 1            | 7,000.00 a 12,000.00    | 0.00                                              | 00.00 A 6,500.00             | 0.0 a 0.0   | 12,000.00 a 18,000.00                   | 0.00 A 28,000.00 | 5,000.00                                |
| 13     | Asistente de Dirección                                            | Dirección General                | 2     | B         | 1            | 6,500.00 a 11,000.00    | 0.00                                              | 00.00 a 6,500.00             | 0.0 a 0.0   | 12,000.00 a 22,000.00                   | 0.00 A 27,500.00 | 5,000.00                                |
| 14     | Jefe de Contabilidad y facturación                                | Contabilidad                     | 2     | B         | 1            | 9,000.00 a 15,000.00    | 0.00                                              | 00.00 a 9,000.00             | 0.0 a 0.0   | 16,000.00 a 25,500.00                   | 0.00 A 40,000.00 | 5,000.00                                |
| 15     | Auxiliar Administrativo                                           | Administración                   | 2     | B         | 2            | 9,500.00 a 11,500.00    | 0.00 a 10,500.00                                  | 00.00 a 8,000.00             | 0.0 a 0.0   | 15,000.00 a 22,000.00                   | 0.00 A 33,000.00 | 5,000.00                                |
| 16     | Auxiliar Administrativo                                           | Administración                   | 2     | C         | 2            | 7,500.00 a 9,500.00     | 0.00                                              | 00.00 a 5,500.00             | 0.0 a 0.0   | 12,500.00 a 18,000.00                   | 0.00 A 23,500.00 | 5,000.00                                |
| 17     | Cajera                                                            | Administración                   | 3     | A         | 2            | 7,000.00 a 9,500.00     | 0.00 a 8,500.00                                   | 00.00 a 6,000.00             | 0.0 a 0.0   | 11,000.00 a 17,000.00                   | 0.00 A 24,000.00 | 5,000.00                                |
| 18     | Cultura del Agua                                                  | Departamento de Cultura del Agua | 2     | B         | 1            | 8,000.00 a 11,000.00    | 0.00                                              | 00.00 A 7,000.00             | 0.0 a 0.0   | 10,050.00 a 22,000.00                   | 0.00 A 32,000.00 | 5,000.00                                |
| 19     | Auxiliar de Cultura del Agua                                      | Departamento de Cultura del Agua | 3     | A         | 1            | 6,000.00 a 8,000.00     | 0.00 a 7,000.00                                   | 00.00 A 4,500.00             | 0.0 a 0.0   | 10,000.00 a 16,000.00                   | 0.00 A 21,500.00 | 5,000.00                                |
| 20     | Jefe Operativo                                                    | Departamento Técnico             | 2     | B         | 1            | 9,000.00 a 13,500.00    | 0.00                                              | 00.00 A 8,000.00             | 0.0 a 0.0   | 14,500.00 a 22,500.00                   | 0.00 A 33,500.00 | 5,000.00                                |
| 21     | Operador de Planta Tratadora                                      | Departamento Técnico             | 3     | A         | 3            | 6,500.00 a 9,000.00     | 0.00 a 8,000.00                                   | 00.00 A 6,000.00             | 0.0 a 0.0   | 10,000.00 a 17,000.00                   | 0.00 A 23,500.00 | 5,000.00                                |
| 22     | Lectorista y Fontanero                                            | Departamento Técnico             | 3     | B         | 4            | 7,500.00 a 10,000.00    | 0.00                                              | 00.00 A 6,000.00             | 0.0 a 0.0   | 11,000.00 a 18,000.00                   | 0.00 A 26,500.00 | 5,000.00                                |
| 23     | Almacenista                                                       | Departamento de Almacén          | 3     | A         | 1            | 7,500.00 a 10,500.00    | 0.00                                              | 00.00 A 6,500.00             | 0.0 a 0.0   | 11,500.00 a 18,500.00                   | 0.00 A 27,000.00 | 5,000.00                                |
| 24     | Verificador - Notificador                                         | Administrativo                   | 2     | B         | 2            | 6,500.00 a 9,000.00     | 0.00                                              | 00.00 A 6,000.00             | 0.0 a 0.0   | 10,500.00 a 16,500.00                   | 0.00 A 24,000.00 | 5,000.00                                |
| 25     | Auxiliar Técnico                                                  | Departamento Técnico             | 3     | A         | 1            | 6,500.00 a 8,500.00     | 0.00 a 7,500.00                                   | 00.00 A 5,500.00             | 0.0 a 0.0   | 10,000.00 a 16,500.00                   | 0.00 A 22,000.00 | 5,000.00                                |
| 26     | Fontanero                                                         | Departamento Técnico             | 3     | A         | 5            | 7,000.00 a 9,500.00     | 0.00 a 7,500.00                                   | 00.00 A 5,500.00             | 0.0 a 0.0   | 10,000.00 a 17,500.00                   | 0.00 A 24,500.00 | 5,000.00                                |
| 27     | Bombero de pozo area urbana                                       | Departamento Técnico             | 3     | B         | 2            | 7,000.00 a 9,000.00     | 0.00                                              | 00.00 A 5,500.00             | 0.0 a 0.0   | 10,000.00 a 16,500.00                   | 0.00 A 23,500.00 | 5,000.00                                |
| 28     | Bombero de pozo area rural                                        | Departamento Técnico             | 3     | B         | 2            | 6,000.00 a 8,500.00     | 0.00 a 7,000.00                                   | 00.00 A 5,000.00             | 0.0 a 0.0   | 9,000.00 a 15,500.00                    | 0.00 A 22,500.00 | 5,000.00                                |
| 29     | Velador                                                           | Departamento Técnico             | 3     | B         | 1            | 6,500.00 a 8,500.00     | 0.00                                              | 00.00 A 4,500.00             | 0.0 a 0.0   | 10,000.00 a 14,500.00                   | 0.00 A 21,500.00 | 5,000.00                                |
| 30     | Intendente                                                        | Departamento Técnico             | 3     | A         | 1            | 7,000.00 a 9,000.00     | 0.00 a 8,000.00                                   | 00.00 A 5,500.00             | 0.0 a 0.0   | 11,000.00 a 16,500.00                   | 0.00 A 24,500.00 | 5,000.00                                |
| 31     | Ayudante de fontanero                                             | Departamento tecnico             | 3     | B         | 5            | 6,000.00 a 8,500.00     | 0.00                                              | 00.00 A 4,500.00             | 0.0 a 0.0   | 8,300.00 a 15,000.00                    | 0.00 A 21,500.00 | 5,000.00                                |