



CAPÍTULO III
De los Servicios Personales

Artículo 28. En el ejercicio fiscal 2025, la Administración Pública Municipal contará con XX plazas de conformidad con lo siguiente:

Análítico de plazas de la administración pública municipal

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2025													
Descripción de puestos	Nivel	Categoría	Plazas	Remuneración o Dieta		Remuneraciones y Prestaciones					Adicional	Total Anual	
				Dieta Mensual Mínimo	Dieta Mensual Máximo	Salario Mensual Mínimo	Salario Mensual Máximo	Aguinaldo Mínimo	Aguinaldo Máximo	Prima Vacacional Anual Máximo	Compensación Anual Especial Máximo	Total Bruto Mínimo	Total Bruto Máximo
ELECTOS													
Presidente	1	Autoridad	1	117,144.96	\$126,907.04	\$0.00	\$0.00	\$195,241.60	\$211,511.73	\$0.00	\$0.00	\$1,600,981.12	\$1,734,396.21
Sindico	1	Autoridad	1	\$30,810.72	\$33,094.29	\$0.00	\$0.00	\$51,351.20	\$55,157.15	\$0.00	\$0.00	\$421,079.84	\$452,288.63
Regidor	1	Autoridad	6	\$30,810.72	\$33,094.29	\$0.00	\$0.00	\$51,351.20	\$55,157.15	\$0.00	\$0.00	\$421,079.84	\$452,288.63
8													
MANDOS SUPERIORES													
Secretario	2	Designado	1	\$0.00	\$0.00	\$54,485.42	\$65,382.50	\$90,809.03	\$54,485.42	\$21,794.17	\$0.00	\$744,634.07	\$839,075.47
Oficial Mayor	2	Designado	1	\$0.00	\$0.00	\$54,485.42	\$65,382.50	\$90,809.03	\$54,485.42	\$21,794.17	\$0.00	\$744,634.07	\$839,075.47
Tesorero	2	Designado	1	\$0.00	\$0.00	\$41,799.32	\$50,159.18	\$69,665.53	\$41,799.32	\$16,719.73	\$0.00	\$571,257.37	\$643,709.53
Contralor	2	Designado	1	\$0.00	\$0.00	\$33,849.52	\$40,619.42	\$56,415.87	\$33,849.52	\$13,539.81	\$0.00	\$462,610.11	\$521,282.61
Secretario de Desarrollo Económico	3	Designado	1	\$0.00	\$0.00	\$24,895.48	\$29,874.58	\$41,492.47	\$24,895.48	\$9,958.19	\$0.00	\$340,238.23	\$383,390.39
Secretario de Desarrollo Urbano y Ecología	3	Designado	1	\$0.00	\$0.00	\$20,795.98	\$24,955.18	\$34,659.97	\$20,795.98	\$8,318.39	\$0.00	\$284,211.73	\$320,258.09
Coordinador Dif	3	Designado	1	\$0.00	\$0.00	\$28,680.00	\$34,416.00	\$47,800.00	\$28,680.00	\$11,472.00	\$0.00	\$391,960.00	\$441,672.00
Coordinador Codesol	3	Designado	1	\$0.00	\$0.00	\$26,136.76	\$31,364.11	\$43,561.27	\$26,136.76	\$10,454.70	\$0.00	\$357,202.39	\$402,506.10
Secretario Técnico	3	Designado	1	\$0.00	\$0.00	\$25,882.44	\$31,058.93	\$43,137.40	\$25,882.44	\$10,352.98	\$0.00	\$353,726.68	\$398,589.58



PERSONAL ADMINISTRATIVO													
Administrativo	5	Administrativo A	6	\$0.00	\$0.00	\$20,427.00	\$28,597.80	\$34,045.00	\$47,663.00	\$9,532.60	\$95,326.00	\$279,169.00	\$472,544.60
Administrativo	5	Administrativo B	8	\$0.00	\$0.00	\$14,590.00	\$20,426.00	\$24,316.67	\$34,043.33	\$6,808.67	\$68,086.67	\$199,396.67	\$337,515.33
Administrativo	5	Administrativo C	14	\$0.00	\$0.00	\$10,420.86	\$14,589.20	\$17,368.10	\$24,315.34	\$4,863.07	\$48,630.68	\$142,418.42	\$241,069.23
Administrativo	5	Auxiliar Administrativo	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$172,757.42
Administrativo	5	Auxiliar Contable Especializado	5	\$0.00	\$0.00	\$16,981.12	\$23,773.57	\$28,301.87	\$39,622.61	\$7,924.52	\$79,245.23	\$232,075.31	\$392,829.91
Administrativo	5	Auxiliar Contable A	5	\$0.00	\$0.00	\$19,106.00	\$26,748.40	\$31,843.33	\$44,580.67	\$8,916.13	\$89,161.33	\$261,115.33	\$441,985.47
Administrativo	5	Auxiliar Contable B	5	\$0.00	\$0.00	\$13,647.00	\$19,105.80	\$22,745.00	\$31,843.00	\$6,368.60	\$63,686.00	\$186,509.00	\$315,700.60
Administrativo	5	Auxiliar Contable C	5	\$0.00	\$0.00	\$9,747.62	\$13,646.67	\$16,246.03	\$22,744.45	\$4,548.89	\$45,488.89	\$133,217.47	\$225,494.94
Administrativo	5	Asistente Social	20	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$172,757.42
Administrativo	5	Administrativo de Enlace A	5	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$251,452.39
Secretaria Administrativa	5	Secretaria A	10	\$0.00	\$0.00	\$14,640.00	\$20,496.00	\$24,400.00	\$34,160.00	\$6,832.00	\$68,320.00	\$200,080.00	\$338,672.00
Secretaria Administrativa	5	Secretaria A	15	\$0.00	\$0.00	\$10,457.00	\$14,639.80	\$17,428.33	\$24,399.67	\$4,879.93	\$48,799.33	\$142,912.33	\$241,905.27
Secretaria Administrativa	5	Secretaria B	35	\$0.00	\$0.00	\$7,467.62	\$10,454.67	\$12,446.03	\$17,424.45	\$3,484.89	\$34,848.89	\$102,057.47	\$172,750.94
			133										
PERSONAL TECNICO Y OPERATIVO													
Operativo	5	Supervisor A	8	\$0.00	\$0.00	\$16,061.00	\$22,485.40	\$26,768.33	\$37,475.67	\$7,495.13	\$74,951.33	\$219,500.33	\$382,251.80
Operativo	5	Supervisor B	8	\$0.00	\$0.00	\$41,472.00	\$58,060.80	\$69,120.00	\$96,768.00	\$19,353.60	\$193,536.00	\$566,784.00	\$987,033.60
Operativo	5	Supervisor C	8	\$0.00	\$0.00	\$8,193.68	\$11,471.15	\$13,656.13	\$19,118.59	\$3,823.72	\$38,237.17	\$111,980.29	\$195,009.58
Operativo	5	Inspector	5	\$0.00	\$0.00	\$7,467.62	\$10,454.67	\$12,446.03	\$17,424.45	\$3,484.89	\$34,848.89	\$102,057.47	\$177,729.36
Operativo	5	Profesional A	2	\$0.00	\$0.00	\$15,218.00	\$21,305.20	\$25,363.33	\$35,508.67	\$7,101.73	\$71,017.33	\$207,979.33	\$362,188.40
Operativo	5	Profesional B	3	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Operativo	5	Medico General A	4	\$0.00	\$0.00	\$15,218.00	\$21,305.20	\$25,363.33	\$35,508.67	\$7,101.73	\$71,017.33	\$207,979.33	\$362,188.40
Operativo	5	Medico General B	6	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Operativo	5	Medico General C	4	\$0.00	\$0.00	\$10,420.86	\$14,589.20	\$17,368.10	\$24,315.34	\$4,863.07	\$48,630.68	\$142,418.42	\$248,016.47
Operativo	5	Responsable de Area A	2	\$0.00	\$0.00	\$21,306.00	\$29,828.40	\$35,510.00	\$49,714.00	\$9,942.80	\$99,428.00	\$291,182.00	\$507,082.80
Operativo	5	Responsable de Area A	6	\$0.00	\$0.00	\$15,218.00	\$21,305.20	\$25,363.33	\$35,508.67	\$7,101.73	\$71,017.33	\$207,979.33	\$362,188.40
Operativo	6	Responsable de Area B	8	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Operativo	5	Auditor Interno	2	\$0.00	\$0.00	\$19,809.00	\$27,732.60	\$33,015.00	\$46,221.00	\$9,244.20	\$92,442.00	\$270,723.00	\$471,454.20
Operativo	6	Auxiliar General A	10	\$0.00	\$0.00	\$10,454.00	\$14,635.60	\$17,423.33	\$24,392.67	\$4,878.53	\$48,785.33	\$142,871.33	\$248,805.20
Operativo	6	Auxiliar General B	100	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02



Operativo	6	Auxiliar Salud A	5	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	6	Auxiliar Salud B	15	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Auxiliar de Obra A	10	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	6	Auxiliar de Obra B	20	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	5	Tecnico Especializado A	5	\$0.00	\$0.00	\$12,076.00	\$16,906.40	\$20,126.67	\$28,177.33	\$5,635.47	\$56,354.67	\$165,038.67	\$287,408.80
Operativo	5	Tecnico Especializado B	6	\$0.00	\$0.00	\$8,625.54	\$12,075.76	\$14,375.90	\$20,126.26	\$4,025.25	\$40,252.52	\$117,882.38	\$205,287.85
Operativo	5	Tecnico General	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	5	Chofer Presidente	2	\$0.00	\$0.00	\$15,709.50	\$21,993.30	\$26,182.50	\$36,655.50	\$7,331.10	\$73,311.00	\$214,696.50	\$373,886.10
Operativo	5	Secretario Particular Presidente	1	\$0.00	\$0.00	\$20,795.98	\$29,114.37	\$34,659.97	\$48,523.95	\$9,704.79	\$97,047.91	\$284,211.73	\$494,944.32
Operativo	5	Chofer A	10	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	5	Chofer B	25	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	5	Operador de Maquinaria	2	\$0.00	\$0.00	\$13,450.00	\$18,830.00	\$22,416.67	\$31,383.33	\$6,276.67	\$62,766.67	\$183,816.67	\$320,110.00
Operativo	5	Fotografo	5	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Operativo	5	Mecanico	3	\$0.00	\$0.00	\$8,193.68	\$11,471.15	\$13,656.13	\$19,118.59	\$3,823.72	\$38,237.17	\$111,980.29	\$195,009.58
Operativo	6	Ayudante A	10	\$0.00	\$0.00	\$14,639.00	\$20,494.60	\$24,398.33	\$34,157.67	\$6,831.53	\$68,315.33	\$200,066.33	\$348,408.20
Operativo	6	Ayudante B	10	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	6	Ayudante C	100	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Limpieza A	3	\$0.00	\$0.00	\$12,076.00	\$16,906.40	\$20,126.67	\$28,177.33	\$5,635.47	\$56,354.67	\$165,038.67	\$287,408.80
Operativo	6	Limpieza B	3	\$0.00	\$0.00	\$8,625.54	\$12,075.76	\$14,375.90	\$20,126.26	\$4,025.25	\$40,252.52	\$117,882.38	\$205,287.85
Operativo	6	Apoyo Limpieza	40	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Mensajero	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Velador	2	\$0.00	\$0.00	\$8,962.00	\$12,546.80	\$14,936.67	\$20,911.33	\$4,182.27	\$41,822.67	\$122,480.67	\$213,295.60
Operativo	6	Velador A	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	7	Velador B	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
			465										

MODIFICACION AL TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2025

PERSONAL DE SEGURIDAD PUBLICA

Descripción de puestos	Nivel	Categoría	Plazas	Dieta		Remuneraciones y Prestaciones					Adicional		Total Anual	
				Dieta Mensual Minimo	Dieta Mensual Maximo	Salario Mensual Minimo	Salario Mensual Maximo	Aguinaldo Minimo	Aguinaldo Maximo	Prima Vacacional Anual Maximo	Compensacion Anual Especial Maximo	Total Bruto Minimo	Total Bruto Maximo	
Operativo	1	Director General de Seguridad Pública	1	\$0.00	\$0.00	\$25,882.44	\$36,235.42	\$43,137.40	\$60,392.36	\$12,078.47	\$120,784.72	\$353,726.68	\$616,002.07	
Operativo	2	Sub Director A2	2	\$0.00	\$0.00	\$21,558.94	\$30,182.52	\$35,931.57	\$50,304.19	\$10,060.84	\$100,608.39	\$294,638.85	\$513,102.77	
Operativo	2	Sub Director Operativo	1	\$0.00	\$0.00	\$18,252.74	\$25,553.84	\$30,421.23	\$42,589.73	\$8,517.95	\$85,179.45	\$249,454.11	\$434,415.21	
Operativo	2	Jefe de Grupo	5	\$0.00	\$0.00	\$13,986.00	\$19,580.40	\$23,310.00	\$32,634.00	\$6,526.80	\$65,268.00	\$191,142.00	\$332,866.80	
Operativo	2	Policia de Seguridad Calificado 1	20	\$0.00	\$0.00	\$15,324.00	\$21,453.60	\$25,540.00	\$35,756.00	\$7,151.20	\$71,512.00	\$209,428.00	\$364,711.20	
Operativo	3	Policia de Seguridad Calificado 2	10	\$0.00	\$0.00	\$12,770.00	\$17,878.00	\$21,283.33	\$29,796.67	\$5,959.33	\$59,593.33	\$174,523.33	\$303,926.00	
Operativo	3	Policia de Seguridad Calificado 1	30	\$0.00	\$0.00	\$10,641.00	\$14,897.40	\$17,735.00	\$24,829.00	\$4,965.80	\$49,658.00	\$145,427.00	\$253,255.80	
Operativo	3	Policia de Seguridad Calificado 2	70	\$0.00	\$0.00	\$8,866.92	\$12,413.69	\$14,778.20	\$20,689.48	\$4,137.90	\$41,378.96	\$121,181.24	\$211,032.70	
Operativo	3	Transito Municipal	10	\$0.00	\$0.00	\$8,866.92	\$12,413.69	\$14,778.20	\$20,689.48	\$4,137.90	\$41,378.96	\$121,181.24	\$211,032.70	
Operativo	3	Juez Calificador	2	\$0.00	\$0.00	\$12,053.36	\$16,874.70	\$20,088.93	\$28,124.51	\$5,624.90	\$56,249.01	\$164,729.25	\$286,869.97	



PERSONAL ADMINISTRATIVO

Secretaría Administrativa	3	Secretaría A	2	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
---------------------------	---	--------------	---	--------	--------	------------	-------------	-------------	-------------	------------	-------------	--------------	--------------

PERSONAL TECNICO Y OPERATIVO

Operativo	3	Técnico General	2	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
Operativo	6	Velador	2	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
Operativo	6	Auxiliar General B	3	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
			7										

Artículo 29. Los servidores públicos ocupantes de las plazas a que se refiere el artículo anterior, percibirán las remuneraciones que se determinen en el Tabulador de sueldos y salarios, el cual se integra en el presente presupuesto de egresos con base en lo establecido en los artículos 115, fracción IV, y 127, de la Constitución Política de los Estados Unidos Mexicanos; 114, fracción IV, y 133, de la Constitución Política del Estado Libre y Soberano de San Luis Potosí; 1, 8, 9, 10, 11, 12, 17, 20 y 23 de la Ley Reglamentaria del Artículo 133 de la Constitución Política del Estado Libre y Soberano de San Luis Potosí en Materia de Remuneraciones; y demás disposiciones aplicables; sin que el total de erogaciones por servicios personales exceda de los montos aprobados en este Presupuesto de Egresos; de conformidad con lo siguiente:

Tabulador de sueldos y salarios (sin seguridad pública)

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2025													
Descripción de puestos	Niveles	Categoría	Plazas	Remuneración o Dieta		Remuneraciones y Prestaciones					Adicional	Total Anual	
				Dieta Mensual Mínimo	Dieta Mensual Máximo	Salario Mensual Mínimo	Salario Mensual Máximo	Aguinaldo Mínimo	Aguinaldo Máximo	Prima Vacacional Anual Máximo	Compensación Anual Especial Máximo	Total Bruto Mínimo	Total Bruto Máximo
ELECTOS													
Presidente	1	Autoridad	1	117,144.96	\$126,907.04	\$0.00	\$0.00	\$195,241.60	\$211,511.73	\$0.00	\$0.00	\$1,600,981.12	\$1,734,396.21
Sindico	1	Autoridad	1	\$30,810.72	\$33,094.29	\$0.00	\$0.00	\$51,351.20	\$55,157.15	\$0.00	\$0.00	\$421,079.84	\$452,288.63
Regidor	1	Autoridad	6	\$30,810.72	\$33,094.29	\$0.00	\$0.00	\$51,351.20	\$55,157.15	\$0.00	\$0.00	\$421,079.84	\$452,288.63

8

MANDOS SUPERIORES

Secretario	2	Designado	1	\$0.00	\$0.00	\$54,485.42	\$65,382.50	\$90,809.03	\$54,485.42	\$21,794.17	\$0.00	\$744,634.07	\$839,075.47
Oficial Mayor	2	Designado	1	\$0.00	\$0.00	\$54,485.42	\$65,382.50	\$90,809.03	\$54,485.42	\$21,794.17	\$0.00	\$744,634.07	\$839,075.47
Tesorero	2	Designado	1	\$0.00	\$0.00	\$41,799.32	\$50,159.18	\$69,665.53	\$41,799.32	\$16,719.73	\$0.00	\$571,257.37	\$643,709.53
Contralor	2	Designado	1	\$0.00	\$0.00	\$33,849.52	\$40,619.42	\$56,415.87	\$33,849.52	\$13,539.81	\$0.00	\$462,610.11	\$521,282.61
Secretario de Desarrollo Económico	3	Designado	1	\$0.00	\$0.00	\$24,895.48	\$29,874.58	\$41,492.47	\$24,895.48	\$9,958.19	\$0.00	\$340,238.23	\$383,390.39
Secretario de Desarrollo Urbano y Ecología	3	Designado	1	\$0.00	\$0.00	\$20,795.98	\$24,955.18	\$34,659.97	\$20,795.98	\$8,318.39	\$0.00	\$284,211.73	\$320,258.09
Coordinador Dif	3	Designado	1	\$0.00	\$0.00	\$28,680.00	\$34,416.00	\$47,800.00	\$28,680.00	\$11,472.00	\$0.00	\$391,960.00	\$441,672.00
Coordinador Codesol	3	Designado	1	\$0.00	\$0.00	\$26,136.76	\$31,364.11	\$43,561.27	\$26,136.76	\$10,454.70	\$0.00	\$357,202.39	\$402,506.10
Secretario Técnico	3	Designado	1	\$0.00	\$0.00	\$25,882.44	\$31,058.93	\$43,137.40	\$25,882.44	\$10,352.98	\$0.00	\$353,726.68	\$398,589.58

9

**PERSONAL DE CONFIANZA CON MANDO DIRECTIVO**

Director	1	Director A-1	12	\$0.00	\$0.00	\$23,626.00	\$33,076.40	\$39,376.67	\$55,127.33	\$11,025.47	\$110,254.67	\$322,888.67	\$562,298.80
Director	2	Director A-2	15	\$0.00	\$0.00	\$16,875.00	\$23,625.00	\$28,125.00	\$39,375.00	\$7,875.00	\$78,750.00	\$230,625.00	\$401,625.00
Director	3	Director A-3	8	\$0.00	\$0.00	\$12,053.36	\$16,874.70	\$20,088.93	\$28,124.51	\$5,624.90	\$56,249.01	\$164,729.25	\$286,869.97
Director	1	Delegado	1	\$0.00	\$0.00	\$21,558.94	\$30,182.52	\$35,931.57	\$50,304.19	\$10,060.84	\$100,608.39	\$294,638.85	\$513,102.77
Director	3	Cronista	1	\$0.00	\$0.00	\$13,255.02	\$18,557.03	\$22,091.70	\$30,928.38	\$6,185.68	\$61,856.76	\$181,151.94	\$315,469.48
Director	1	Sub Director A1	6	\$0.00	\$0.00	\$16,061.00	\$22,485.40	\$26,768.33	\$37,475.67	\$7,495.13	\$74,951.33	\$219,500.33	\$382,251.80
Director	2	Sub Director A2	8	\$0.00	\$0.00	\$11,472.00	\$16,060.80	\$19,120.00	\$26,768.00	\$5,353.60	\$53,536.00	\$156,784.00	\$273,033.60
Director	3	Sub Director A3	6	\$0.00	\$0.00	\$8,193.68	\$11,471.15	\$13,656.13	\$19,118.59	\$3,823.72	\$38,237.17	\$111,980.29	\$195,009.58

57

PERSONAL DE CONFIANZA CON MANDO OPERATIVO ADMINISTRATIVO

Jefe de Area	4	Jefe de Area A	5	\$0.00	\$0.00	\$15,218.00	\$21,305.20	\$25,363.33	\$35,508.67	\$7,101.73	\$71,017.33	\$207,979.33	\$362,188.40
Jefe de Area	4	Jefe de Area B	5	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Unidad de Inteligencia	4	Designado	1	\$0.00	\$0.00	\$17,255.44	\$24,157.62	\$28,759.07	\$40,262.69	\$8,052.54	\$80,525.39	\$235,824.35	\$410,679.47
Unidad Substanciadora	4	Designado	1	\$0.00	\$0.00	\$18,252.74	\$25,553.84	\$30,421.23	\$42,589.73	\$8,517.95	\$85,179.45	\$249,454.11	\$434,415.21

12

PERSONAL DE CONFIANZA ESPECIALIZADO

Asesor	4	Asesor Especializado A	7	\$0.00	\$0.00	\$18,558.00	\$25,981.20	\$30,930.00	\$43,302.00	\$8,660.40	\$86,604.00	\$253,626.00	\$441,680.40
Asesor	5	Asesor Especializado B	4	\$0.00	\$0.00	\$13,255.02	\$18,557.03	\$22,091.70	\$30,928.38	\$6,185.68	\$61,856.76	\$181,151.94	\$315,469.48
Asesor	4	Asesor Tecnico	5	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Oficial del Registro Civil	3	Oficial del Registro Civil A1	1	\$0.00	\$0.00	\$28,680.00	\$40,152.00	\$47,800.00	\$66,920.00	\$13,384.00	\$133,840.00	\$391,960.00	\$682,584.00
Oficial del Registro Civil	3	Oficial del Registro Civil A2	1	\$0.00	\$0.00	\$8,176.70	\$11,447.38	\$13,627.83	\$19,078.97	\$3,815.79	\$38,157.93	\$111,748.23	\$194,605.46
Oficial del Registro Civil	3	Oficial del Registro Civil A3	1	\$0.00	\$0.00	\$15,709.50	\$21,993.30	\$26,182.50	\$36,655.50	\$7,331.10	\$73,311.00	\$214,696.50	\$373,886.10
Oficial del Registro Civil	3	Oficial del Registro Civil A4	1	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Oficial del Registro Civil	3	Oficial del Registro Civil A5	1	\$0.00	\$0.00	\$8,193.68	\$11,471.15	\$13,656.13	\$19,118.59	\$3,823.72	\$38,237.17	\$111,980.29	\$195,009.58
Profesional Especializado	4	Profesional Especializado A	6	\$0.00	\$0.00	\$14,639.00	\$20,494.60	\$24,398.33	\$34,157.67	\$6,831.53	\$68,315.33	\$200,066.33	\$348,408.20
Profesional Especializado	4	Profesional Especializado B	6	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Profesional Especializado	4	Profesional Especializado C	7	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02

40

PERSONAL ADMINISTRATIVO

Administrativo	5	Administrativo A	6	\$0.00	\$0.00	\$20,427.00	\$28,597.80	\$34,045.00	\$47,663.00	\$9,532.60	\$95,326.00	\$279,169.00	\$472,544.60
Administrativo	5	Administrativo B	8	\$0.00	\$0.00	\$14,590.00	\$20,426.00	\$24,316.67	\$34,043.33	\$6,808.67	\$68,086.67	\$199,396.67	\$337,515.33
Administrativo	5	Administrativo C	14	\$0.00	\$0.00	\$10,420.86	\$14,589.20	\$17,368.10	\$24,315.34	\$4,863.07	\$48,630.68	\$142,418.42	\$241,069.23
Administrativo	5	Auxiliar Administrativo	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$172,757.42
Administrativo	5	Auxiliar Contable Especializado	5	\$0.00	\$0.00	\$16,981.12	\$23,773.57	\$28,301.87	\$39,622.61	\$7,924.52	\$79,245.23	\$232,075.31	\$392,829.91



Administrativo	5	Auxiliar Contable A	5	\$0.00	\$0.00	\$19,106.00	\$26,748.40	\$31,843.33	\$44,580.67	\$8,916.13	\$89,161.33	\$261,115.33	\$441,985.47
Administrativo	5	Auxiliar Contable B	5	\$0.00	\$0.00	\$13,647.00	\$19,105.80	\$22,745.00	\$31,843.00	\$6,368.60	\$63,686.00	\$186,509.00	\$315,700.60
Administrativo	5	Auxiliar Contable C	5	\$0.00	\$0.00	\$9,747.62	\$13,646.67	\$16,246.03	\$22,744.45	\$4,548.89	\$45,488.89	\$133,217.47	\$225,494.94
Administrativo	5	Asistente Social	20	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$172,757.42
Administrativo	5	Administrativo de Enlace A	5	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$251,452.39
Secretaria Administrativa	5	Secretaria A	10	\$0.00	\$0.00	\$14,640.00	\$20,496.00	\$24,400.00	\$34,160.00	\$6,832.00	\$68,320.00	\$200,080.00	\$338,672.00
Secretaria Administrativa	5	Secretaria A	15	\$0.00	\$0.00	\$10,457.00	\$14,639.80	\$17,428.33	\$24,399.67	\$4,879.93	\$48,799.33	\$142,912.33	\$241,905.27
Secretaria Administrativa	5	Secretaria B	35	\$0.00	\$0.00	\$7,467.62	\$10,454.67	\$12,446.03	\$17,424.45	\$3,484.89	\$34,848.89	\$102,057.47	\$172,750.94
			133										

PERSONAL TECNICO Y OPERATIVO

Operativo	5	Supervisor A	8	\$0.00	\$0.00	\$16,061.00	\$22,485.40	\$26,768.33	\$37,475.67	\$7,495.13	\$74,951.33	\$219,500.33	\$382,251.80
Operativo	5	Supervisor B	8	\$0.00	\$0.00	\$41,472.00	\$58,060.80	\$69,120.00	\$96,768.00	\$19,353.60	\$193,536.00	\$566,784.00	\$987,033.60
Operativo	5	Supervisor C	8	\$0.00	\$0.00	\$8,193.68	\$11,471.15	\$13,656.13	\$19,118.59	\$3,823.72	\$38,237.17	\$111,980.29	\$195,009.58
Operativo	5	Inspector	5	\$0.00	\$0.00	\$7,467.62	\$10,454.67	\$12,446.03	\$17,424.45	\$3,484.89	\$34,848.89	\$102,057.47	\$177,729.36
Operativo	5	Profesional A	2	\$0.00	\$0.00	\$15,218.00	\$21,305.20	\$25,363.33	\$35,508.67	\$7,101.73	\$71,017.33	\$207,979.33	\$362,188.40
Operativo	5	Profesional B	3	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Operativo	5	Medico General A	4	\$0.00	\$0.00	\$15,218.00	\$21,305.20	\$25,363.33	\$35,508.67	\$7,101.73	\$71,017.33	\$207,979.33	\$362,188.40
Operativo	5	Medico General B	6	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Operativo	5	Medico General C	4	\$0.00	\$0.00	\$10,420.86	\$14,589.20	\$17,368.10	\$24,315.34	\$4,863.07	\$48,630.68	\$142,418.42	\$248,016.47
Operativo	5	Responsable de Area A	2	\$0.00	\$0.00	\$21,306.00	\$29,828.40	\$35,510.00	\$49,714.00	\$9,942.80	\$99,428.00	\$291,182.00	\$507,082.80
Operativo	5	Responsable de Area A	6	\$0.00	\$0.00	\$15,218.00	\$21,305.20	\$25,363.33	\$35,508.67	\$7,101.73	\$71,017.33	\$207,979.33	\$362,188.40
Operativo	6	Responsable de Area B	8	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86
Operativo	5	Auditor Interno	2	\$0.00	\$0.00	\$19,809.00	\$27,732.60	\$33,015.00	\$46,221.00	\$9,244.20	\$92,442.00	\$270,723.00	\$471,454.20
Operativo	6	Auxiliar General A	10	\$0.00	\$0.00	\$10,454.00	\$14,635.60	\$17,423.33	\$24,392.67	\$4,878.53	\$48,785.33	\$142,871.33	\$248,805.20
Operativo	6	Auxiliar General B	100	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Auxiliar Salud A	5	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	6	Auxiliar Salud B	15	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Auxiliar de Obra A	10	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	6	Auxiliar de Obra B	20	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	5	Tecnico Especializado A	5	\$0.00	\$0.00	\$12,076.00	\$16,906.40	\$20,126.67	\$28,177.33	\$5,635.47	\$56,354.67	\$165,038.67	\$287,408.80
Operativo	5	Tecnico Especializado B	6	\$0.00	\$0.00	\$8,625.54	\$12,075.76	\$14,375.90	\$20,126.26	\$4,025.25	\$40,252.52	\$117,882.38	\$205,287.85
Operativo	5	Tecnico General	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	5	Chofer Presidente	2	\$0.00	\$0.00	\$15,709.50	\$21,993.30	\$26,182.50	\$36,655.50	\$7,331.10	\$73,311.00	\$214,696.50	\$373,886.10
Operativo	5	Secretario Particular Presidente	1	\$0.00	\$0.00	\$20,795.98	\$29,114.37	\$34,659.97	\$48,523.95	\$9,704.79	\$97,047.91	\$284,211.73	\$494,944.32
Operativo	5	Chofer A	10	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	5	Chofer B	25	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	5	Operador de Maquinaria	2	\$0.00	\$0.00	\$13,450.00	\$18,830.00	\$22,416.67	\$31,383.33	\$6,276.67	\$62,766.67	\$183,816.67	\$320,110.00
Operativo	5	Fotografo	5	\$0.00	\$0.00	\$10,869.70	\$15,217.58	\$18,116.17	\$25,362.63	\$5,072.53	\$50,725.27	\$148,552.57	\$258,698.86



Operativo	5	Mecanico	3	\$0.00	\$0.00	\$8,193.68	\$11,471.15	\$13,656.13	\$19,118.59	\$3,823.72	\$38,237.17	\$111,980.29	\$195,009.58
Operativo	6	Ayudante A	10	\$0.00	\$0.00	\$14,639.00	\$20,494.60	\$24,398.33	\$34,157.67	\$6,831.53	\$68,315.33	\$200,066.33	\$348,408.20
Operativo	6	Ayudante B	10	\$0.00	\$0.00	\$10,456.00	\$14,638.40	\$17,426.67	\$24,397.33	\$4,879.47	\$48,794.67	\$142,898.67	\$248,852.80
Operativo	6	Ayudante C	100	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Limpieza A	3	\$0.00	\$0.00	\$12,076.00	\$16,906.40	\$20,126.67	\$28,177.33	\$5,635.47	\$56,354.67	\$165,038.67	\$287,408.80
Operativo	6	Limpieza B	3	\$0.00	\$0.00	\$8,625.54	\$12,075.76	\$14,375.90	\$20,126.26	\$4,025.25	\$40,252.52	\$117,882.38	\$205,287.85
Operativo	6	Apoyo Limpieza	40	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Mensajero	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	6	Velador	2	\$0.00	\$0.00	\$8,962.00	\$12,546.80	\$14,936.67	\$20,911.33	\$4,182.27	\$41,822.67	\$122,480.67	\$213,295.60
Operativo	6	Velador A	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
Operativo	7	Velador B	10	\$0.00	\$0.00	\$7,467.90	\$10,455.06	\$12,446.50	\$17,425.10	\$3,485.02	\$34,850.20	\$102,061.30	\$177,736.02
			465										

Notas:

- 1) **Total mensual y anual bruto:** corresponde a las remuneraciones antes de ISR y otras deducciones de Ley.
- 2) El presente tabulador contiene todas las plazas autorizadas en la plantilla municipal, a excepción de las del sistema de seguridad pública municipal.

Artículo 30. Para el establecimiento y determinación de criterios que regulen los incrementos salariales, la Tesorería Municipal se sujetará a lo previsto en las normas y lineamientos en materia de administración, remuneraciones y desarrollo del personal, y cualquier otra incidencia que modifique la relación jurídico-laboral entre el Municipio y sus servidores públicos, incluyendo el control y elaboración de la nómina del personal del Gobierno Municipal.

Las Entidades públicas y los sindicatos establecerán conjuntamente los criterios y los períodos para revisar las prestaciones que disfruten los trabajadores. Las condiciones generales de trabajo de cada Entidad pública deberán ser consultadas a la Tesorería Municipal.

El presupuesto de remuneraciones estará en función a la plantilla de personal autorizada y las economías que se generen no estarán sujetas a consideraciones para su ejercicio.

Artículo 31. El personal operativo de seguridad pública, percibirá las remuneraciones que se determinen en el Tabulador de sueldos y salarios, el cual se integra en el presente presupuesto de egresos con base en lo establecido en los artículos 115, fracción IV, y 127, de la Constitución Política de los Estados Unidos Mexicanos; 114, fracción IV, y 133, de la Constitución Política del Estado Libre y Soberano de San Luis Potosí; 1, 8, 9, 10, 11, 12, 17, 20 y 23 de la Ley Reglamentaria del Artículo 133 de la Constitución Política del Estado Libre y Soberano de San Luis Potosí en Materia de Remuneraciones; y demás disposiciones aplicables; sin que el total de erogaciones por servicios personales exceda de los montos aprobados en este Presupuesto de Egresos; de conformidad con lo siguiente:



Tabulador de sueldos y salarios del personal de seguridad pública

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2025													
PERSONAL DE SEGURIDAD PUBLICA													
Descripción de puestos	Nivel	Categoría	Plazas	Dieta		Remuneraciones y Prestaciones					Adicional	Total Anual	
				Dieta Mensual Mínimo	Dieta Mensual Máximo	Salario Mensual Mínimo	Salario Mensual Máximo	Aguinaldo Mínimo	Aguinaldo Máximo	Prima Vacacional Anual Máximo	Compensación Anual Especial Máximo	Total Bruto Mínimo	Total Bruto Máximo
Operativo	1	Director General de Seguridad Pública	1	\$0.00	\$0.00	\$25,882.44	\$36,235.42	\$43,137.40	\$60,392.36	\$12,078.47	\$120,784.72	\$353,726.68	\$616,002.07
Operativo	2	Sub Director A2	2	\$0.00	\$0.00	\$21,558.94	\$30,182.52	\$35,931.57	\$50,304.19	\$10,060.84	\$100,608.39	\$294,638.85	\$513,102.77
Operativo	2	Sub Director Operativo	1	\$0.00	\$0.00	\$18,252.74	\$25,553.84	\$30,421.23	\$42,589.73	\$8,517.95	\$85,179.45	\$249,454.11	\$434,415.21
Operativo	2	Jefe de Grupo	5	\$0.00	\$0.00	\$13,986.00	\$19,580.40	\$23,310.00	\$32,634.00	\$6,526.80	\$65,268.00	\$191,142.00	\$332,866.80
Operativo	2	Policia de Seguridad Calificado 1	20	\$0.00	\$0.00	\$15,324.00	\$21,453.60	\$25,540.00	\$35,756.00	\$7,151.20	\$71,512.00	\$209,428.00	\$364,711.20
Operativo	3	Policia de Seguridad Calificado 2	10	\$0.00	\$0.00	\$12,770.00	\$17,878.00	\$21,283.33	\$29,796.67	\$5,959.33	\$59,593.33	\$174,523.33	\$303,926.00
Operativo	3	Policia de Seguridad Calificado 1	30	\$0.00	\$0.00	\$10,641.00	\$14,897.40	\$17,735.00	\$24,829.00	\$4,965.80	\$49,658.00	\$145,427.00	\$253,255.80
Operativo	3	Policia de Seguridad Calificado 2	70	\$0.00	\$0.00	\$8,866.92	\$12,413.69	\$14,778.20	\$20,689.48	\$4,137.90	\$41,378.96	\$121,181.24	\$211,032.70
Operativo	3	Transito Municipal	10	\$0.00	\$0.00	\$8,866.92	\$12,413.69	\$14,778.20	\$20,689.48	\$4,137.90	\$41,378.96	\$121,181.24	\$211,032.70
Operativo	3	Juez Calificador	2	\$0.00	\$0.00	\$12,053.36	\$16,874.70	\$20,088.93	\$28,124.51	\$5,624.90	\$56,249.01	\$164,729.25	\$286,869.97
			121										
PERSONAL ADMINISTRATIVO													
Secretaria Administrativa	3	Secretaria A	2	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
PERSONAL TECNICO Y OPERATIVO													
Operativo	3	Tecnico General	2	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
Operativo	6	Velador	2	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
Operativo	6	Auxiliar General B	3	\$0.00	\$0.00	\$9,298.78	\$11,158.54	\$15,497.97	\$18,597.56	\$3,719.51	\$37,195.12	\$127,083.33	\$189,695.11
			7										

Notas:

- 1) **Total mensual y anual bruto:** corresponde a las remuneraciones antes de ISR y otras deducciones de Ley.
- 2) El presente tabulador contiene todas las plazas autorizadas para el personal operativo de seguridad pública municipal.

**CAPÍTULO IV
De la Deuda Pública**

Artículo 32. El saldo de la deuda pública del Municipio de Xilitla, S.L.P., es de \$ 39,128,335.00, (treinta y nueve millones ciento veinte ocho mil trescientos treinta y cinco pesos 00/100 m.n.) con fecha de corte al 30 de noviembre de 2024.

Saldo de la deuda pública									
No. de crédito (registro SHCP)	Institución bancaria	Fecha de contratación	Tipo de instrumento	Tasa de interés	Plazo de vencimiento	Fuente o garantía de pago	Monto contratado	Destino	Saldo al 30 de octubre de 2024
							0.00		0.00
							0.00		0.00
Otros pasivos circulantes									0.00
Otros pasivos no circulantes									\$ 39,128,335.00
Total deuda y otros pasivos al 31 de octubre de 2025									\$ 39,128,335.00