



Sistema Municipal DIF:  
NAUCALPAN

Sistema de Coordinación Hacendaria del Estado de México con sus Municipios  
Manual para la Planeación, Programación y Presupuestación Municipal 2023



PRESUPUESTO BASADO EN RESULTADOS MUNICIPAL

PbRM-05 Tabulador de Sueldos		DEL 1 DE ENERO AL 31 DE DICIEMBRE DE 2023												
ENTE PÚBLICO: ORGANISMO DESCENTRALIZADO MUNICIPAL DIF DE NAUCALPAN														No. 3097
Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total	
			Confianza	Sindicalizado	Eventual									
ABOGADO A	(A)	1	1	0	0	0.00	250,651.92	0.00	0.00	0.00	41,775.32	3,481.28	295,908.52	
ABOGADO B	(A-1)	1	1	0	0	0.00	208,878.00	0.00	0.00	0.00	34,813.00	2,901.08	246,592.08	
ABOGADO C	(A-2)	3	3	0	0	0.00	470,473.92	0.00	0.00	0.00	78,412.32	6,534.36	555,420.60	
ASISTENTE A	(B)	1	1	0	0	0.00	316,800.00	0.00	0.00	0.00	52,800.00	4,400.00	374,000.00	
ASISTENTE B	(B-1)	1	1	0	0	0.00	208,878.00	0.00	0.00	0.00	34,813.00	2,901.08	246,592.08	
ASISTENTE EDUCATIVO A	(C)	9	9	0	0	0.00	724,755.60	0.00	0.00	0.00	120,792.60	10,066.05	855,614.25	
ASISTENTE EDUCATIVO B	(C-1)	27	27	0	0	0.00	2,016,316.80	0.00	0.00	0.00	336,052.80	28,004.40	2,380,374.00	
AUX ADMVO A	(D)	13	13	0	0	0.00	3,184,474.80	0.00	0.00	0.00	530,745.80	44,228.82	3,759,449.42	
AUX ADMVO B	(D-1)	9	9	0	0	0.00	1,888,634.88	0.00	0.00	0.00	314,772.48	26,231.04	2,229,638.40	
AUX ADMVO C	(D-2)	4	4	0	0	0.00	766,827.84	0.00	0.00	0.00	127,804.64	10,650.39	905,282.87	
AUX ADMVO D	(D-3)	5	5	0	0	0.00	864,000.00	0.00	0.00	0.00	144,000.00	12,000.00	1,020,000.00	
AUX ADMVO E	(D-4)	5	5	0	0	0.00	802,006.80	0.00	0.00	0.00	133,667.80	11,138.98	946,813.58	
AUX ADMVO F	(D-5)	2	2	0	0	0.00	283,787.04	0.00	0.00	0.00	47,297.84	3,941.49	335,026.37	
AUX ADMVO G	(D-6)	7	7	0	0	0.00	904,848.00	0.00	0.00	0.00	150,808.00	12,567.33	1,068,223.33	
AUX ADMVO H	(D-7)	1	1	0	0	0.00	120,000.00	0.00	0.00	0.00	20,000.00	1,666.67	141,666.67	
AUX ADMVO I	(D-8)	1	1	0	0	0.00	110,713.68	0.00	0.00	0.00	18,452.28	1,537.69	130,703.65	
AUX ADMVO J	(D-9)	4	4	0	0	0.00	347,339.52	0.00	0.00	0.00	57,889.92	4,824.16	410,053.60	
AUX CONTABLE A	(E)	1	1	0	0	0.00	208,878.00	0.00	0.00	0.00	34,813.00	2,901.08	246,592.08	
AUX CONTABLE B	(E-1)	1	1	0	0	0.00	180,000.00	0.00	0.00	0.00	30,000.00	2,500.00	212,500.00	
AUX CONTABLE C	(E-2)	1	1	0	0	0.00	160,401.36	0.00	0.00	0.00	26,733.56	2,227.80	189,362.72	
AUX DE ABOGADO A	(F)	5	5	0	0	0.00	1,072,620.00	0.00	0.00	0.00	178,770.00	14,897.50	1,266,287.50	
AUX DE ABOGADO B	(F-1)	1	1	0	0	0.00	154,935.60	0.00	0.00	0.00	25,822.60	2,151.88	182,910.08	
AUX DE INTENDENCIA A	(G)	3	3	0	0	0.00	252,000.00	0.00	0.00	0.00	42,000.00	3,500.00	297,500.00	
AUX DE INTENDENCIA B	(G-1)	55	55	0	0	0.00	4,107,312.00	0.00	0.00	0.00	684,552.00	57,046.00	4,848,910.00	
AYUDANTE GENERAL A	(H)	1	1	0	0	0.00	131,800.32	0.00	0.00	0.00	21,966.72	1,830.56	155,597.60	
AYUDANTE GENERAL B	(H-1)	1	1	0	0	0.00	104,235.60	0.00	0.00	0.00	17,372.60	1,447.72	123,055.92	
AYUDANTE GENERAL C	(H-2)	4	4	0	0	0.00	358,721.28	0.00	0.00	0.00	59,786.88	4,982.24	423,490.40	
CAJERO A	(I)	6	6	0	0	0.00	745,912.80	0.00	0.00	0.00	124,318.80	10,359.90	880,591.50	
CHOFER A	(J)	1	1	0	0	0.00	244,959.60	0.00	0.00	0.00	40,826.60	3,402.22	289,188.42	
CHOFER B	(J-1)	1	1	0	0	0.00	154,935.60	0.00	0.00	0.00	25,822.60	2,151.88	182,910.08	



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PRESUPUESTO BASADO EN RESULTADOS MUNICIPAL

PbrM-05		Tabulador de Sueldos		DEL 1 DE ENERO AL 31 DE DICIEMBRE DE 2023										
ENTE PÚBLICO: ORGANISMO DESCENTRALIZADO MUNICIPAL DIF DE NAUCALPAN														No. 3097
Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total	
			Confianza	Sindicalizado	Eventual									
CHOFER C	(J -2)	5	5	0	0	0.00	659,001.60	0.00	0.00	0.00	109,833.60	9,152.80	777,988.00	
CHOFER D	(J -3)	7	7	0	0	0.00	630,000.00	0.00	0.00	0.00	105,000.00	8,750.00	743,750.00	
CHOFER E	(J -4)	4	4	0	0	0.00	307,709.76	0.00	0.00	0.00	51,284.96	4,273.75	363,268.47	
COCINERA A	(K)	1	1	0	0	0.00	86,426.40	0.00	0.00	0.00	14,404.40	1,200.37	102,031.17	
COCINERA B	(K -1)	20	20	0	0	0.00	1,493,568.00	0.00	0.00	0.00	248,928.00	20,744.00	1,763,240.00	
CONTRALOR	(L)	1	1	0	0	0.00	938,897.28	0.00	0.00	0.00	234,724.32	13,040.24	1,186,661.84	
COORDINADOR A	(M)	11	11	0	0	0.00	4,718,083.92	0.00	0.00	0.00	786,347.32	65,528.94	5,569,960.18	
COORDINADOR ADMINISTRATIVO A	(N)	1	1	0	0	0.00	303,048.72	0.00	0.00	0.00	50,508.12	4,209.01	357,765.85	
COORDINADOR ADMINISTRATIVO B	(N -1)	1	1	0	0	0.00	250,419.12	0.00	0.00	0.00	41,736.52	3,478.04	295,633.68	
COORDINADOR B	(M -1)	13	13	0	0	0.00	4,363,890.96	0.00	0.00	0.00	727,315.16	60,609.60	5,151,815.72	
COORDINADOR C	(M -2)	9	9	0	0	0.00	2,177,107.28	0.00	0.00	0.00	364,212.10	27,969.46	2,569,288.84	
COORDINADOR D	(M -3)	1	1	0	0	0.00	191,706.96	0.00	0.00	0.00	31,951.16	2,662.60	226,320.72	
DIRECTOR GENERAL	(O)	1	1	0	0	0.00	1,500,000.00	0.00	0.00	0.00	375,000.00	20,833.33	1,895,833.33	
DISEÑADOR	(P)	1	1	0	0	0.00	244,959.60	0.00	0.00	0.00	40,826.60	3,402.22	289,188.42	
DOCENTE FRENTE A GRUPO A	(Q)	5	5	0	0	0.00	515,974.80	0.00	0.00	0.00	85,995.80	7,166.32	609,136.92	
DOCENTE FRENTE A GRUPO B	(Q -1)	79	79	0	0	0.00	6,361,743.60	0.00	0.00	0.00	1,060,290.60	88,357.55	7,510,391.75	
ENCARGADA DE ESTANCIA A	(R)	1	1	0	0	0.00	160,488.00	0.00	0.00	0.00	26,748.00	2,229.00	189,465.00	
ENCARGADA DE ESTANCIA B	(R -1)	1	1	0	0	0.00	134,638.56	0.00	0.00	0.00	22,439.76	1,869.98	158,948.30	
ENCARGADA DE ESTANCIA C	(R -2)	9	9	0	0	0.00	1,076,734.08	0.00	0.00	0.00	179,455.68	14,954.64	1,271,144.40	
ENCARGADA DE JARDIN A	(S)	1	1	0	0	0.00	134,638.56	0.00	0.00	0.00	22,439.76	1,869.98	158,948.30	
ENCARGADA DE JARDIN B	(S -1)	24	24	0	0	0.00	2,786,336.64	0.00	0.00	0.00	464,389.44	38,699.12	3,289,425.20	
ENCARGADO DE CENTRO A	(T)	8	8	0	0	0.00	1,168,947.84	0.00	0.00	0.00	194,824.64	16,235.39	1,380,007.87	
ENCARGADO DE PROGRAMA A	(U)	1	1	0	0	0.00	191,706.96	0.00	0.00	0.00	31,951.16	2,662.60	226,320.72	
ENCARGADO DE PROGRAMA B	(U -1)	3	3	0	0	0.00	481,204.08	0.00	0.00	0.00	80,200.68	6,683.39	568,088.15	
ENCARGADO DE PROGRAMA C	(U -2)	3	3	0	0	0.00	444,222.72	0.00	0.00	0.00	74,037.12	6,169.76	524,429.60	
ENFERMERA O A	(V)	10	10	0	0	0.00	1,243,188.00	0.00	0.00	0.00	207,198.00	17,266.50	1,467,652.50	
ENFERMERA O B	(V -1)	8	8	0	0	0.00	844,613.76	0.00	0.00	0.00	140,768.96	11,730.75	997,113.47	
ENLACE COMUNITARIO	(W)	45	45	0	0	0.00	5,484,445.20	0.00	0.00	0.00	914,074.20	76,172.85	6,474,692.25	
INSTRUCTOR A	(X)	1	1	0	0	0.00	124,569.36	0.00	0.00	0.00	20,761.56	1,730.13	147,061.05	
INSTRUCTOR B	(X -1)	6	6	0	0	0.00	448,070.40	0.00	0.00	0.00	74,678.40	6,223.20	528,972.00	



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PbRM-05 Tabulador de Sueldos		DEL 1 DE ENERO AL 31 DE DICIEMBRE DE 2023												
ENTE PÚBLICO: ORGANISMO DESCENTRALIZADO MUNICIPAL DIF DE NAUCALPAN														No. 3097
Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total	
			Confianza	Sindicalizado	Eventual									
JEFATURA A	{Y}	3	3	0	0	0.00	2,194,662.96	0.00	0.00	0.00	548,665.74	30,481.43	2,773,810.13	
JEFATURA B	{Y-1}	3	3	0	0	0.00	1,882,344.48	0.00	0.00	0.00	470,586.12	26,143.67	2,379,074.27	
JEFATURA C	{Y-2}	13	13	0	0	0.00	6,640,004.48	0.00	0.00	0.00	1,662,913.40	87,368.48	8,390,286.36	
JEFATURA D	{Y-3}	1	1	0	0	0.00	428,916.72	0.00	0.00	0.00	107,229.18	5,957.18	542,103.08	
JEFE DE OFICINA	{Z}	1	1	0	0	0.00	731,554.32	0.00	0.00	0.00	182,888.58	10,160.48	924,603.38	
LAVANDERA	{AA}	1	1	0	0	0.00	74,678.40	0.00	0.00	0.00	12,446.40	1,037.20	88,162.00	
MAESTRO	{AB}	9	9	0	0	0.00	672,105.60	0.00	0.00	0.00	112,017.60	9,334.80	793,458.00	
MEDICO A	{AC}	2	2	0	0	0.00	525,313.44	0.00	0.00	0.00	87,552.24	7,296.02	620,161.70	
MEDICO B	{AC-1}	4	4	0	0	0.00	930,260.16	0.00	0.00	0.00	155,043.36	12,920.28	1,098,223.80	
MEDICO C	{AC-2}	3	3	0	0	0.00	589,448.88	0.00	0.00	0.00	98,241.48	8,186.79	695,877.15	
MEDICO D	{AC-3}	4	4	0	0	0.00	691,200.00	0.00	0.00	0.00	115,200.00	9,600.00	816,000.00	
MEDICO E	{AC-4}	1	1	0	0	0.00	121,876.56	0.00	0.00	0.00	20,312.76	1,692.73	143,882.05	
NIÑERA A	{AD}	8	8	0	0	0.00	700,796.16	0.00	0.00	0.00	116,799.36	9,733.28	827,328.80	
NIÑERA B	{AD-1}	5	5	0	0	0.00	379,495.20	0.00	0.00	0.00	63,249.20	5,270.77	448,015.17	
NOTIFICADOR	{AE}	1	1	0	0	0.00	120,000.00	0.00	0.00	0.00	20,000.00	1,666.67	141,666.67	
NUTRILOGO	{AF}	1	1	0	0	0.00	120,333.36	0.00	0.00	0.00	20,055.56	1,671.30	142,060.22	
ODONTOLOGO	{AG}	1	1	0	0	0.00	159,516.00	0.00	0.00	0.00	26,586.00	2,215.50	188,317.50	
PEDAGOGO	{AH}	1	1	0	0	0.00	159,516.00	0.00	0.00	0.00	26,586.00	2,215.50	188,317.50	
PINTOR	{AI}	1	1	0	0	0.00	115,989.12	0.00	0.00	0.00	19,331.52	1,610.96	136,931.60	
PLOMERO	{AJ}	2	2	0	0	0.00	208,471.20	0.00	0.00	0.00	34,745.20	2,895.43	246,111.83	
PROCURADOR	{AK}	1	1	0	0	0.00	938,897.28	0.00	0.00	0.00	234,724.32	13,040.24	1,186,661.84	
PROGRAMADOR	{AL}	2	2	0	0	0.00	489,919.20	0.00	0.00	0.00	81,653.20	6,804.43	578,376.83	
PROMOTOR	{AM}	1	1	0	0	0.00	116,766.48	0.00	0.00	0.00	19,461.08	1,621.76	137,849.32	
PSICOLOGO A	{AN}	1	1	0	0	0.00	277,851.60	0.00	0.00	0.00	46,308.60	3,859.05	328,019.25	
PSICOLOGO B	{AN-1}	2	2	0	0	0.00	345,600.00	0.00	0.00	0.00	57,600.00	4,800.00	408,000.00	
PSICOLOGO C	{AN-2}	1	1	0	0	0.00	154,935.60	0.00	0.00	0.00	25,822.60	2,151.88	182,910.08	
PSICOLOGO D	{AN-3}	1	1	0	0	0.00	137,782.56	0.00	0.00	0.00	22,963.76	1,913.65	162,659.97	
PSICOLOGO E	{AN-4}	1	1	0	0	0.00	130,065.60	0.00	0.00	0.00	21,677.60	1,806.47	153,549.67	
PSICOLOGO F	{AN-5}	7	7	0	0	0.00	853,135.92	0.00	0.00	0.00	142,189.32	11,849.11	1,007,174.35	
PSICOLOGO G	{AN-6}	2	2	0	0	0.00	227,806.56	0.00	0.00	0.00	37,967.76	3,163.98	268,938.30	



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PbrM-05 Tabulador de Sueldos		DEL 1 DE ENERO AL 31 DE DICIEMBRE DE 2023											
ENTE PÚBLICO: ORGANISMO DESCENTRALIZADO MUNICIPAL DIF DE NAUCALPAN													No. 3097
Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicalizado	Eventual								
PSICOLOGO H	{AN -7}	1	1	0	0	0.00	84,896.40	0.00	0.00	0.00	14,149.40	1,179.12	100,224.92
RECEPCIONISTA A	{AO }	3	3	0	0	0.00	365,629.68	0.00	0.00	0.00	60,938.28	5,078.19	431,646.15
ROTULADOR	{AP }	1	1	0	0	0.00	90,000.00	0.00	0.00	0.00	15,000.00	1,250.00	106,250.00
SECRETARIA A	{AQ }	1	1	0	0	0.00	285,600.00	0.00	0.00	0.00	47,600.00	3,966.67	337,166.67
SECRETARIA B	{AQ -1}	1	1	0	0	0.00	208,878.00	0.00	0.00	0.00	34,813.00	2,901.08	246,592.08
SECRETARIA C	{AQ -2}	1	1	0	0	0.00	128,227.20	0.00	0.00	0.00	21,371.20	1,780.93	151,379.33
SECRETARIA D	{AQ -3}	1	1	0	0	0.00	124,318.80	0.00	0.00	0.00	20,719.80	1,726.65	146,765.25
SECRETARIA E	{AQ -4}	3	3	0	0	0.00	251,033.04	0.00	0.00	0.00	41,838.84	3,486.57	296,358.45
SECRETARIA PRESIDENCIA	{AR }	1	1	0	0	0.00	298,086.24	0.00	0.00	0.00	49,681.04	4,140.09	351,907.37
SUBDIRECTOR A	{AS }	7	7	0	0	0.00	6,572,280.96	0.00	0.00	0.00	1,643,070.24	91,281.68	8,306,632.88
SUPERVISOR A	{AT }	1	1	0	0	0.00	335,683.92	0.00	0.00	0.00	55,947.32	4,662.28	396,293.52
SUPERVISOR B	{AT -1}	1	1	0	0	0.00	303,048.72	0.00	0.00	0.00	50,508.12	4,209.01	357,765.85
SUPERVISOR C	{AT -2}	3	3	0	0	0.00	897,251.04	0.00	0.00	0.00	149,541.84	12,461.82	1,059,254.70
SUPERVISOR D	{AT -3}	1	1	0	0	0.00	292,580.40	0.00	0.00	0.00	48,763.40	4,063.62	345,407.42
SUPERVISOR E	{AT -4}	1	1	0	0	0.00	194,401.92	0.00	0.00	0.00	32,400.32	2,700.03	229,502.27
SUPERVISOR F	{AT -5}	1	1	0	0	0.00	168,896.40	0.00	0.00	0.00	28,149.40	2,345.78	199,391.58
SUPERVISOR G	{AT -6}	2	2	0	0	0.00	275,565.12	0.00	0.00	0.00	45,927.52	3,827.29	325,319.93
SUPERVISOR H	{AT -7}	1	1	0	0	0.00	121,876.56	0.00	0.00	0.00	20,312.76	1,692.73	143,882.05
TERAPEUTA A	{AU }	1	1	0	0	0.00	172,800.00	0.00	0.00	0.00	28,800.00	2,400.00	204,000.00
TERAPEUTA B	{AU -1}	1	1	0	0	0.00	128,579.76	0.00	0.00	0.00	21,429.96	1,785.83	151,795.55
TERAPEUTA DE LENGUAJE A	{AV }	1	1	0	0	0.00	172,800.00	0.00	0.00	0.00	28,800.00	2,400.00	204,000.00
TERAPEUTA DE LENGUAJE B	{AV -1}	1	1	0	0	0.00	137,782.56	0.00	0.00	0.00	22,963.76	1,913.65	162,659.97
TERAPEUTA FISICO A	{AW }	3	3	0	0	0.00	518,400.00	0.00	0.00	0.00	86,400.00	7,200.00	612,000.00
TERAPEUTA FISICO B	{AW -1}	2	2	0	0	0.00	277,913.28	0.00	0.00	0.00	46,318.88	3,859.91	328,092.07
TERAPEUTA OCUPACIONAL A	{AX }	1	1	0	0	0.00	244,959.60	0.00	0.00	0.00	40,826.60	3,402.22	289,188.42
TERAPEUTA OCUPACIONAL B	{AX -1}	1	1	0	0	0.00	172,800.00	0.00	0.00	0.00	28,800.00	2,400.00	204,000.00
TERAPEUTA OCUPACIONAL C	{AX -2}	1	1	0	0	0.00	138,956.64	0.00	0.00	0.00	23,159.44	1,929.95	164,046.03
TITULAR DE UNIDAD A	{AY }	2	2	0	0	0.00	1,877,794.56	0.00	0.00	0.00	469,448.64	26,080.48	2,373,323.68
TITULAR DE UNIDAD B	{AY -1}	2	2	0	0	0.00	857,833.44	0.00	0.00	0.00	214,458.36	11,914.35	1,084,206.15
TRABAJADOR SOCIAL A	{AZ }	1	1	0	0	0.00	201,140.52	0.00	0.00	0.00	33,523.42	2,793.62	237,457.56



Sistema Municipal DIF:  
NAUCALPAN

Sistema de Coordinación Hacendaria del Estado de México con sus Municipios  
Manual para la Planeación, Programación y Presupuestación Municipal 2023




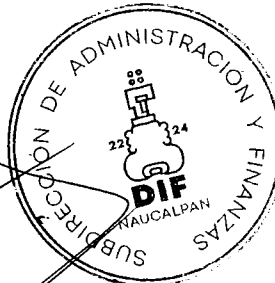
PRESUPUESTO BASADO EN RESULTADOS MUNICIPAL

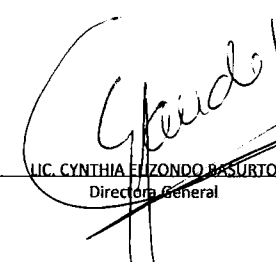
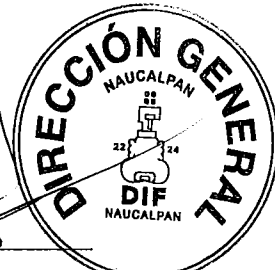
PbRM-05 Tabulador de Sueldos DEL 1 DE ENERO AL 31 DE DICIEMBRE DE 2023

ENTE PÚBLICO: ORGANISMO DESCENTRALIZADO MUNICIPAL DIF DE NAUCALPAN No. 3097

Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicalizado	Eventual								
TRABAJADOR SOCIAL B	(AZ-1)	1	1	0	0	0.00	189,900.24	0.00	0.00	0.00	31,650.04	2,637.50	224,187.78
TRABAJADOR SOCIAL C	(AZ-2)	2	2	0	0	0.00	345,600.00	0.00	0.00	0.00	57,600.00	4,800.00	408,000.00
TRABAJADOR SOCIAL D	(AZ-3)	3	3	0	0	0.00	464,806.80	0.00	0.00	0.00	77,467.80	6,455.65	548,730.25
TRABAJADOR SOCIAL E	(AZ-4)	3	3	0	0	0.00	387,792.00	0.00	0.00	0.00	64,632.00	5,386.00	457,810.00
TRABAJADOR SOCIAL F	(AZ-5)	5	5	0	0	0.00	585,470.40	0.00	0.00	0.00	97,578.40	8,131.51	691,180.31

Total Percepciones:	119,869,748.43
Seguridad Social y Otras Percepciones:	34,215,163.13
Total Capítulo 1000:	154,084,911.56

  
  
 LIC. ANÍBAL BRAM FALCÓN  
 Tesorero o Equivalente

  
  
 LIC. CYNTHIA ELIZONDO BASURTO  
 Directora General

Fecha de elaboración:

DÍA	MES	AÑO
24	02	23