



# PERIÓDICO OFICIAL

## DEL GOBIERNO CONSTITUCIONAL DEL ESTADO DE MICHOACÁN DE OCAMPO

Fundado en 1867

Las leyes y demás disposiciones son de observancia obligatoria por el solo hecho de publicarse en este periódico. Registrado como artículo de 2a. clase el 28 de noviembre de 1921.

**Director: Lic. José Juárez Valdovinos**

Juan José de Lejarza # 49, Col. Centro, C.P. 58000

SEGUNDA SECCIÓN

Tels. y Fax: 3-12-32-28, 3-17-06-84

**TOMO CLXXVII**

**Morelia, Mich., Martes 16 de Febrero de 2021**

**NÚM. 9**

**Responsable de la Publicación**  
**Secretaría de Gobierno**

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de Michoacán de Ocampo**

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Tiraje: 50 ejemplares

Esta sección consta de 20 páginas

Precio por ejemplar:

\$ 30.00 del día

\$ 38.00 atrasado

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## CONTENIDO

### H. AYUNTAMIENTO CONSTITUCIONAL DE ARIO, MICHOACÁN

|                                                                                                                                    |    |
|------------------------------------------------------------------------------------------------------------------------------------|----|
| Presupuesto de Ingresos y Egresos, para el Ejercicio Fiscal 2021.....                                                              | 3  |
| Presupuesto de Ingresos y Egresos, del Comité de Agua Potable,<br>Alcantarillado y Saneamiento, para el Ejercicio Fiscal 2021..... | 17 |

### ACTA NÚMERO 45

### SESIÓN ORDINARIA

En la ciudad de Ario de Rosales, Municipio de Ario, del Estado de Michoacán de Ocampo; siendo las 10:00 horas (diez horas), del día lunes 29 diciembre del año 2020, dos mil veinte; y con fundamento legal en el artículo 115 de la Constitución Política de los Estados Unidos Mexicanos, Título V de la Constitución Política del Estado de Michoacán de Ocampo, así como los artículos 26 numeral I y 28 de la Ley Orgánica Municipal de este Estado, se reunieron los miembros del H. Ayuntamiento en el recinto oficial del Palacio Municipal, ubicado en el portal Álvaro Obregón No. 8, de la colonia Centro, con la finalidad de celebrar reunión ordinaria del Honorable Ayuntamiento, para tratar el siguiente:

### ORDEN DEL DÍA

- 1.- ...
- 2.- ...
- 3.- ...
- 4.- PRESENTACIÓN Y APROBACIÓN EN SU CASO DEL PRESUPUESTO DE INGRESOS RELATIVO AL EJERCICIO FISCAL 2021.
- 5.- PRESENTACIÓN Y APROBACIÓN EN SU CASO DEL PRESUPUESTO DE EGRESOS RELATIVO AL EJERCICIO FISCAL 2021.
- 6.- PRESENTACIÓN Y EN SU CASO APROBACIÓN DE LA PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021.
- 7.- PRESENTACIÓN Y APROBACIÓN EN SU CASO DEL PROGRAMA OPERATIVO ANUAL PARA EL EJERCICIO FISCAL 2021.
- 8.- PRESENTACIÓN Y EN SU CASO APROBACIÓN DEL TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2021.
- 9.- ...

CUARTO.- Presentación y Aprobación en su caso del Presupuesto de Ingresos relativo al Ejercicio Fiscal 2021. Desahogando este punto, la contadora Lic. Blanca Estrella Villanueva Camarena, en uso de la voz, explica de manera detallada lo relativo al Presupuesto de Ingresos, entregando a cada uno de los regidores un documento explicativo de este punto, el cual, al ser pasado a votación, es aprobado por mayoría 8 votos a favor y 1 en contra de la Regidora Adriana Talía Estrada Ruiz.

QUINTO.- Presentación y aprobación en su caso del Presupuesto de Egresos relativo al Ejercicio Fiscal 2021. De igual forma, la Contadora Lic. Blanca Estrella Villanueva Camarena, informa a los miembros del Cabildo, lo relativo al presente punto del orden del día, aclarando las dudas d presentadas. Este es pasado a votación de la asamblea y aprobado por mayoría de 8 votos a favor y uno en contra de la Lic. Adriana Talía Estrada Ruiz.

SEXTO.- Presentación y en su caso aprobación de la Plantilla de Personal para el Ejercicio Fiscal 2021. Al ser analizado este punto, de igual forma tras la explicación en detalle de la Contadora Lic. Blanca Estrella Villanueva Camarena, es pasado a votación y aprobado por mayoría de 8 votos a favor y uno en contra de la Lic. Adriana Talía Estrada Ruiz.

SÉPTIMO.- Presentación y Aprobación en su caso del Programa Operativo Anual para el ejercicio Fiscal 2021. Puesto a consideración del Cuerpo Edilicio, el Programa Operativo anual es aprobado de igual forma por mayoría con 8 votos a favor y uno en contra de la Regidora Lic. Adriana Talía Estrada Ruiz.

OCTAVO.- Presentación y en su caso aprobación del Tabulador de Sueldos y Salarios para el Ejercicio Fiscal 2021.

Al ser presentado este punto y explicado a detalle por la Contadora Lic. Blanca Estrella Villanueva Camarena, el punto es aprobado por mayoría, de 8 votos a favor y uno en contra de la Lic. Adriana Talía Estrada Ruiz.

No habiendo otro asunto que tratar, la C. Irma Moreno Martínez, Presidenta Constitucional de éste Municipio, declaró: «una vez agotado el orden del día, se da por terminada la presente Sesión Ordinaria de Cabildo. Siendo las 13:30 horas del mismo día de su inicio». Firmando de conformidad los que en ella intervinieron.

C. Priv. Irma Moreno Martínez, Presidente Municipal; Ing. Luis Manuel Parra León, Síndico; Regidores: C. Gabriela García Pérez, Ing. Constantino Saucedo León, Profra. Leticia Meza Becerra, Dr. Rafael A. Pedraza Núñez, C. Marco Antonio Román León, Lic. Adriana Talía Estrada Ruiz, P.J. María del Pilar García Soto, Profr. Javier Mora López, Secretario del H. Ayuntamiento. (Firmados).

**PRESUPUESTO DE INGRESOS DEL EJERCICIO FISCAL 2021**

[illegible]

|  | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 77 | 78 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 | 95 | 96 | 97 | 98 | 99 | 100 | 101 | 102 | 103 | 104 | 105 | 106 | 107 | 108 | 109 | 110 | 111 | 112 | 113 | 114 | 115 | 116 | 117 | 118 | 119 | 120 | 121 | 122 | 123 | 124 | 125 | 126 | 127 | 128 | 129 | 130 | 131 | 132 | 133 | 134 | 135 | 136 | 137 | 138 | 139 | 140 | 141 | 142 | 143 | 144 | 145 | 146 | 147 | 148 | 149 | 150 | 151 | 152 | 153 | 154 | 155 | 156 | 157 | 158 | 159 | 160 | 161 | 162 | 163 | 164 | 165 | 166 | 167 | 168 | 169 | 170 | 171 | 172 | 173 | 174 | 175 | 176 | 177 | 178 | 179 | 180 | 181 | 182 | 183 | 184 | 185 | 186 | 187 | 188 | 189 | 190 | 191 | 192 | 193 | 194 | 195 | 196 | 197 | 198 | 199 | 200 | 201 | 202 | 203 | 204 | 205 | 206 | 207 | 208 | 209 | 210 | 211 | 212 | 213 | 214 | 215 | 216 | 217 | 218 | 219 | 220 | 221 | 222 | 223 | 224 | 225 | 226 | 227 | 228 | 229 | 230 | 231 | 232 | 233 | 234 | 235 | 236 | 237 | 238 | 239 | 240 | 241 | 242 | 243 | 244 | 245 | 246 | 247 | 248 | 249 | 250 | 251 | 252 | 253 | 254 | 255 | 256 | 257 | 258 | 259 | 260 | 261 | 262 | 263 | 264 | 265 | 266 | 267 | 268 | 269 | 270 | 271 | 272 | 273 | 274 | 275 | 276 | 277 | 278 | 279 | 280 | 281 | 282 | 283 | 284 | 285 | 286 | 287 | 288 | 289 | 290 | 291 | 292 | 293 | 294 | 295 | 296 | 297 | 298 | 299 | 300 | 301 | 302 | 303 | 304 | 305 | 306 | 307 | 308 | 309 | 310 | 311 | 312 | 313 | 314 | 315 | 316 | 317 | 318 | 319 | 320 | 321 | 322 | 323 | 324 | 325 | 326 | 327 | 328 | 329 | 330 | 331 | 332 | 333 | 334 | 335 | 336 | 337 | 338 | 339 | 340 | 341 | 342 | 343 | 344 | 345 | 346 | 347 | 348 | 349 | 350 | 351 | 352 | 353 | 354 | 355 | 356 | 357 | 358 | 359 | 360 | 361 | 362 | 363 | 364 | 365 | 366 | 367 | 368 | 369 | 370 | 371 | 372 | 373 | 374 | 375 | 376 | 377 | 378 | 379 | 380 | 381 | 382 | 383 | 384 | 385 | 386 | 387 | 388 | 389 | 390 | 391 | 392 | 393 | 394 | 395 | 396 | 397 | 398 | 399 | 400 | 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 410 | 411 | 412 | 413 | 414 | 415 | 416 | 417 | 418 | 419 | 420 | 421 | 422 | 423 | 424 | 425 | 426 | 427 | 428 | 429 | 430 | 431 | 432 | 433 | 434 | 435 | 436 | 437 | 438 | 439 | 440 | 441 | 442 | 443 | 444 | 445 | 446 | 447 | 448 | 449 | 450 | 451 | 452 | 453 | 454 | 455 | 456 | 457 | 458 | 459 | 460 | 461 | 462 | 463 | 464 | 465 | 466 | 467 | 468 | 469 | 470 | 471 | 472 | 473 | 474 | 475 | 476 | 477 | 478 | 479 | 480 | 481 | 482 | 483 | 484 | 485 | 486 | 487 | 488 | 489 | 490 | 491 | 492 | 493 | 494 | 495 | 496 | 497 | 498 | 499 | 500 | 501 | 502 | 503 | 504 | 505 | 506 | 507 | 508 | 509 | 510 | 511 | 512 | 513 | 514 | 515 | 516 | 517 | 518 | 519 | 520 | 521 | 522 | 523 | 524 | 525 | 526 | 527 | 528 | 529 | 530 | 531 | 532 |
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| RESUMEN POR FUENTES DE FINANCIAMIENTO |                                                        |                      |              |            |            |            |            |            |            |            |            |            |  |  |
|---------------------------------------|--------------------------------------------------------|----------------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--|--|
| RELACION DE FUENTES DE FINANCIAMIENTO |                                                        | RESUMEN POR CONCEPTO |              |            |            |            |            |            |            |            |            |            |  |  |
|                                       | No Etiquetado                                          | ANUAL                | MARZO        | ABRIL      | MAYO       | JUNIO      | JULIO      | AGOSTO     | SEPTIEMBRE | OCTUBRE    | NOVIEMBRE  | DICIEMBRE  |  |  |
| 1                                     |                                                        | 7,450,746.00         | 1,260,095.00 | 681,608.00 | 250,425.00 | 431,121.00 | 336,978.00 | 337,884.00 | 146,725.00 | 115,905.00 | 147,158.00 | 148,744.00 |  |  |
| 11                                    | Recursos Fiscales                                      | 76,399,137           |              |            |            |            |            |            |            |            |            |            |  |  |
| 12                                    | Financiamientos Internos                               | 16,016,438           |              |            |            |            |            |            |            |            |            |            |  |  |
| 13                                    | Financiamientos Externos                               | 0                    |              |            |            |            |            |            |            |            |            |            |  |  |
| 14                                    | Recursos Federales                                     | 60,352,874           |              |            |            |            |            |            |            |            |            |            |  |  |
| 15                                    | Recursos Estatales                                     | 24,825               |              |            |            |            |            |            |            |            |            |            |  |  |
| 16                                    | Recursos Federales                                     | 60,474,454           |              |            |            |            |            |            |            |            |            |            |  |  |
| 2                                     | Etiquetado                                             |                      |              |            |            |            |            |            |            |            |            |            |  |  |
| 25                                    | Recursos Federales                                     | 52,951,300           |              |            |            |            |            |            |            |            |            |            |  |  |
| 26                                    | Recursos Estatales                                     | 7,223,154            |              |            |            |            |            |            |            |            |            |            |  |  |
| 27                                    | Transferencias, Asignaciones, Subsidios y otras ayudas |                      |              |            |            |            |            |            |            |            |            |            |  |  |
| TOTAL                                 |                                                        | 136,873,591          |              |            |            |            |            |            |            |            |            |            |  |  |

| CÓDIGO | RUERO                                                                               | ANUAL          | ENERO        | FEBRERO       | MARZO         | ABRIL         | MAYO          | JUNIO         | JULIO         | AGOSTO        | SEPTIEMBRE    | OCTUBRE       | NOVIEMBRE     | DICIEMBRE     |
|--------|-------------------------------------------------------------------------------------|----------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1      | Impuestos                                                                           | 7,450,746.00   | 2,031,257.00 | 1,946,141.00  | 1,260,095.00  | 681,608.00    | 250,425.00    | 431,121.00    | 336,978.00    | 337,884.00    | 146,725.00    | 115,905.00    | 147,158.00    | 148,744.00    |
| 3      | Contribuciones de Mejoras                                                           |                |              |               |               |               |               |               |               |               |               |               |               |               |
| 4      | Derechos                                                                            | 8,296,335.00   | 707,459.00   | 821,468.00    | 788,683.00    | 706,648.00    | 655,204.00    | 699,125.00    | 828,333.00    | 726,656.00    | 608,470.00    | 673,711.00    | 591,591.00    | 688,604.00    |
| 5      | Productos                                                                           | 136,457.00     | 9,254.00     | 8,256.00      | 18,370.00     | 22,170.00     | 12,346.00     | 9,868.00      | 8,340.00      | 12,496.00     | 9,262.00      | 8,238.00      | 8,889.00      | 9,367.00      |
| 6      | Aprovechamientos                                                                    | 93,000.00      | 7,750.00     | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      | 7,750.00      |
| 7      | Ingresos por Venta de Bienes, Prestación de Servicios y Otros                       |                |              |               |               |               |               |               |               |               |               |               |               |               |
|        | Ingresos por Ventas, Aportaciones, Cuotas, Incentivos                               |                |              |               |               |               |               |               |               |               |               |               |               |               |
| 8      | Derivados de la Colaboración Fiscal y Fondos Distintos de Aportaciones              | 120,857,153.00 | 4,517,642.00 | 10,801,453.00 | 9,699,112.00  | 10,685,446.00 | 9,997,418.00  | 10,151,164.00 | 10,012,644.00 | 9,923,001.00  | 9,624,661.00  | 9,445,415.00  | 9,502,812.00  | 16,497,381.00 |
| 9      | Transferencias, Asignaciones, Subsidios y Subvenciones, y Prestaciones y Ubilidades |                |              |               |               |               |               |               |               |               |               |               |               |               |
| 0      | TOTAL DE INGRESOS POR FUENTES DE FINANCIAMIENTO                                     | 136,873,591.00 | 7,773,362.00 | 13,585,069.00 | 11,793,980.00 | 12,103,622.00 | 10,862,981.00 | 11,048,730.00 | 11,045,945.00 | 10,806,747.00 | 10,386,882.00 | 10,251,027.00 | 10,253,400.00 | 17,351,846.00 |

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| MUNICIPIO DE ARIO MICHOCAN                       |               |            |                                                                                                                                           |                  |          |                  |               |                                   |          |  |
|--------------------------------------------------|---------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------|------------------|----------|------------------|---------------|-----------------------------------|----------|--|
| PROGRAMA OPERATIVO ANUAL                         |               |            |                                                                                                                                           |                  |          |                  |               |                                   |          |  |
| PRESUPUESTO DE EGRESOS DEL EJERCICIO FISCAL 2021 |               |            |                                                                                                                                           |                  |          |                  |               |                                   |          |  |
| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOCAN |               |            |                                                                                                                                           |                  |          |                  |               |                                   |          |  |
| PROGRAMA: GESTION GUBERNAMENTAL INDEPENDIENTE    |               |            |                                                                                                                                           |                  |          |                  |               |                                   |          |  |
| NOMBRE DE +H10+A6:A6:J16                         | CLAVE         | NIVEL      | FIN.PROPÓSITO, COMPONENTE, ACTIVIDAD (DESCRIPCION)                                                                                        | META PROGRAMADA  |          |                  |               | BENEFICIARIOS/DESTINATARIOS (AÑO) |          |  |
|                                                  |               |            |                                                                                                                                           | UNIDAD DE MEDIDA | CANTIDAD | MONTO            | FECHA TÉRMINO | TIPO                              | CANTIDAD |  |
| PRESIDENCIA                                      | 1-F1          | FIN        | APLICACIÓN CORRECTA DEL RECURSO EN LOS DIFERENTES PROGRAMAS ADMINISTRATIVOS                                                               | PERSONAS         | 5,000    | \$ 47,232,476.97 | 31/12/2021    | SOCIEDAD EN GENERAL               | 5,000    |  |
| PRESIDENCIA                                      | 1-F1-P1       | PROPOSITO  | GESTIONAR RECURSOS PARA LA ATENCION DE LA SOCIEDAD, APLICANDO ACCIONES , APOYOS Y SOLUCIONANDO LOS PROBLEMAS QUE SE PRESENTEN             | PORCENTAJE       | 1        | 30,104,930.65    | 31/12/2021    | SOCIEDAD EN GENERAL               | 5,000    |  |
| PRESIDENCIA                                      | 1-F1-P1-C1    | COMPONENTE | DESTINAR LOS RECURSOS AL AMBITO ADMINISTRATIVO Y EN LAS ACCIONES EN BENEFICIO DE LA SOCIEDAD                                              | ACCIONES         | 1        | 30,104,930.65    | 31/12/2021    | SOCIEDAD DEL MUNICIPIO            | 4,000    |  |
| PRESIDENCIA                                      | 1-F1-P1-C1-A1 | ACTIVIDAD  | APLICAR LOS RECURSOS AL 100% EN LA GESTION DE LOS MISMOS, EN LAS ACCIONES SOCIALES EN BENEFICIO DE LA SOCIEDAD Y ATENCION A LA CIUDADANIA | PESOS            | 1        | 11,274,952.67    | 31/12/2021    | SOCIEDAD DEL MUNICIPIO            | 5,000    |  |
| ORICIALIA                                        | 1-F1-P1-C1-A1 | ACTIVIDAD  | APLICAR LOS RECURSOS AL 100% EN LA GESTION DE LOS MISMOS, EN LAS ACCIONES SOCIALES EN BENEFICIO DE LA SOCIEDAD Y ATENCION A LA CIUDADANIA | PESOS            | 1        | 3,669,544.44     | 31/12/2021    | SOCIEDAD DEL MUNICIPIO            | 5,000    |  |
| OBRAS PUBLICAS ADVO                              | 1-F1-P1-C1-A1 | ACTIVIDAD  | APLICAR LOS RECURSOS AL 100% EN LA GESTION DE LOS MISMOS, EN LAS ACCIONES SOCIALES EN BENEFICIO DE LA SOCIEDAD Y ATENCION A LA CIUDADANIA | PESOS            | 1        | 6,826,721.00     | 31/12/2021    | SOCIEDAD DEL MUNICIPIO            | 5,000    |  |
| REGIDURIA                                        | 1-F1-P1-C1-A1 | ACTIVIDAD  | APLICAR LOS RECURSOS AL 100% EN LA GESTION DE LOS MISMOS, EN LAS ACCIONES SOCIALES EN BENEFICIO DE LA SOCIEDAD Y ATENCION A LA CIUDADANIA | PESOS            | 1        | 6,103,113.17     | 31/12/2021    | SOCIEDAD DEL MUNICIPIO            | 5,000    |  |
| SECRETARIA                                       | 1-F1-P1-C1-A2 | ACTIVIDAD  | APLICAR LOS RECURSOS AL 100% EN LA POLITICA INTERNA Y EXTERNA DE LA ADMINISTRACION                                                        | PESOS            | 1        | 2,230,599.37     | 31/12/2021    | SOCIEDAD DEL MUNICIPIO            | 5,000    |  |
| PRESIDENCIA                                      | 1-F1-P2       | PROPOSITO  | OBTENER Y APLICAR LOS RECURSOS EN LOS DIFERENTES PROGRAMAS, GENERANDO TRANSPARENCIA Y RENDICION DE CUENTAS DE FORMA OPORTUNA.             | PESOS            | 10       | 9,395,991.91     | 31/12/2021    | PERSONAS                          | 10,000   |  |
| PRESIDENCIA                                      | 1-F1-P2-C1    | COMPONENTE | ADMINISTRAR CORRECTAMENTE LOS RECURSOS DEL ERARIO PUBLICO, GENERADO TRANSPARENCIA Y RENDICION DE CUENTAS                                  | PORCENTAJE       | 1        | 9,395,991.91     | 31/12/2021    | PERSONAS                          | 15,000   |  |
| TESORERIA                                        | 1-F1-P2-C1-A3 | ACTIVIDAD  | APLICAR LOS RECURSOS EN LA OBTENCION DE LOS MISMO, SANEAMIENTO DE LAS FINANZAS, TRANSPARENCIA Y RENDICION DE CUENTAS                      | PESOS            | 1        | 9,395,991.91     | 31/12/2021    | PERSONAS                          | 15,000   |  |
| PRESIDENCIA                                      | 1-F1-P3       | PROPOSITO  | CREAR PROGRAMAS DE SUPERVISION, HACIENDA Y FISCALIZACION PARA GENERAR CONFIANZA A LA CIUDADANIA Y ENTES FISCALIZADORES                    | PORCENTAJE       | 1        | 7,731,554.41     | 31/12/2021    | PERSONAS                          | 3,000    |  |
| PRESIDENCIA                                      | 1-F1-P3-C1    | COMPONENTE | APLICAR LOS RECURSOS EN LOS PROGRAMAS DE SUPERVISION, HACIENDA Y FISCALIZACIÓN DE TODAS LAS ACCIONES PRESUPUESTADAS                       | PORCENTAJE       | 1        | 7,731,554.41     | 31/12/2021    | PERSONAS                          | 5,000    |  |
| SINDICATURA                                      | 1-F1-P3-C1-A4 | ACTIVIDAD  | COORDINAR LA COMISION DE HACIENDA Y LOS ACTOS JURIDICOS QUE EMANEN DE LAS DIFERENTES ACTIVIDADES DE LA ADMINISTRACION                     | PORCENTAJE       | 1        | 6,459,153.09     | 31/12/2021    | PERSONAS                          | 5,000    |  |
| CONTRALORIA                                      | 1-F1-P3-C1-A5 | ACTIVIDAD  | LLEVAR A CABO LA FISCALIZACION INTERNA DE LAS DIFERENTES AREAS ADMINISTRATIVAS Y PROGRAMAS EN OBRAS Y ACCIONES.                           | PESOS            | 1        | 1,272,401.32     | 31/12/2021    | PERSONAS                          | 5,000    |  |

| MUNICIPIO DE ARIO MICHOCAN                       |                |            |                                                                               |                  |          |                  |               |                                   |          |
|--------------------------------------------------|----------------|------------|-------------------------------------------------------------------------------|------------------|----------|------------------|---------------|-----------------------------------|----------|
| PROGRAMA OPERATIVO ANUAL                         |                |            |                                                                               |                  |          |                  |               |                                   |          |
| PRESUPUESTO DE EGRESOS DEL EJERCICIO FISCAL 2021 |                |            |                                                                               |                  |          |                  |               |                                   |          |
| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOCAN |                |            |                                                                               |                  |          |                  |               |                                   |          |
| PROGRAMA: MUNICIPIO CON FUTURO                   |                |            |                                                                               |                  |          |                  |               |                                   |          |
| NOMBRE DE LA UR                                  | CLAVE          | NIVEL      | FIN, PROPÓSITO, COMPONENTE, ACTIVIDAD (DESCRIPCION)                           | META PROGRAMADA  |          |                  |               | BENEFICIARIOS/DESTINATARIOS (AÑO) |          |
|                                                  |                |            |                                                                               | UNIDAD DE MEDIDA | CANTIDAD | MONTO            | FECHA TÉRMINO | TIPO                              | CANTIDAD |
| OFICIALIA MAYOR                                  | 2-F1           | FIN        | INCREMENTAR LOS SERVICIOS PUBLICOS MUNICIPALES Y LA INFRAESTRUCTURA           | PORCENTAJE       | 1        | \$ 62,331,682.65 | 31/12/2021    | PERSONAS                          | 5,000    |
| OFICIALIA MAYOR                                  | 2-F1-P1        | PROPOSITO  | SERVICIOS PUBLICOS MUNICIPALES EFICIENTADOS                                   | PORCENTAJE       | 1        | 27,030,681.65    | 31/12/2021    | PERSONAS                          | 5,000    |
| OFICIALIA MAYOR                                  | 2-F1-P1-C1     | COMPONENTE | EFICIENTE FUNCIONAMIENTO DE LOS SERVICIOS PUBLICOS                            | PORCENTAJE       | 1        | 27,030,681.65    | 31/12/2021    | PERSONAS                          | 5,000    |
| OFICIALIA MAYOR                                  | 2-F1-P1-C1-A6  | ACTIVIDAD  | SATISFACER A LA SOCIEDAD POR LOS SERVICIOS PUBLICOS MUNICIPALES OFRECIDOS     | PORCENTAJE       | 1        | 27,030,681.65    | 31/12/2021    | PERSONAS                          | 5,000    |
| OFICIALIA MAYOR                                  | 2-F1-P2        | PROPOSITO  | EFICIENTAR LA INFRAESTRUCTURA                                                 | PORCENTAJE       | 1        | 35,301,001.00    | 31/12/2021    | PERSONAS                          | 5,000    |
| OFICIALIA MAYOR                                  | 2-F1-P2-C1     | COMPONENTE | GENERACION DE EMPLEOS MEDIANTE LA CONTRATACION DE PERSONAL EN LA OBRA PUBLICA | PORCENTAJE       | 1        | 35,301,001.00    | 31/12/2021    | PERSONAS                          | 5,000    |
| OBRA PUBLICA                                     | 2-F1-P2-C1-A10 | ACTIVIDAD  | PROYECCION YCONSTRUCCION DE OBRAS DE INFRAESTRUCTURA EDUCATIVA                | PORCENTAJE       | 3        | 13,798,603.65    | 31/12/2021    | PERSONAS                          | 5,000    |
| OBRA PUBLICA                                     | 2-F1-P2-C1-A11 | ACTIVIDAD  | PROYECCION YCONSTRUCCION DE OBRAS MEJORAMIENTO DE VIVIENDA                    | PORCENTAJE       | 4        | 1,023,880.00     | 31/12/2021    | PERSONAS                          | 5,000    |
| OBRA PUBLICA                                     | 2-F1-P2-C1-A12 | ACTIVIDAD  | GENERACIÓN DE UN PROGRAMA DE GASTOS INDIRECTOS                                | PORCENTAJE       | 1        | 833,335.41       | 31/12/2021    | PERSONAS                          | 5,000    |
| OBRA PUBLICA                                     | 2-F1-P2-C1-A13 | ACTIVIDAD  | GENERACION DE UN PROGRAMA DE DESARROLLO INSTITUCIONAL                         | PORCENTAJE       | 1        | 555,556.94       | 31/12/2021    | PERSONAS                          | 5,000    |
| OBRA PUBLICA                                     | 2-F1-P2-C1-A7  | ACTIVIDAD  | PROYECCIÓN Y CONSTRUCCIÓN DE OBRAS DE AGUA POTABLE.                           | PORCENTAJE       | 1        | 895,000.00       | 31/12/2021    | PERSONAS                          | 5,000    |
| OBRA PUBLICA                                     | 2-F1-P2-C1-A8  | ACTIVIDAD  | PROYECCION YCONSTRUCCION DE OBRAS DE URBANIZACION                             | PORCENTAJE       | 10       | 18,194,625.00    | 31/12/2021    | PERSONAS                          | 5,900    |

| MUNICIPIO DE ARIOMICHOACAN                       |                |            |                                                                                        |                  |          |                  |               |                                   |          |
|--------------------------------------------------|----------------|------------|----------------------------------------------------------------------------------------|------------------|----------|------------------|---------------|-----------------------------------|----------|
| PROGRAMA OPERATIVO ANUAL                         |                |            |                                                                                        |                  |          |                  |               |                                   |          |
| PRESUPUESTO DE EGRESOS DEL EJERCICIO FISCAL 2021 |                |            |                                                                                        |                  |          |                  |               |                                   |          |
| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIOMICHOACAN |                |            |                                                                                        |                  |          |                  |               |                                   |          |
| PROGRAMA: SOCIEDAD PROTEGIDA                     |                |            |                                                                                        |                  |          |                  |               |                                   |          |
| NOMBRE DE LA UR                                  | CLAVE          | NIVEL      | FIN, PROPÓSITO, COMPONENTE, ACTIVIDAD (DESCRIPCION)                                    | META PROGRAMADA  |          |                  |               | BENEFICIARIOS/DESTINATARIOS (AÑO) |          |
|                                                  |                |            |                                                                                        | UNIDAD DE MEDIDA | CANTIDAD | MONTO            | FECHA TÉRMINO | TIPO                              | CANTIDAD |
| SEGURIDAD PUBLICA                                | 3-F1           | FIN        | GENERAR ESTABILIDAD SOCIAL EN FUNCION A IMPLEMETAR PROGRAMAS DEN PREVENCIÓN DEL DELITO | CANTIDAD         | 1        | \$ 25,173,453.00 | 31/12/2021    | PERSONAS                          | 5,000    |
| SEGURIDAD PUBLICA                                | 3-F1-P1        | PROPOSITO  | DISMINUIR EL INDICE DE INSEGURIDAD MEDIANTE LA APLICACION DE LOS PROGRAMAS             | CANTIDAD         | 1        | 25,173,453.00    | 31/12/2021    | PERSONAS                          | 15,000   |
| SEGURIDAD PUBLICA                                | 3-F1-P1-C1     | COMPONENTE | GENERAR ACCIONES PARA LA PROTECCION DE LA SOCIEDAD MEJORANDO EL ALUMBRADO PUBLICO      | PORCENTAJE       | 1        | 25,173,453.00    | 31/12/2021    | PERSONAS                          | 15,000   |
| SEGURIDAD PUBLICA                                | 3-F1-P1-C1-A14 | ACTIVIDAD  | FORTALECIMIENTO DE LA SEGURIDAD PÚBLICA CON ENFOQUE DE RESPETO A LOS DERECHOS HUMANOS  | PORCENTAJE       | 1        | 24,173,453.00    | 31/12/2021    | PERSONAS                          | 20,000   |
| SEGURIDAD PUBLICA                                | 3-F1-P1-C1-A15 | ACTIVIDAD  | DISMINUIR EL PASIVO DE EJERCICIOS FISCALES ANTERIORES                                  | PORCENTAJE       | 1        | 1,000,000.00     | 31/12/2021    | PERSONAS                          | 15,000   |

| MUNICIPIO DE ARIO MICHOCAN                        |                |            |                                                                                                    |                  |                 |                 |               |                                   |          |
|---------------------------------------------------|----------------|------------|----------------------------------------------------------------------------------------------------|------------------|-----------------|-----------------|---------------|-----------------------------------|----------|
| PROGRAMA OPERATIVO ANUAL                          |                |            |                                                                                                    |                  |                 |                 |               |                                   |          |
| PRESUPUESTO DE EGRESOS DEL EJERCICIO FISCAL 2021  |                |            |                                                                                                    |                  |                 |                 |               |                                   |          |
| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOCAN  |                |            |                                                                                                    |                  |                 |                 |               |                                   |          |
| PROGRAMA: GOBIERNO INCLUYENTE                     |                |            |                                                                                                    |                  |                 |                 |               |                                   |          |
| NOMBRE DE LA UR                                   | CLAVE          | NIVEL      | FIN,PROPÓSITO, COMPONENTE, ACTIVIDAD (DESCRIPCION)                                                 | UNIDAD DE MEDIDA | META PROGRAMADA |                 |               | BENEFICIARIOS/DESTINATARIOS (AÑO) |          |
|                                                   |                |            |                                                                                                    |                  | CANTIDAD        | MONTO           | FECHA TÉRMINO | TIPO                              | CANTIDAD |
| DESARROLLO INTEGRAL DE LA FAMILIA (DIF MUNICIPAL) | 4-F1           | FIN        | IMPULSAR EL BIENESTAR FAMILIAR Y DE LA MUJER, ASI COMO EL DESARROLLO SOCIAL, DEPORTIVO Y CULTURAL. | PORCENTAJE       | 1.00            | \$ 2,135,978.38 | 31/12/2021    | PERSONAS                          | 2,000    |
| DESARROLLO INTEGRAL DE LA FAMILIA (DIF MUNICIPAL) | 4-F1-P1        | PROPOSITO  | DESARROLLO DE PROGRAMAS DE ASISTENCIA SOCIAL                                                       | PORCENTAJE       | 1.00            | 2,135,978.38    | 31/12/2021    | PERSONAS                          | 1,500    |
| DESARROLLO INTEGRAL DE LA FAMILIA (DIF MUNICIPAL) | 4-F1-P1-C1     | COMPONENTE | GESTION DE PROGRAMAS DE ASISTENCIA SOCIAL                                                          | PORCENTAJE       | 1.00            | 2,135,978.38    | 31/12/2021    | PERSONAS                          | 5,000    |
| DESARROLLO INTEGRAL DE LA FAMILIA (DIF MUNICIPAL) | 4-F1-P1-C1-A16 | ACTIVIDAD  | APLICAR LOS RECURSOS EN SU TOTALIDAD EN ACCIONES DE ASISTENCIA SOCIAL E INTEGRACION DE LA MUJER    | PESOS            | 1.00            | 2,135,978.38    | 31/12/2021    | PERSONAS                          | 15,000   |

[illegible]

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOACAN |                             |       |                  |             |               |              | EJERCICIO PRESUPUESTAL: 2021 |                  |                    |      |            |                         |
|---------------------------------------------------|-----------------------------|-------|------------------|-------------|---------------|--------------|------------------------------|------------------|--------------------|------|------------|-------------------------|
| UNIDAD RESPONSABLE: OFICIALIA MAYOR               |                             |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| NOMBRE DEL OCUPANTE                               | PUESTO                      | PLAZA | FECHA DE INGRESO | R. F. C.    | SUELDO/DIETAS | COMPENSACIÓN | AGUINALDO                    | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R.   | PRESTACIONES SINDICALES |
| CONSTANTINO SAUCEDO ANZU                          | OFICIAL MAYOR               | C     | 04/10/2018       | SAACS90115  | 37,954.80     | 0.00         | 80,970.24                    | 24,291.07        | 0.00               | 0.00 | 7,152.38   | 0.00                    |
| DAVID BARRIGA TORRES                              | DOCTOR DEL H. AYUNTAMIENTO  | C     | 16/03/2008       | BATDS50124  | 21,727.56     | 0.00         | 28,970.08                    | 3,621.26         | 0.00               | 0.00 | 3,364.66   | 0.00                    |
| JOSE ANTONIO GASCA GALLARDO                       | AUXILIAR GENERAL            | C     | 01/09/2018       | GAGA780809  | 18,438.34     | 0.00         | 24,584.45                    | 3,073.06         | 0.00               | 0.00 | 2,662.08   | 0.00                    |
| ADALID AVILA VILLA                                | AUXILIAR GENERAL            | C     | 01/09/2018       | AIVA700518  | 18,438.34     | 0.00         | 24,584.45                    | 3,073.06         | 0.00               | 0.00 | 2,662.08   | 0.00                    |
| LETICIA MEJIA MONTAÑA                             | AUXILIAR ADMINISTRATIVO     | B     | 30/07/1996       | MEML76102   | 18,468.52     | 0.00         | 39,399.51                    | 11,819.85        | 0.00               | 0.00 | 2,668.52   | 1,480.50                |
| ANTONIO ESCALANTE ROJAS                           | MECANICO                    | B     | 17/09/2003       | EARAT41102  | 16,256.72     | 0.00         | 34,681.00                    | 10,404.30        | 0.00               | 0.00 | 2,196.08   | 839.67                  |
| LUIS JUAREZ BAEZ                                  | COORDINADOR DE PROTOCOLO    | C     | 01/01/2008       | JUBL690808  | 15,889.46     | 0.00         | 21,185.95                    | 2,648.24         | 0.00               | 0.00 | 2,117.64   | 0.00                    |
| JOSE RAMON CAMACHO RODRIGUEZ                      | ENLACE DE ITAMICH           | C     | 01/09/2016       | CARR891015  | 17,888.96     | 0.00         | 23,851.94                    | 2,981.49         | 0.00               | 0.00 | 2,544.74   | 0.00                    |
| ERICK PIMENTEL ORNELAS                            | MEDICO VETERINARIO          | C     | 01/10/2018       | PIOE890327  | 17,099.46     | 0.00         | 22,799.28                    | 2,849.91         | 0.00               | 0.00 | 2,376.10   | 0.00                    |
| VICENTE RAMIREZ TOVAR                             | OPERADOR DE MAQUINARIA      | B     | 01/02/2002       | RATV630122  | 13,457.26     | 0.00         | 28,708.82                    | 8,612.65         | 0.00               | 0.00 | 1,598.12   | 1,288.50                |
| ALMA LORENA ROJAS SOLORZANO                       | AUXILIAR ADMINISTRATIVO     | C     | 01/11/2015       | ROSAT51109  | 12,462.51     | 0.00         | 16,616.67                    | 2,077.08         | 0.00               | 0.00 | 1,385.64   | 0.00                    |
| MARTIN FELIPE AMBRIZ TORRES                       | DIRECTOR DE ECOLOGIA        | C     | 16/10/2018       | AITM631121  | 14,022.13     | 0.00         | 18,696.18                    | 2,337.02         | 0.00               | 0.00 | 1,718.78   | 0.00                    |
| CECILIA ARREOLA GUTIERREZ                         | AUXILIAR ADMINISTRATIVO     | C     | 18/12/2018       | AEGC930817  | 12,140.36     | 0.00         | 16,187.15                    | 2,023.39         | 0.00               | 0.00 | 1,316.84   | 0.00                    |
| ELFAZAR TORRES FERNANDEZ                          | PANTEONERO                  | B     | 01/01/2008       | TOFE7605221 | 11,611.79     | 0.00         | 24,771.81                    | 7,431.54         | 0.00               | 0.00 | 1,212.00   | 1,048.56                |
| J CRUZ ALMANZA RIVAS                              | AUXILIAR ADMINISTRATIVO     | B     | 31/03/1999       | AARU670503  | 11,541.36     | 0.00         | 24,621.56                    | 7,386.47         | 0.00               | 0.00 | 1,199.38   | 1,604.59                |
| CARLOS PUNZO CERVANTES                            | INSPECTOR DE LA VIA PUBLICA | B     | 01/01/2000       | PUCG690128  | 11,094.52     | 0.00         | 23,668.31                    | 7,100.49         | 0.00               | 0.00 | 1,119.38   | 1,019.67                |
| CELIA SOLIS ALVAREZ                               | AUXILIAR ADMINISTRATIVO     | B     | 01/01/2002       | SOAC691029  | 12,364.76     | 0.00         | 26,378.15                    | 7,913.45         | 0.00               | 0.00 | 1,364.76   | 1,300.50                |
| ANA MARIA VEGA GOMEZ                              | AUXILIAR ADMINISTRATIVO     | B     | 14/05/1990       | VEGA680807  | 11,124.72     | 0.00         | 23,732.74                    | 7,119.82         | 0.00               | 0.00 | 1,124.72   | 1,964.59                |
| JOSE LUIS BARRIGA VILLA                           | MATADOR DEL RASTRO          | B     | 31/05/2003       | BAVL710829  | 10,348.25     | 0.00         | 22,076.26                    | 6,622.88         | 0.00               | 0.00 | 985.58     | 1,412.59                |
| GREGORIO TORRES FERNANDEZ                         | CHOFER DE VOLTEO            | B     | 11/02/1994       | TOFG730822  | 10,881.06     | 0.00         | 23,212.93                    | 6,963.88         | 0.00               | 0.00 | 1,081.06   | 1,199.67                |
| MANUEL SALINAS BERMUDEZ                           | ENCARGADO DE ASEO Y LIMPIA  | C     | 01/10/2018       | SABM670501  | 15,331.92     | 0.00         | 20,442.56                    | 2,555.32         | 0.00               | 0.00 | 1,998.54   | 0.00                    |
| MARIA DE LA LUZ ZARATE MONDRAGON                  | AUXILIAR ADMINISTRATIVO     | B     | 16/12/2003       | ZAML731122  | 14,908.00     | 0.00         | 31,803.73                    | 9,541.12         | 0.00               | 0.00 | 1,908.00   | 851.67                  |
| TOTAL MENSUAL:                                    |                             |       |                  |             | 343,450.79    | 0.00         | 601,943.78                   | 142,447.36       | 0.00               | 0.00 | 45,757.08  | 14,010.51               |
| TOTAL ANUAL:                                      |                             |       |                  |             | 4,121,409.43  | 0.00         | 601,943.78                   | 142,447.36       | 0.00               | 0.00 | 549,084.96 | 168,126.12              |
| PLAZA:                                            |                             |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (B) BASE                                          |                             |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (C) CONFIANZA                                     |                             |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (E) EVENTUAL                                      |                             |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (H) HONORARIOS                                    |                             |       |                  |             |               |              |                              |                  |                    |      |            |                         |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOACAN |                               |       |                  |             |               |              | EJERCICIO PRESUPUESTAL: 2021 |                  |                    |      |            |                         |
|---------------------------------------------------|-------------------------------|-------|------------------|-------------|---------------|--------------|------------------------------|------------------|--------------------|------|------------|-------------------------|
| UNIDAD RESPONSABLE: OFICIALIA MAYOR               |                               |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| NOMBRE DEL OCUPANTE                               | PUESTO                        | PLAZA | FECHA DE INGRESO | R. F. C.    | SUELDO/DIETAS | COMPENSACIÓN | AGUINALDO                    | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R.   | PRESTACIONES SINDICALES |
| JAIME FIGUEROA GARCIA                             | CORTADOR DEL RASTRO           | B     | 31/05/2003       | FIGJ810629A | 11,124.72     | 0.00         | 23,732.74                    | 7,119.82         | 0.00               | 0.00 | 1,124.72   | 839.67                  |
| JAIME BECERRA TORRES                              | CHOFER                        | B     | 17/04/2002       | BETJ670906C | 10,881.06     | 0.00         | 23,212.93                    | 6,963.88         | 0.00               | 0.00 | 1,081.06   | 1,288.50                |
| URIEL RODRIGUEZ HERNANDEZ                         | MECANICO                      | B     | 01/01/2005       | ROHU62032   | 9,926.69      | 0.00         | 21,176.93                    | 6,353.08         | 0.00               | 0.00 | 910.04     | 839.67                  |
| MARTIN OSORIO CANO                                | CHOFER                        | B     | 01/05/2005       | OOCM62081   | 10,881.06     | 0.00         | 23,212.93                    | 6,963.88         | 0.00               | 0.00 | 1,081.06   | 839.67                  |
| ALFONSO TORRES BECERRA                            | ELECTRICISTA                  | B     | 01/01/1996       | TOBA650607  | 9,906.40      | 0.00         | 21,133.65                    | 6,340.10         | 0.00               | 0.00 | 906.40     | 1,019.67                |
| FRANCISCO ROMERO RODRIGUEZ                        | AUXILIAR DE PROTOCOLO         | B     | 01/02/2008       | RORF840304  | 13,764.47     | 0.00         | 29,364.20                    | 8,809.26         | 0.00               | 0.00 | 1,663.74   | 1,108.50                |
| ERIK LEDESMA ALMANZA                              | ENC. DEL NODO EN LA UMSNH     | C     | 03/10/2018       | LEAF910315  | 15,331.92     | 0.00         | 20,442.56                    | 2,555.32         | 0.00               | 0.00 | 1,998.54   | 659.67                  |
| ADILENE ANGEL ARCIGA                              | AUXILIAR DE DESARROLLO SOCIAL | C     | 01/10/2018       | AEA911220   | 13,636.38     | 0.00         | 18,181.84                    | 2,272.73         | 0.00               | 0.00 | 1,636.38   | 1,199.67                |
| SANTO FIGUEROA SANDOVAL                           | MATADOR DEL RASTRO            | B     | 01/01/2008       | FISF700328J | 9,476.62      | 0.00         | 20,216.79                    | 6,065.04         | 0.00               | 0.00 | 837.42     | 659.67                  |
| GILDARDO SOTELO GOMEZ                             | CHOFER DE CAMIONETA           | B     | 19/02/1993       | SOGG571231  | 10,881.06     | 0.00         | 23,212.93                    | 6,963.88         | 0.00               | 0.00 | 1,081.06   | 1,199.67                |
| MARIA DEL ROSARIO GOMEZ MEJIA                     | AUX. DE BIBLIOTECARIA         | B     | 15/09/1993       | GOMR63120   | 10,439.54     | 0.00         | 22,271.03                    | 6,681.31         | 0.00               | 0.00 | 1,001.94   | 1,211.67                |
| VICTOR HUGO MADRIGAL BARRIGA                      | DESARROLLO RURAL              | C     | 01/02/2012       | MABV88071   | 10,439.54     | 0.00         | 13,919.39                    | 1,739.92         | 0.00               | 0.00 | 1,001.94   | 0.00                    |
| ROGELIO RUIZ BRAVO                                | AUXILIAR DE ENLACE SIALIMENTE | C     | 16/10/2018       | RURR850713  | 9,456.27      | 0.00         | 12,608.35                    | 1,576.04         | 0.00               | 0.00 | 834.18     | 0.00                    |
| NOE RODRIGUEZ VELAZQUEZ                           | SOLDADOR                      | C     | 05/11/2018       | ROVN811229  | 9,016.93      | 0.00         | 12,022.57                    | 1,502.82         | 0.00               | 0.00 | 763.88     | 0.00                    |
| MARIA GUADALUPE ORNELAS BAEZ                      | AUXILIAR ADMINISTRATIVO       | B     | 31/01/2002       | OEBG771001  | 8,926.10      | 0.00         | 19,042.35                    | 5,712.71         | 0.00               | 0.00 | 749.34     | 851.67                  |
| JOSE JESUS BRAMBILA GUIZAR                        | AUXILIAR ADMINISTRATIVO       | B     | 06/01/1999       | BAGJ480418  | 8,889.62      | 0.00         | 18,964.52                    | 5,689.36         | 0.00               | 0.00 | 743.50     | 1,031.67                |
| LISEY REYES RAMIREZ                               | AUXILIAR ADMINISTRATIVO       | C     | 01/10/2015       | RERL790710  | 9,211.02      | 0.00         | 12,281.36                    | 1,535.17         | 0.00               | 0.00 | 794.94     | 0.00                    |
| JAVIER FIGUEROA GARCIA                            | CORTADOR DEL RASTRO           | B     | 31/05/2003       | FIGJ771208  | 8,868.67      | 0.00         | 18,919.83                    | 5,675.95         | 0.00               | 0.00 | 740.16     | 1,288.50                |
| VERONICA MORENO VILLALOBOS                        | SECRETARIA DEL NODO UMSNH     | C     | 01/10/2015       | MOV808040   | 8,733.58      | 0.00         | 11,644.77                    | 1,455.60         | 0.00               | 0.00 | 718.54     | 0.00                    |
| ANDRES MARTINEZ VAZQUEZ                           | PANTEONERO                    | C     | 01/03/2008       | MAVA62021   | 8,965.80      | 0.00         | 11,954.40                    | 1,494.30         | 0.00               | 0.00 | 755.70     | 0.00                    |
| LILIANA ALEJANDRA ORTEGA ALVA                     | AUXILIAR DE RECURSOS HUMANOS  | B     | 30/11/2002       | OEAL800805  | 8,714.44      | 0.00         | 18,590.80                    | 5,577.24         | 0.00               | 0.00 | 715.48     | 1,240.56                |
| ARMANDO MARTINEZ VILLA                            | MATANCERO                     | B     | 16/05/2005       | MAVA59122   | 8,707.58      | 0.00         | 18,576.17                    | 5,572.85         | 0.00               | 0.00 | 714.38     | 839.67                  |
| TOTAL MENSUAL:                                    |                               |       |                  |             | 226,179.47    | 0.00         | 414,683.04                   | 104,620.24       | 0.00               | 0.00 | 21,854.40  | 16,118.07               |
| TOTAL ANUAL:                                      |                               |       |                  |             | 2,714,153.59  | 0.00         | 414,683.04                   | 104,620.24       | 0.00               | 0.00 | 262,252.80 | 193,416.88              |
| PLAZA:                                            |                               |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (B) BASE                                          |                               |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (C) CONFIANZA                                     |                               |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (E) EVENTUAL                                      |                               |       |                  |             |               |              |                              |                  |                    |      |            |                         |
| (H) HONORARIOS                                    |                               |       |                  |             |               |              |                              |                  |                    |      |            |                         |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOACAN |                               |       |                  |            | EJERCICIO PRESUPUESTAL: 2021 |              |           |                  |                    |      |          |                         |            |
|---------------------------------------------------|-------------------------------|-------|------------------|------------|------------------------------|--------------|-----------|------------------|--------------------|------|----------|-------------------------|------------|
| UNIDAD RESPONSABLE: OFICIALIA MAYOR               |                               |       |                  |            |                              |              |           |                  |                    |      |          |                         |            |
| NOMBRE DEL OCUPANTE                               | PUESTO                        | PLAZA | FECHA DE INGRESO | R. F. C.   | SUELDO/DIETAS                | COMPENSACIÓN | AGUINALDO | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R. | PRESTACIONES SINDICALES |            |
| GLORIA GUADALUPE ROJAS IBAÑEZ                     | AUX DE PROGRAMA OPORTUNIDAD   | B     | 01/01/2002       | ROIG741201 | 8,502.03                     | 0.00         | 18,137.67 | 5,441.30         | 0.00               | 0.00 | 682.22   | 1,240.56                |            |
| FLORINA MENDIETA SOLANO                           | INTENDENTE                    | B     | 01/12/2003       | MESF740430 | 8,419.84                     | 0.00         | 17,962.32 | 5,388.70         | 0.00               | 0.00 | 673.28   | 1,412.59                |            |
| ANGELINA RODRIGUEZ TINOCO                         | AUXILIAR ADMINISTRATIVO       | B     | 01/01/1999       | ROTA701231 | 8,157.33                     | 0.00         | 17,402.31 | 5,220.69         | 0.00               | 0.00 | 644.72   | 1,031.67                |            |
| MANUEL RAMIREZ TOVAR                              | AYUDANTE DE MAQUINARIA        | B     | 16/05/2009       | RATMS60326 | 8,144.44                     | 0.00         | 17,374.80 | 5,212.44         | 0.00               | 0.00 | 643.32   | 1,108.50                |            |
| MARIA ELENA RODRIGUEZ RODRIGUEZ                   | INTENDENTE                    | C     | 16/03/2014       | RORE711026 | 8,105.46                     | 0.00         | 10,807.28 | 1,350.91         | 0.00               | 0.00 | 639.08   | 0.00                    |            |
| HELADIO BANDERAS MENDOZA                          | CHOFER                        | B     | 01/01/2008       | BAMH721112 | 10,439.54                    | 0.00         | 22,271.03 | 6,681.31         | 0.00               | 0.00 | 1,001.94 | 1,108.50                |            |
| JENNIFER LEDEZMA ESQUIVEL                         | DIRECTOR DE DESARROLLO RURAL  | C     | 01/10/2018       | LEEJ940301 | 12,364.76                    | 0.00         | 16,486.35 | 2,060.79         | 0.00               | 0.00 | 1,364.76 | 0.00                    |            |
| MARIA DE FATIMA CORNEJO ESQUIVEL                  | INTENDENTE                    | C     | 03/10/2018       | COFF530128 | 8,014.29                     | 0.00         | 10,685.71 | 1,335.71         | 0.00               | 0.00 | 629.16   | 0.00                    |            |
| JUAN CARLOS MARROQUIN SANCHEZ                     | AUXILIAR DE PROTOCOLO         | B     | 01/02/2002       | MAJ5740115 | 11,612.06                    | 0.00         | 24,772.39 | 7,431.72         | 0.00               | 0.00 | 1,212.06 | 1,412.59                |            |
| JACOB ANGEL RANGEL                                | PARQUES Y JARDINES            | C     | 01/01/2008       | AERJ510723 | 7,897.67                     | 0.00         | 10,530.23 | 1,316.28         | 0.00               | 0.00 | 616.46   | 0.00                    |            |
| SALVADOR CAZORLA AGUILAR                          | AYUDANTE DE CAMION VOLTEO     | B     | 01/05/1993       | CASA630218 | 7,603.69                     | 0.00         | 16,221.20 | 4,866.36         | 0.00               | 0.00 | 584.48   | 1,199.67                |            |
| ANSELMO LOPEZ ROJAS                               | CHOFER                        | B     | 01/09/1993       | LOAR730421 | 10,881.06                    | 0.00         | 23,212.93 | 6,963.88         | 0.00               | 0.00 | 1,081.06 | 1,199.67                |            |
| ROGELIO ESTRADA ARRIAGA                           | AUXILIAR GENERAL              | C     | 01/10/2015       | EARR800802 | 7,477.43                     | 0.00         | 9,969.91  | 1,246.24         | 0.00               | 0.00 | 570.74   | 0.00                    |            |
| JUVENAL GOMEZ CASTAÑEDA                           | PARQUES Y JARDINES            | C     | 01/10/2015       | GOCF941221 | 7,477.43                     | 0.00         | 9,969.91  | 1,246.24         | 0.00               | 0.00 | 570.74   | 0.00                    |            |
| JAIME GOMEZ DUARTE                                | JEFE DEL AREA TALLER MECANICO | C     | 01/10/2015       | GODJ641210 | 9,906.40                     | 0.00         | 13,208.53 | 1,651.07         | 0.00               | 0.00 | 906.40   | 0.00                    |            |
| EFRAIN MOLINA FIGUEROA                            | PARQUES Y JARDINES            | C     | 01/10/2015       | MOFF790505 | 7,477.43                     | 0.00         | 9,969.91  | 1,246.24         | 0.00               | 0.00 | 570.74   | 0.00                    |            |
| J TRINIDAD NAMBO DOMINGUEZ                        | PARQUES Y JARDINES            | C     | 01/09/2018       | NADJ660605 | 7,477.43                     | 0.00         | 9,969.91  | 1,246.24         | 0.00               | 0.00 | 570.74   | 0.00                    |            |
| MIGUEL OROZCO CRUZ                                | PARQUES Y JARDINES            | C     | 01/10/2015       | OOCM55112  | 7,477.43                     | 0.00         | 9,969.91  | 1,246.24         | 0.00               | 0.00 | 570.74   | 0.00                    |            |
| BRENDA CORAL DOMINGUEZ SAUCEDO                    | SECRETARIA                    | B     | 01/01/2005       | DOSB750805 | 8,965.80                     | 0.00         | 19,127.04 | 5,738.11         | 0.00               | 0.00 | 755.70   | 1,300.50                |            |
| LUCIO BAEZ LOPEZ                                  | CORTADOR Y DESTAZADOR RASTRO  | C     | 16/01/2012       | BALL800216 | 8,965.80                     | 0.00         | 11,954.40 | 1,494.30         | 0.00               | 0.00 | 755.70   | 0.00                    |            |
| AGUSTIN LEDESMA CORREA                            | CHOFER                        | B     | 01/01/2005       | LECA760828 | 9,906.40                     | 0.00         | 21,133.65 | 6,340.10         | 0.00               | 0.00 | 906.40   | 1,288.50                |            |
| FELIPE DE JESUS BECERRA TORRES                    | ALMACENISTA                   | B     | 01/01/2005       | BETF620526 | 7,046.31                     | 0.00         | 15,032.13 | 4,509.64         | 0.00               | 0.00 | 309.04   | 1,412.59                |            |
| PLAZA:                                            |                               |       |                  |            | TOTAL MENSUAL:               | 192,320.02   | 0.00      | 336,169.50       | 79,234.49          | 0.00 | 0.00     | 16,259.48               | 13,715.35  |
| (B) BASE                                          |                               |       |                  |            | TOTAL ANUAL:                 | 2,307,840.29 | 0.00      | 336,169.50       | 79,234.49          | 0.00 | 0.00     | 195,113.76              | 164,584.16 |
| (C) CONFIANZA                                     |                               |       |                  |            |                              |              |           |                  |                    |      |          |                         |            |
| (E) EVENTUAL                                      |                               |       |                  |            |                              |              |           |                  |                    |      |          |                         |            |
| (H) HONORARIOS                                    |                               |       |                  |            |                              |              |           |                  |                    |      |          |                         |            |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHACAN |                           |       |                  |            |               |              | EJERCICIO PRESUPUESTAL: 2021 |                  |                    |      |            |                         |  |
|--------------------------------------------------|---------------------------|-------|------------------|------------|---------------|--------------|------------------------------|------------------|--------------------|------|------------|-------------------------|--|
| UNIDAD RESPONSABLE: OFICIALIA MAYOR              |                           |       |                  |            |               |              |                              |                  |                    |      |            |                         |  |
| NOMBRE DEL OCUPANTE                              | PUESTO                    | PLAZA | FECHA DE INGRESO | R. F. C.   | SUELDO/DIETAS | COMPENSACIÓN | AGUINALDO                    | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R.   | PRESTACIONES SINDICALES |  |
| ANTONIO HERNANDEZ BARRIGA                        | CORTADOR DEL RASTRO       | B     | 01/01/2005       | HEBA820706 | 6,965.05      | 0.00         | 14,858.76                    | 4,457.63         | 0.00               | 0.00 | 264.80     | 1,288.50                |  |
| MARCELINO BARRIGA GARCIA                         | RECOLECTOR DE BASURA      | C     | 01/03/2009       | BAGM69120  | 6,879.25      | 0.00         | 9,172.33                     | 1,146.54         | 0.00               | 0.00 | 255.46     | 1,048.56                |  |
| LUIS OCTAVIO SAYAVEDRA OROZCO                    | CHOFER H                  | B     | 01/01/2005       | SAOL730728 | 9,906.40      | 0.00         | 21,133.65                    | 6,340.10         | 0.00               | 0.00 | 906.40     | 1,228.56                |  |
| MARIO ZEPEDA PIO                                 | AYUDANTE DE CAMION VOLTEO | B     | 02/06/1990       | ZEPMA01108 | 7,582.14      | 0.00         | 16,175.23                    | 4,852.57         | 0.00               | 0.00 | 582.14     | 1,379.67                |  |
| KARLA DANIELA RODRIGUEZ OROZCO                   | AUXILIAR ADMINISTRATIVO   | C     | 01/10/2018       | ROOK980526 | 13,764.45     | 0.00         | 18,352.59                    | 2,294.07         | 0.00               | 0.00 | 1,663.74   | 0.00                    |  |
| ARACELI SERVIN PEREZ                             | AUXILIAR ADMINISTRATIVO   | C     | 15/10/2018       | SEPA750506 | 6,693.66      | 0.00         | 8,924.88                     | 1,115.61         | 0.00               | 0.00 | 235.26     | 0.00                    |  |
| CANDELARIO NAMBO TORRES                          | AUXILIAR GENERAL          | C     | 15/10/2018       | NATC730829 | 6,693.66      | 0.00         | 8,924.88                     | 1,115.61         | 0.00               | 0.00 | 235.26     | 0.00                    |  |
| JOAQUIN BARRIGA CAZARES                          | RECOLECTOR DE BASURA      | B     | 16/12/2003       | BACI601217 | 7,050.35      | 0.00         | 15,040.75                    | 4,512.22         | 0.00               | 0.00 | 309.48     | 1,228.56                |  |
| ALEJANDRO GUILLEN ORNELAS                        | PARQUES Y JARDINES        | B     | 03/06/2008       | GUOA85062  | 6,608.52      | 0.00         | 14,098.18                    | 4,229.45         | 0.00               | 0.00 | 226.00     | 1,048.56                |  |
| OFELIA HURTADO INFANTE                           | INTENDENTE                | B     | 01/02/1990       | HUJO510907 | 8,030.96      | 0.00         | 17,132.71                    | 5,139.81         | 0.00               | 0.00 | 630.96     | 1,379.67                |  |
| BENJAMIN NUÑEZ SALGADO                           | INTENDENTE                | B     | 01/02/2002       | NUSE691014 | 6,819.20      | 0.00         | 14,547.62                    | 4,364.29         | 0.00               | 0.00 | 248.92     | 1,412.59                |  |
| ANA PEREZ PINEDA                                 | AUXILIAR DE OFICIALIA D.  | C     | 15/04/2013       | PEPA741214 | 6,337.96      | 0.00         | 8,450.61                     | 1,056.33         | 0.00               | 0.00 | 196.56     | 0.00                    |  |
| MARIA DOLORES CRUZALEY BANDERAS                  | AUXILIAR ADMINISTRATIVO   | C     | 01/11/2015       | CUBD831024 | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94     | 0.00                    |  |
| CARLOS GUIDO RANGEL                              | BARRENDERO                | C     | 01/10/2015       | GURC611225 | 6,819.20      | 0.00         | 9,092.26                     | 1,136.53         | 0.00               | 0.00 | 248.92     | 0.00                    |  |
| ALEJANDRO HERNANDEZ BARRIGA                      | PELADOR DEL RASTRO        | C     | 17/09/2015       | HEBA801106 | 6,231.07      | 2,000.00     | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94     | 0.00                    |  |
| MARTIN MENDOZA AMBRIZ                            | RECOLECTOR DE BASURA      | C     | 01/10/2015       | MEAM65121  | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94     | 0.00                    |  |
| CECILIA SANDOVAL PEDRAZA                         | BARRENDERO                | C     | 01/10/2015       | SAPC631115 | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94     | 0.00                    |  |
| LUIS MANUEL AREVALO ORNELAS                      | AUXILIAR GENERAL          | C     | 01/10/2018       | AEOL910505 | 8,965.80      | 0.00         | 11,954.40                    | 1,494.30         | 0.00               | 0.00 | 755.70     | 0.00                    |  |
| MAGDALENA VALDEZ CORNEJO                         | AUXILIAR ADMINISTRATIVO   | C     | 13/10/2018       | VACH80061  | 8,965.80      | 0.00         | 11,954.40                    | 1,494.30         | 0.00               | 0.00 | 755.70     | 0.00                    |  |
| ERIKA YULIANA SANDOVAL GARCIA                    | BARRENDERO                | C     | 05/11/2018       | GASE890710 | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94     | 0.00                    |  |
| ADRIANA RODRIGUEZ BAEZ                           | INTENDENTE                | C     | 16/11/2018       | ROBA950720 | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94     | 0.00                    |  |
| MATILDE ROMERO RODRIGUEZ                         | AUXILIAR GENERAL          | C     | 05/11/2018       | RORM69081  | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94     | 0.00                    |  |
| TOTAL MENSUAL:                                   |                           |       |                  |            | 161,699.86    | 2,000.00     | 257,969.90                   | 52,018.95        | 0.00               | 0.00 | 8,809.88   | 8,956.12                |  |
| TOTAL ANUAL:                                     |                           |       |                  |            | 1,940,398.30  | 24,000.00    | 2,579,699.90                 | 52,018.95        | 0.00               | 0.00 | 105,718.56 | 107,593.40              |  |
| PLAZA:                                           |                           |       |                  |            |               |              |                              |                  |                    |      |            |                         |  |
| (B) BASE                                         |                           |       |                  |            |               |              |                              |                  |                    |      |            |                         |  |
| (C) CONFIANZA                                    |                           |       |                  |            |               |              |                              |                  |                    |      |            |                         |  |
| (E) EVENTUAL                                     |                           |       |                  |            |               |              |                              |                  |                    |      |            |                         |  |
| (H) HONORARIOS                                   |                           |       |                  |            |               |              |                              |                  |                    |      |            |                         |  |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHACAN |                         |       |                  |             |               |              | EJERCICIO PRESUPUESTAL: 2021 |                  |                    |      |           |                         |      |
|--------------------------------------------------|-------------------------|-------|------------------|-------------|---------------|--------------|------------------------------|------------------|--------------------|------|-----------|-------------------------|------|
| UNIDAD RESPONSABLE: OFICIALIA MAYOR              |                         |       |                  |             |               |              |                              |                  |                    |      |           |                         |      |
| NOMBRE DEL OCUPANTE                              | PUESTO                  | PLAZA | FECHA DE INGRESO | R. F. C.    | SUELDO/DIETAS | COMPENSACIÓN | AGUINALDO                    | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R.  | PRESTACIONES SINDICALES |      |
| IMELDA ORNELAS VALDEZ                            | AUXILIAR ADMINISTRATIVO | C     | 03/12/2018       | OEVI8602201 | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94    | 0.00                    | 0.00 |
| ROSA ELIA BARRIGA CORNEJO                        | INTENDENTE              | C     | 03/12/2018       | BACR711026  | 6,231.07      | 0.00         | 8,308.09                     | 1,038.51         | 0.00               | 0.00 | 184.94    | 0.00                    | 0.00 |
| ARANZA SILVANA ORTIZ RUIZ                        | AUXILIAR ADMINISTRATIVO | C     | 10/12/2018       | OIRA961011  | 7,554.23      | 0.00         | 10,072.30                    | 1,259.04         | 0.00               | 0.00 | 579.10    | 0.00                    | 0.00 |
| EVELIA SERVIN ALVAREZ                            | BARRENDERA              | C     | 05/11/2018       | SEAE7003171 | 6,231.05      | 0.00         | 8,308.06                     | 1,038.51         | 0.00               | 0.00 | 181.90    | 0.00                    | 0.00 |
| SERGIO MORALES MARQUEZ                           | AUXILIAR GENERAL        | C     | 01/10/2018       | MOM591111   | 8,965.80      | 0.00         | 11,954.40                    | 1,494.30         | 0.00               | 0.00 | 755.70    | 0.00                    | 0.00 |
| MARIA DE LOURDES BECERRA SANDOVAL                | BARRENDERA              | C     | 05/11/2018       | BESL630608  | 6,203.22      | 0.00         | 8,270.95                     | 1,033.87         | 0.00               | 0.00 | 181.90    | 0.00                    | 0.00 |
| JOSE AGUSTIN GUZMAN ORTEGA                       | AUXILIAR GENERAL        | C     | 01/12/2011       | GUOA89122   | 9,016.87      | 0.00         | 12,022.49                    | 1,502.81         | 0.00               | 0.00 | 763.86    | 0.00                    | 0.00 |
| LEONOR ALTAMIRANO RAMOS                          | INTENDENTE              | B     | 11/01/1993       | AARL560707  | 7,582.14      | 0.00         | 16,175.23                    | 4,852.57         | 0.00               | 0.00 | 582.14    | 1,199.67                | 0.00 |
| HORTENCIA DE LA SALUBRAMBILA BRAMBILA            | INTENDENTE              | C     | 01/05/2017       | BAMH84111   | 6,147.25      | 0.00         | 8,196.33                     | 1,024.54         | 0.00               | 0.00 | 175.82    | 0.00                    | 0.00 |
| MA. EDUWIGES MEJIA CISNEROS                      | INTENDENTE              | B     | 15/01/1993       | MECES10712  | 6,309.39      | 0.00         | 13,460.03                    | 4,038.01         | 0.00               | 0.00 | 193.46    | 1,199.67                | 0.00 |
| MARISELA HERNANDEZ RODRIGUEZ                     | INTENDENTE              | B     | 25/01/1999       | HERM72020   | 7,582.14      | 0.00         | 16,175.23                    | 4,852.57         | 0.00               | 0.00 | 582.14    | 1,019.67                | 0.00 |
| ISMAEL DOMINGUEZ ZAVALA                          | VELADOR DEL RASTRO      | B     | 01/01/2005       | DOZ460201   | 7,582.14      | 0.00         | 16,175.23                    | 4,852.57         | 0.00               | 0.00 | 582.14    | 1,412.59                | 0.00 |
| JOSEFINA GARCIA PAZ                              | AUXILIAR ADMINISTRATIVO | B     | 01/03/2004       | GAP1730510  | 6,309.39      | 0.00         | 13,460.03                    | 4,038.01         | 0.00               | 0.00 | 193.46    | 1,300.50                | 0.00 |
| JUAN LOPEZ FLORES                                | INTENDENTE              | C     | 01/12/2008       | LOF3106247  | 6,133.86      | 0.00         | 8,178.48                     | 1,022.31         | 0.00               | 0.00 | 133.86    | 0.00                    | 0.00 |
| HORTENCIA HERRERA QUEVEDO                        | BARRENDERA              | C     | 16/10/2018       | HEHQ740111  | 6,403.72      | 0.00         | 8,538.29                     | 1,067.29         | 0.00               | 0.00 | 203.72    | 0.00                    | 0.00 |
| BENITO GAONA CORONA                              | AUXILIAR GENERAL        | C     | 01/10/2018       | GACB730404  | 5,430.45      | 0.00         | 7,240.60                     | 905.07           | 0.00               | 0.00 | 57.32     | 0.00                    | 0.00 |
| JOSE ALFREDO DURAN MILIAN                        | AUXILIAR GENERAL        | C     | 16/10/2018       | DUMA85011   | 6,403.72      | 0.00         | 8,538.29                     | 1,067.29         | 0.00               | 0.00 | 203.72    | 0.00                    | 0.00 |
| ALMA ROSA ALVAREZ GARCIA                         | BARRENDERA              | C     | 01/10/2018       | AAGA890410  | 6,448.32      | 0.00         | 8,597.75                     | 1,074.72         | 0.00               | 0.00 | 208.58    | 0.00                    | 0.00 |
| ANGELICA GARCIA PEDRAZA                          | INTENDENTE              | C     | 16/10/2018       | GAPA750928  | 6,133.86      | 0.00         | 8,178.48                     | 1,022.31         | 0.00               | 0.00 | 133.86    | 0.00                    | 0.00 |
| ROSA DALIA GUZMAN BERGARA                        | BARRENDERA              | C     | 05/11/2018       | GUBR790402  | 6,403.72      | 0.00         | 8,538.29                     | 1,067.29         | 0.00               | 0.00 | 203.72    | 0.00                    | 0.00 |
| PATRICIA ARCIGA PINEDA                           | INTENDENTE              | C     | 15/11/2018       | AIPP890907  | 6,309.39      | 0.00         | 8,412.52                     | 1,051.56         | 0.00               | 0.00 | 193.46    | 0.00                    | 0.00 |
| JOSE BARRIGA DUARTE                              | MATADOR DEL RASTRO      | C     | 08/01/2012       | BADI840319  | 6,403.72      | 0.00         | 8,538.29                     | 1,067.29         | 0.00               | 0.00 | 203.72    | 0.00                    | 0.00 |
| TOTAL MENSUAL:                                   |                         |       |                  |             | 148,016.49    | 0.00         | 225,647.47                   | 41,408.94        | 0.00               | 0.00 | 6,683.46  | 6,132.09                | 0.00 |
| TOTAL ANUAL:                                     |                         |       |                  |             | 1,776,197.83  | 0.00         | 2,256,474.70                 | 41,408.94        | 0.00               | 0.00 | 80,201.52 | 73,585.12               | 0.00 |
| PLAZA:                                           |                         |       |                  |             |               |              |                              |                  |                    |      |           |                         |      |
| (B) BASE                                         |                         |       |                  |             |               |              |                              |                  |                    |      |           |                         |      |
| (C) CONFIANZA                                    |                         |       |                  |             |               |              |                              |                  |                    |      |           |                         |      |
| (E) EVENTUAL                                     |                         |       |                  |             |               |              |                              |                  |                    |      |           |                         |      |
| (H) HONORARIOS                                   |                         |       |                  |             |               |              |                              |                  |                    |      |           |                         |      |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHACAN |                             |       |                  |            | EJERCICIO PRESUPUESTAL: 2021 |              |            |                  |                    |      |            |                         |      |
|--------------------------------------------------|-----------------------------|-------|------------------|------------|------------------------------|--------------|------------|------------------|--------------------|------|------------|-------------------------|------|
| UNIDAD RESPONSABLE: OFICIALIA MAYOR              |                             |       |                  |            |                              |              |            |                  |                    |      |            |                         |      |
| NOMBRE DEL OCUPANTE                              | PUESTO                      | PLAZA | FECHA DE INGRESO | R. F. C.   | SUELDO/DIETAS                | COMPENSACIÓN | AGUINALDO  | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R.   | PRESTACIONES SINDICALES |      |
| JUAN PABLO BECERRIL CARLOS                       | AUXILIAR DE OFICIALIA       | C     | 16/01/2012       | BECJ910207 | 10,191.97                    | 0.00         | 13,589.30  | 1,698.66         | 0.00               | 0.00 | 957.58     | 0.00                    | 0.00 |
| BERONICA DIAZ CUIN                               | BARRENDERO                  | B     | 01/01/1999       | DIQB600710 | 7,582.14                     | 0.00         | 16,175.23  | 4,852.57         | 0.00               | 0.00 | 582.14     | 1,019.67                | 0.00 |
| MARGARITA BARRIGA RUIZ                           | INTENDENTE                  | B     | 01/01/2005       | BARM55052  | 7,582.14                     | 0.00         | 16,175.23  | 4,852.57         | 0.00               | 0.00 | 582.14     | 839.67                  | 0.00 |
| CUTBERTO BAEZ BARRIGA                            | BARRENDERO                  | C     | 16/08/2013       | BABC581113 | 6,628.14                     | 0.00         | 8,837.52   | 1,104.69         | 0.00               | 0.00 | 228.14     | 0.00                    | 0.00 |
| YOLANDA HERRERA TAPIA                            | BARRENDERO                  | C     | 01/02/2002       | HETY901181 | 6,133.86                     | 0.00         | 8,178.48   | 1,022.31         | 0.00               | 0.00 | 133.86     | 0.00                    | 0.00 |
| ALBERTO GARCIA RAMIREZ                           | AUXILIAR DE PANTEONERO      | C     | 01/01/2015       | GARA690408 | 5,685.02                     | 0.00         | 7,580.03   | 947.50           | 0.00               | 0.00 | 85.02      | 0.00                    | 0.00 |
| OFELIA PINEDA LEDESMA                            | ALMACENISTA                 | C     | 16/01/2012       | PILO740205 | 6,628.14                     | 0.00         | 8,837.52   | 1,104.69         | 0.00               | 0.00 | 228.14     | 0.00                    | 0.00 |
| RAUL HERNANDEZ PADILLA                           | AUXILIAR GENERAL            | C     | 07/01/2019       | HEPR510426 | 9,701.51                     | 0.00         | 12,935.34  | 1,616.92         | 0.00               | 0.00 | 873.40     | 0.00                    | 0.00 |
| LAZARO HURTADO HERNANDEZ                         | AUXILIAR GENERAL            | C     | 01/02/2019       | HUHL680504 | 17,704.75                    | 0.00         | 23,606.34  | 2,950.79         | 0.00               | 0.00 | 2,505.38   | 0.00                    | 0.00 |
| MARIA EUGENIA CORTES VILLA                       | INTENDENTE                  | C     | 01/03/2019       | COVE740826 | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 16.32              | 0.00 | 214.06     | 0.00                    | 0.00 |
| ROBERTO CARLOS MEJIA MONTROYA                    | AUXILIAR GENERAL            | C     | 01/04/2019       | MEMR86110  | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 16.32              | 0.00 | 214.06     | 0.00                    | 0.00 |
| LOURDES BECERRIL ALTAMIRANO                      | AUXILIAR GENERAL            | C     | 01/04/2019       | BEAL781019 | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 0.00               | 0.00 | 214.06     | 0.00                    | 0.00 |
| IRMA PEÑA GUTIERREZ                              | INTENDENTE                  | C     | 20/03/2019       | PEGS40022  | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 0.00               | 0.00 | 214.06     | 0.00                    | 0.00 |
| DAVID JUAREZ SAUCEDO                             | AUXILIAR GENERAL            | C     | 02/05/2019       | JUSD650813 | 8,268.16                     | 0.00         | 11,024.21  | 1,378.03         | 40.62              | 0.00 | 656.78     | 0.00                    | 0.00 |
| M. SALUD GAITAN CARBAJAL                         | INTENDENTE                  | C     | 01/05/2019       | GACM56012  | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 48.12              | 0.00 | 214.06     | 0.00                    | 0.00 |
| MARIBEL MENDOZA SORIA                            | AUXILIAR GENERAL            | C     | 15/05/2019       | MESM72031  | 6,260.59                     | 0.00         | 8,347.45   | 1,043.43         | 87.96              | 0.00 | 188.14     | 0.00                    | 0.00 |
| BLANCA ELENA PUNZO BECERRA                       | AUXILIAR GENERAL            | C     | 15/05/2019       | PUBB840504 | 6,260.59                     | 0.00         | 8,347.45   | 1,043.43         | 0.00               | 0.00 | 188.14     | 0.00                    | 0.00 |
| JOVITA BECERRA RODRIGUEZ                         | AUXILIAR EN CASA DE CULTURA | C     | 29/04/2019       | BEJRS30420 | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 0.00               | 0.00 | 214.06     | 0.00                    | 0.00 |
| EDITH AVILES CORNEJO                             | AUXILIAR ADMINISTRATIVO     | C     | 03/06/2019       | AICB804308 | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 0.00               | 0.00 | 214.06     | 0.00                    | 0.00 |
| LETICIA JUAREZ SAUCEDO                           | AUXILIAR GENERAL            | C     | 01/07/2019       | JUSL670202 | 6,498.68                     | 0.00         | 8,664.91   | 1,083.11         | 0.00               | 0.00 | 214.06     | 0.00                    | 0.00 |
| VERONICA GARCIA MACIEL                           | INTENDENTE                  | C     | 01/01/2020       | GAMV65052  | 6,852.56                     | 0.00         | 9,136.75   | 1,142.09         | 0.00               | 0.00 | 252.56     | 0.00                    | 0.00 |
| LUIS FERNANDO QUIROZ ESCALANTE                   | AUXILIAR GENERAL            | C     | 01/01/2020       | QUEJ951015 | 6,564.95                     | 0.00         | 8,753.27   | 1,094.16         | 0.00               | 0.00 | 221.26     | 0.00                    | 0.00 |
| TOTAL MENSUAL:                                   |                             |       |                  |            | 164,033.98                   | 0.00         | 230,843.39 | 34,516.76        | 209.34             | 0.00 | 9,395.16   | 1,859.33                | 0.00 |
| TOTAL ANUAL:                                     |                             |       |                  |            | 1,968,407.72                 | 0.00         | 230,843.39 | 34,516.76        | 2,512.08           | 0.00 | 112,741.92 | 22,312.00               | 0.00 |
| PLAZA:                                           |                             |       |                  |            |                              |              |            |                  |                    |      |            |                         |      |
| (B) BASE                                         |                             |       |                  |            |                              |              |            |                  |                    |      |            |                         |      |
| (C) CONFIANZA                                    |                             |       |                  |            |                              |              |            |                  |                    |      |            |                         |      |
| (E) EVENTUAL                                     |                             |       |                  |            |                              |              |            |                  |                    |      |            |                         |      |
| (H) HONORARIOS                                   |                             |       |                  |            |                              |              |            |                  |                    |      |            |                         |      |

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| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOACAN |                  |       |                  |            |               | EJERCICIO PRESUPUESTAL: 2021 |            |                  |                    |      |            |                |
|---------------------------------------------------|------------------|-------|------------------|------------|---------------|------------------------------|------------|------------------|--------------------|------|------------|----------------|
| UNIDAD RESPONSABLE: SEGURIDAD PUBLICA             |                  |       |                  |            |               |                              |            |                  |                    |      |            |                |
| NOMBRE DEL OCUPANTE                               | PUESTO           | PLAZA | FECHA DE INGRESO | R. F. C.   | SUELDO/DIETAS | COMPENSACIÓN                 | AGUINALDO  | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R.   | CUOTA SINDICAL |
| CAIN GARCIA PULIDO                                | POICIA MUNICIPAL | C     | 16/12/2016       | GAPC820304 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| ADI KARINA BARRIGA BAEZ                           | POICIA MUNICIPAL | C     | 16/12/2016       | 8ABA970308 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| FELIX GARCIA DIAZ                                 | POICIA MUNICIPAL | C     | 01/05/2017       | GAD9F40118 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| EDUARDO GARIBAY CHAVEZ                            | POICIA MUNICIPAL | C     | 01/05/2017       | GAC801223  | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| J. JESUS BAEZ RAMIREZ                             | POICIA MUNICIPAL | C     | 01/11/2017       | BAR830130  | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| LUIS ANTONIO CASTRO GARCIA                        | POICIA MUNICIPAL | C     | 19/02/2019       | CAG850105  | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| GLORIA GRISELDA PEREZ PINEDA                      | POICIA MUNICIPAL | C     | 09/09/2019       | PEP6800405 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| ADAN RANGEL PAMATZ                                | POICIA MUNICIPAL | C     | 09/09/2019       | RAPA820903 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| ESTEBAN MEZA CAPIZ                                | POICIA MUNICIPAL | C     | 29/10/2019       | MICE820115 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| RAUL HERNANDEZ TORRES                             | POICIA MUNICIPAL | C     | 29/10/2019       | HETR700527 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| MARIA ELENA ABARCA PIRITA                         | POICIA MUNICIPAL | C     | 08/07/2020       | AAPE920725 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| JOSET CEBERROS ROLDAN                             | POICIA MUNICIPAL | C     | 14/08/2020       | CERU900705 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| MARTIN OSVALDO GONZALEZ MADRIZ                    | POICIA MUNICIPAL | C     | 03/09/2020       | GOMM831111 | 10,497.00     | 406.16                       | 20,994.00  | 1,749.50         | 0.00               | 0.00 | 1,012.40   | 0.00           |
| ANTONIO OROZCO PEIMBERT                           | RESCATISTA       | C     | 01/02/2004       | OOPA790606 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| JOSE PEREZ DIAZ                                   | RESCATISTA       | C     | 01/08/2011       | PEDJ740509 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| SANDRA MARTINEZ ALTAMIRANO                        | RESCATISTA       | C     | 15/01/2015       | MAAS930715 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| VICTOR OROZCO RUIZ                                | RESCATISTA       | C     | 16/09/2016       | OOR8060724 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| HUGO IVAN TRINIDAD TRINIDAD                       | RESCATISTA       | C     | 16/02/2017       | TIHP40501P | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| FELIPE DE JESUS CAMPOS PONCE                      | RESCATISTA       | C     | 01/08/2019       | CAPF850916 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| CHRISTOPHER CORIA GUZMAN                          | RESCATISTA       | C     | 29/02/2020       | COC6C40706 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| JAQUELIN NUÑEZ QUINTANA                           | RESCATISTA       | C     | 16/06/2020       | NUQU001116 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| ALEJANDRO GUTIERREZ MEDINA                        | RESCATISTA       | C     | 01/08/2020       | GUM8A82042 | 10,445.23     | 0.00                         | 20,890.46  | 1,740.87         | 0.00               | 0.00 | 1,002.96   | 0.00           |
| TOTAL MENSUAL:                                    |                  |       |                  |            | 230,468.04    | 5,280.08                     | 460,936.08 | 38,411.34        | 0.00               | 0.00 | 22,187.84  | 0.00           |
| TOTAL ANUAL:                                      |                  |       |                  |            | 2,765,616.50  | 63,360.96                    | 460,936.08 | 38,411.34        | 0.00               | 0.00 | 266,254.08 | 0.00           |
| PLAZA:                                            |                  |       |                  |            |               |                              |            |                  |                    |      |            |                |
| (B) BASE                                          |                  |       |                  |            |               |                              |            |                  |                    |      |            |                |
| (C) CONFIANZA                                     |                  |       |                  |            |               |                              |            |                  |                    |      |            |                |
| (E) EVENTUAL                                      |                  |       |                  |            |               |                              |            |                  |                    |      |            |                |
| (H) HONORARIOS                                    |                  |       |                  |            |               |                              |            |                  |                    |      |            |                |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOACAN |                     |       |                  |             |               |              | EJERCICIO PRESUPUESTAL: 2021 |                  |                    |      |          |                |  |
|---------------------------------------------------|---------------------|-------|------------------|-------------|---------------|--------------|------------------------------|------------------|--------------------|------|----------|----------------|--|
| UNIDAD RESPONSABLE: SEGURIDAD PUBLICA             |                     |       |                  |             |               |              |                              |                  |                    |      |          |                |  |
| NOMBRE DEL OCUPANTE                               | PUESTO              | PLAZA | FECHA DE INGRESO | R. F. C.    | SUELDO/DIETAS | COMPENSACIÓN | AGUINALDO                    | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R. | CUOTA SINDICAL |  |
| GRISELDA HERNANDEZ HUERTA                         | COCINERA A          | C     | 07/12/2018       | HEHG730423  | 10,039.76     | 0.00         | 20,079.52                    | 1,673.29         | 0.00               | 0.00 | 930.30   | 0.00           |  |
| MARGARITA RENDON LIÑAN                            | AYUDANTE DE COCINA  | C     | 29/09/2013       | RELMS71105  | 9,416.71      | 406.16       | 18,833.43                    | 1,569.45         | 0.00               | 0.00 | 827.84   | 0.00           |  |
| DAVID BAEZ RAMIREZ                                | POLICIA MUNICIPAL B | C     | 01/05/2017       | BARD790311  | 9,416.71      | 406.16       | 18,833.43                    | 1,569.45         | 0.00               | 0.00 | 827.84   | 0.00           |  |
| MARIA ISABEL ORNELAS ZEPEDA                       | COCINERA            | C     | 01/05/2005       | OEZ6711053  | 9,416.71      | 406.16       | 18,833.43                    | 1,569.45         | 0.00               | 0.00 | 827.84   | 0.00           |  |
| RITA ESTRADA VARGAS                               | COCINERA            | C     | 03/07/2012       | EAVR730617  | 9,416.71      | 406.16       | 18,833.43                    | 1,569.45         | 0.00               | 0.00 | 827.84   | 0.00           |  |
| JOSE MANUEL ESCOBAR LEDESMA                       | JUEZ CALIFICADOR    | C     | 03/06/2019       | EOLMS0326   | 8,965.80      | 0.00         | 17,931.60                    | 1,494.30         | 0.00               | 0.00 | 755.70   | 0.00           |  |
| EFRAIN PEREZ FIGUEROA                             | POLICIA MUNICIPAL C | C     | 01/06/2020       | PEFE791115  | 8,965.80      | 0.00         | 17,931.60                    | 1,494.30         | 0.00               | 0.00 | 755.70   | 0.00           |  |
| MARIA YESENIA DIAZ RANGEL                         | SECRETARIA          | C     | 01/04/2013       | DIRY7506115 | 8,723.40      | 357.58       | 17,446.80                    | 1,453.90         | 0.00               | 0.00 | 716.92   | 0.00           |  |
| CECILIA GARCIA BECERRA                            | COCINERA A          | C     | 07/12/2018       | GABC591209  | 6,592.58      | 0.00         | 13,185.15                    | 1,098.76         | 0.00               | 0.00 | 224.26   | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.00 | 1,012.40 | 0.00           |  |
| VACANTE                                           | POLICIA MUNICIPAL   | C     |                  |             | 10,497.00     | 406.16       | 20,994.00                    | 1,749.50         | 0.00               | 0.0  |          |                |  |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOACAN     |                            |       |                  |             |               |              | EJERCICIO PRESUPUESTAL: 2021 |                  |                    |      |            |                         |  |
|-------------------------------------------------------|----------------------------|-------|------------------|-------------|---------------|--------------|------------------------------|------------------|--------------------|------|------------|-------------------------|--|
| UNIDAD RESPONSABLE: DESARROLLO INTEGRAL DE LA FAMILIA |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |
| NOMBRE DEL OCUPANTE                                   | PUESTO                     | PLAZA | FECHA DE INGRESO | R. F. C.    | SUELDO/DIETAS | COMPENSACIÓN | AGUINALDO                    | PRIMA VACACIONAL | SUBSIDIO AL EMPLEO | IMSS | I. S. R.   | PRESTACIONES SINDICALES |  |
| JORGE ANTONIO AVILA MARTINEZ                          | AUXILIAR ADMINISTRATIVO    | B     | 01/12/2002       | AIMJ700425  | 19,916.10     | 0.00         | 42,487.68                    | 12,746.30        | 0.00               | 0.00 | 2,977.74   | 1,424.59                |  |
| MARTHA LETICIA CHAVEZ ORNELAS                         | PROMOTOR                   | B     | 01/03/2010       | CAOM88090   | 0.00          | 0.00         | 0.00                         | 0.00             | 0.00               | 0.00 | 0.00       | 0.00                    |  |
| JAQUELINA JUDITH CALIX GAITAN                         | AUXILIAR DE TERAPIA FISICA | C     | 01/10/2015       | CAGI620513  | 8,723.59      | 0.00         | 11,631.45                    | 1,453.93         | 0.00               | 0.00 | 716.94     | 0.00                    |  |
| NORMA ARACELI LOPEZ HERNANDEZ                         | ASESOR JURIDICO DEL DIF    | C     | 10/09/2018       | LOHN810628  | 11,443.46     | 0.00         | 15,257.95                    | 1,907.24         | 0.00               | 0.00 | 1,181.84   | 0.00                    |  |
| SAIRA YARELI ZEPEDA JIMENEZ                           | PSICOLOGA DEL DIF          | C     | 15/10/2018       | ZEIS851223K | 9,511.78      | 0.00         | 12,682.38                    | 1,585.30         | 0.00               | 0.00 | 843.06     | 0.00                    |  |
| FERNANDO ROJAS BECERRA                                | CHOFER                     | C     | 16/01/2012       | ROBF830302  | 7,053.19      | 0.00         | 9,404.26                     | 1,175.53         | 0.00               | 0.00 | 309.78     | 0.00                    |  |
| ROXANA BARRAJAS ANGUIANO                              | PROMOTOR                   | C     | 01/10/2018       | BAAR810529  | 7,582.14      | 0.00         | 10,109.52                    | 1,263.69         | 0.00               | 0.00 | 582.14     | 0.00                    |  |
| LOURDES JANETE GARCIA GAITAN                          | ENC. ESTANCIA ADULTO MAYOR | C     | 02/10/2018       | GAGL830214  | 6,229.30      | 0.00         | 8,305.73                     | 1,038.22         | 0.00               | 0.00 | 184.74     | 0.00                    |  |
| JOSE DE JESUS MARTINEZ OCHOA                          | PROMOTOR                   | C     | 16/01/2012       | MAOI890323  | 7,806.54      | 0.00         | 10,408.72                    | 1,301.09         | 0.00               | 0.00 | 606.54     | 0.00                    |  |
| MARISOL PAZ TELLEZ                                    | PROMOTOR                   | C     | 16/01/2012       | PATM721231  | 7,582.14      | 0.00         | 10,109.52                    | 1,263.69         | 0.00               | 0.00 | 582.14     | 0.00                    |  |
| MARIA DEL LOURDES HERNANDEZ HUERTA                    | TRABAJADORA SOCIAL         | C     | 07/01/2019       | HEHL610210  | 8,499.31      | 0.00         | 11,332.42                    | 1,416.55         | 0.00               | 0.00 | 681.92     | 0.00                    |  |
| XIMENA GUADALUPE ORNELAS MENDOZA                      | PSICOLOGA DEL DIF          | C     | 16/02/2019       | OEMX950419  | 7,554.21      | 0.00         | 10,072.27                    | 1,259.03         | 0.00               | 0.00 | 579.10     | 0.00                    |  |
| MERCEDES PINEDA LEDESMA                               | AUXILIAR GENERAL           | C     | 15/04/2019       | PILM780526  | 6,628.14      | 0.00         | 8,837.52                     | 1,104.69         | 0.00               | 0.00 | 228.14     | 0.00                    |  |
| ERIKA LISETHE CHAVEZ ANGEL                            | AUXILIAR ADMINISTRATIVO    | C     | 20/01/2020       | CAAE950607  | 10,191.97     | 0.00         | 13,589.30                    | 1,698.66         | 0.00               | 0.00 | 957.58     | 0.00                    |  |
| NOEMI GONZALEZ ROJAS                                  | COORDINADOR DEL DIF        | C     | 01/03/2020       | GORN760515  | 12,712.38     | 0.00         | 16,949.84                    | 2,118.73         | 0.00               | 0.00 | 1,439.02   | 0.00                    |  |
|                                                       |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |
|                                                       |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |
| TOTAL MENSUAL:                                        |                            |       |                  |             | 131,434.26    | 0.00         | 191,178.56                   | 31,332.66        | 0.00               | 0.00 | 11,870.68  | 1,424.59                |  |
| TOTAL ANUAL:                                          |                            |       |                  |             | 1,577,211.08  | 0.00         | 191,178.56                   | 31,332.66        | 0.00               | 0.00 | 142,448.16 | 17,095.08               |  |
| PLAZA:                                                |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |
| (B) BASE                                              |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |
| (C) CONFIANZA                                         |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |
| (E) EVENTUAL                                          |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |
| (H) HONORARIOS                                        |                            |       |                  |             |               |              |                              |                  |                    |      |            |                         |  |

| NOMBRE DEL MUNICIPIO: MUNICIPIO DE ARIO MICHOACAN |                                |        |       |                     | EJERCICIO PRESUPUESTAL: 2021 |
|---------------------------------------------------|--------------------------------|--------|-------|---------------------|------------------------------|
| CLAVE                                             | PUESTO                         | NÚMERO | PLAZA | SUELDO BASE MENSUAL |                              |
| 1                                                 | PRESIDENTE MUNICIPAL           | 1      | C     | 103,937.34          |                              |
| 2                                                 | SINDICO MUNICIPAL              | 1      | C     | 72,116.34           |                              |
| 3                                                 | REGIDOR                        | 7      | C     | 54,754.92           |                              |
| 4                                                 | TESORERO MUNICIPAL             | 1      | C     | 53,869.52           |                              |
| 5                                                 | DIRECTOR DE OBRAS PUBLICAS     | 1      | C     | 52,774.11           |                              |
| 6                                                 | OFICIAL MAYOR                  | 1      | C     | 37,954.80           |                              |
| 7                                                 | DIRECTOR DE SEGURIDAD PUBLICA  | 1      | C     | 37,007.14           |                              |
| 8                                                 | CONTRALOR MUNICIPAL            | 1      | C     | 33,914.52           |                              |
| 9                                                 | SECRETARIO DEL H. AYUNTAMIENTO | 1      | C     | 32,567.78           |                              |
| 10                                                | AUXILIAR CONTABLE              | 1      | C     | 31,693.59           |                              |
| 11                                                | TECNICO ADMINISTRATIVO         | 1      | C     | 26,185.75           |                              |
| 12                                                | SUBDIRECTOR SEGURIDAD PUBLICA  | 1      | C     | 24,802.54           |                              |
| 13                                                | DOCTOR DEL H. AYUNTAMIENTO     | 1      | C     | 21,727.56           |                              |
| 14                                                | ASESOR JURIDICO                | 1      | C     | 20,434.21           |                              |
| 15                                                | AUXILIAR ADMINISTRATIVO A      | 1      | B     | 19,916.10           |                              |
| 16                                                | AUXILIAR ADMINISTRATIVO B      | 2      | C     | 19,322.57           |                              |
| 17                                                | AUXILIAR ADMINISTRATIVO C      | 1      | B     | 18,722.86           |                              |
| 18                                                | AUXILIAR ADMINISTRATIVO D      | 1      | B     | 18,468.52           |                              |
| 19                                                | AUXILIAR GENERAL A             | 2      | C     | 18,438.34           |                              |
| 20                                                | COMANDANTE DE PROTECCION CIVIL | 1      | C     | 18,212.95           |                              |
| 21                                                | ENLACE DE ITAIMICH             | 1      | C     | 17,888.96           |                              |
| 22                                                | AUXILIAR ADMINISTRATIVO E      | 1      | C     | 17,704.75           |                              |
| 23                                                | AUXILIAR GENERAL B             | 1      | C     | 17,704.75           |                              |
| 24                                                | AUXILIAR ADMINISTRATIVO F      | 1      | C     | 17,451.24           |                              |
| 25                                                | MEDICO VETERINARIO             | 1      | C     | 17,099.46           |                              |
| 26                                                | MECANICO A                     | 1      | B     | 16,256.72           |                              |
| 27                                                | AUXILIAR ADMINISTRATIVO G      | 1      | B     | 16,179.62           |                              |
| 28                                                | SECRETARIA DE SINDICATURA      | 1      | B     | 16,179.62           |                              |
| 29                                                | RECAUDADOR DE LA VIA PUBLICA A | 1      | B     | 16,117.77           |                              |
| 30                                                | AUXILIAR ADMINISTRATIVO H      | 1      | C     | 15,925.36           |                              |
| 31                                                | COORDINADOR DE PROTOCOLO       | 1      | C     | 15,889.46           |                              |
| 32                                                | AUXILIAR ADMINISTRATIVO I      | 1      | B     | 15,619.52           |                              |
| 33                                                | AUTORIDAD SUSTANCIADORA        | 1      | C     | 15,331.92           |                              |
| 34                                                | ENCARGADO DE ASEO Y LIMPIA     | 1      | C     | 15,331.92           |                              |
| 35                                                | ENC. DEL NODO EN LA UNSNH      | 1      | C     | 15,331.92           |                              |
| 36                                                | AUXILIAR ADMINISTRATIVO J      | 1      | B     | 14,908.00           |                              |
| 37                                                | AUXILIAR DE URBANISMO A        | 1      | B     | 14,817.66           |                              |
| 38                                                | AUXILIAR ADMINISTRATIVO K      | 1      | B     | 14,292.71           |                              |

|     |                                |    |   |           |
|-----|--------------------------------|----|---|-----------|
| 39  | AUX. ACCESO A LA INFORMACION   | 1  | B | 14,022.13 |
| 40  | DIRECTOR DE ECOLOGIA           | 1  | C | 14,022.13 |
| 41  | AUXILIAR DE PROTOCOLO A        | 1  | B | 13,764.47 |
| 42  | AUXILIAR ADMINISTRATIVO L      | 1  | C | 13,764.45 |
| 43  | AUXILIAR DE DESARROLLO SOCIAL  | 1  | C | 13,636.38 |
| 44  | AUTORIDAD INVESTIGADORA        | 1  | B | 13,544.05 |
| 45  | SUPERVISOR                     | 1  | C | 13,462.82 |
| 46  | OPERADOR DE MAQUINARIA         | 1  | B | 13,457.26 |
| 47  | ALBAÑIL DE OBRAS PUBLICAS A    | 1  | B | 12,873.42 |
| 48  | COORDINADOR DEL DIF            | 1  | C | 12,712.38 |
| 49  | AUXILIAR ADMINISTRATIVO M      | 1  | C | 12,462.51 |
| 50  | AUXILIAR ADMINISTRATIVO N      | 1  | B | 12,364.76 |
| 51  | DIRECTOR DE DESARROLLO RURAL   | 1  | C | 12,364.76 |
| 52  | AUXILIAR ADMINISTRATIVO O      | 1  | C | 12,140.36 |
| 53  | JEFE DE GRUPO                  | 5  | C | 12,137.62 |
| 54  | JEFE DE ADMINISTRACION         | 1  | C | 12,137.62 |
| 55  | AUXILIAR ADMINISTRATIVO P      | 1  | B | 11,962.52 |
| 56  | ENC. DE RECURSOS HUMANOS       | 1  | C | 11,786.76 |
| 57  | AUXILIAR DE PROTOCOLO B        | 1  | B | 11,612.06 |
| 58  | PANTEONERO A                   | 1  | B | 11,611.79 |
| 59  | AUXILIAR ADMINISTRATIVO Q      | 1  | B | 11,541.36 |
| 60  | AUXILIAR ADMINISTRATIVO R      | 1  | C | 11,443.46 |
| 61  | ASESOR JURIDICO DEL DIF        | 1  | C | 11,443.46 |
| 62  | AUXILIAR ADMINISTRATIVO S      | 1  | B | 11,124.72 |
| 63  | SECRETARIA ADMINISTRATIVA      | 1  | B | 11,124.72 |
| 64  | CORTADOR DEL RASTRO A          | 1  | B | 11,124.72 |
| 65  | INSPECTOR DE LA VIA PUBLICA    | 1  | B | 11,094.52 |
| 66  | POLICIA MUNICIPAL A            | 1  | C | 11,078.29 |
| 67  | ALBAÑIL DE OBRAS PUBLICAS B    | 1  | B | 10,988.70 |
| 68  | ELECTRICISTA DE URBANISMO      | 1  | C | 10,941.50 |
| 69  | CHOFER DE VOLTEO               | 1  | B | 10,881.06 |
| 70  | CHOFER A                       | 3  | B | 10,881.06 |
| 71  | CHOFER DE CAMIONETA            | 1  | B | 10,881.06 |
| 72  | AUX. DE ALUMBRADO PUBLICO A    | 1  | B | 10,750.46 |
| 73  | AUXILIAR ADMINISTRATIVO T      | 1  | B | 10,669.36 |
| 74  | AUXILIAR ADMINISTRATIVO U      | 1  | C | 10,527.40 |
| 75  | ENC. DE COMUNICACION SOCIAL    | 1  | C | 10,497.78 |
| 76  | POLICIA MUNICIPAL B            | 35 | C | 10,497.00 |
| 77  | PINTOR DE OBRAS PUBLICAS A     | 1  | B | 10,490.55 |
| 78  | RESCATISTA                     | 9  | C | 10,445.23 |
| 79  | CHOFER B                       | 1  | B | 10,439.54 |
| 80  | DESARROLLO RURAL               | 1  | C | 10,439.54 |
| 81  | AUX DE BIBLIOTECARIA           | 1  | B | 10,439.54 |
| 82  | MATADOR DEL RASTRO A           | 1  | B | 10,348.25 |
| 83  | SECRETARIA DE URBANISMO        | 1  | B | 10,251.63 |
| 84  | AUXILIAR ADMINISTRATIVO V      | 1  | C | 10,245.16 |
| 85  | AUXILIAR ADMINISTRATIVO W      | 1  | C | 10,191.97 |
| 86  | AUXILIAR DE OFICIALIA          | 1  | C | 10,191.97 |
| 87  | COCINERA A                     | 1  | C | 10,039.76 |
| 88  | TRABAJADORA SOCIAL             | 1  | C | 10,030.68 |
| 89  | SOBRESTANTE                    | 1  | B | 9,983.77  |
| 90  | MECANICO B                     | 1  | B | 9,926.69  |
| 91  | AUXILIAR ADMINISTRATIVO X      | 1  | C | 9,906.40  |
| 92  | CHOFER C                       | 2  | B | 9,906.40  |
| 93  | JEFE DEL AREA TALLER MECANICO  | 1  | C | 9,906.40  |
| 94  | ELECTRICISTA                   | 1  | B | 9,906.40  |
| 95  | AUXILIAR DE PRESIDENCIA        | 1  | C | 9,906.40  |
| 96  | SECRETARIA A                   | 1  | C | 9,906.40  |
| 97  | ALBAÑIL DE OBRAS PUBLICAS C    | 1  | C | 9,880.63  |
| 98  | SUPERVISOR                     | 1  | C | 9,833.30  |
| 99  | AUXILIAR DE URBANISMO B        | 1  | B | 9,828.96  |
| 100 | AUX. DE ALUMBRADO PUBLICO B    | 1  | B | 9,821.21  |
| 101 | AUXILIAR ADMINISTRATIVO Y      | 1  | B | 9,701.51  |
| 102 | AUXILIAR GENERAL C             | 1  | C | 9,701.51  |
| 103 | PINTOR DE OBRAS PUBLICAS B     | 1  | B | 9,597.25  |
| 104 | AUXILIAR ADMINISTRATIVO Z      | 1  | C | 9,511.78  |
| 105 | PSICOLOGA DEL DIF              | 1  | C | 9,511.78  |
| 106 | MATADOR DEL RASTRO B           | 1  | B | 9,476.62  |
| 107 | AUXILIAR DE ENLACE SIALUMENTA  | 1  | C | 9,456.27  |
| 108 | COCINERA B                     | 2  | C | 9,416.71  |
| 109 | AYUDANTE DE COCINA             | 1  | C | 9,416.71  |
| 110 | POLICIA MUNICIPAL C            | 1  | C | 9,416.71  |
| 111 | ALBAÑIL DE OBRAS PUBLICAS D    | 1  | B | 9,256.96  |
| 112 | AUXILIAR ADMINISTRATIVO AA     | 1  | C | 9,211.02  |
| 113 | AUX DE COMUNICACION SOCIAL A   | 1  | C | 9,211.02  |
| 114 | ALBAÑIL DE OBRAS PUBLICAS E    | 1  | B | 9,044.95  |
| 115 | SOLDADOR                       | 1  | C | 9,016.93  |
| 116 | AUXILIAR GENERAL D             | 1  | C | 9,016.87  |
| 117 | AUXILIAR ADMINISTRATIVO AB     | 2  | C | 8,965.80  |
| 118 | AUXILIAR GENERAL E             | 2  | C | 8,965.80  |
| 119 | PANTEONERO B                   | 1  | C | 8,965.80  |
| 120 | SECRETARIA B                   | 1  | B | 8,965.80  |
| 121 | CORTADOR Y DESTAZADOR RASTRO   | 1  | C | 8,965.80  |
| 122 | POLICIA MUNICIPAL D            | 1  | C | 8,965.80  |
| 123 | JUEZ CALIFICADOR               | 1  | C | 8,965.80  |
| 124 | AUXILIAR ADMINISTRATIVO AC     | 1  | B | 8,926.10  |
| 125 | AUXILIAR ADMINISTRATIVO AD     | 1  | B | 8,889.62  |
| 126 | CORTADOR DEL RASTRO B          | 1  | B | 8,868.67  |
| 127 | AUX DE OBRAS PUBLICAS          | 1  | C | 8,766.21  |
| 128 | SECRETARIA DEL NODO UMSNH      | 1  | C | 8,733.58  |
| 129 | AUXILIAR DE TERAPIA FISICA     | 1  | C | 8,723.59  |
| 130 | SECRETARIA                     | 1  | C | 8,723.40  |
| 131 | AUXILIAR ADMINISTRATIVO AE     | 1  | C | 8,715.68  |
| 132 | AUX DE COMUNICACION SOCIAL B   | 1  | B | 8,715.68  |
| 133 | AUXILIAR DE RECURSOS HUMANOS   | 1  | B | 8,714.44  |
| 134 | MATANCERO                      | 1  | B | 8,707.58  |
| 135 | AUX DE PROGRAMA OPORTUNIDADES  | 1  | B | 8,502.03  |
| 136 | AUXILIAR ADMINISTRATIVO AF     | 1  | C | 8,499.31  |
| 137 | TRABAJADORA SOCIAL             | 1  | C | 8,499.31  |
| 138 | INTENDENTE A                   | 1  | B | 8,419.84  |
| 139 | AUXILIAR GENERAL F             | 1  | C | 8,268.16  |
| 140 | AUXILIAR ADMINISTRATIVO AG     | 1  | B | 8,157.33  |
| 141 | AYUDANTE DE MAQUINARIA         | 1  | B | 8,144.44  |
| 142 | INTENDENTE B                   | 1  | C | 8,105.46  |
| 143 | RECAUDADOR DE LA VIA PUBLICA B | 1  | C | 8,037.01  |
| 144 | INTENDENTE C                   | 1  | B | 8,030.96  |
| 145 | AUXILIAR GENERAL G             | 1  | C | 8,014.29  |
| 146 | INTENDENTE D                   | 1  | C | 8,014.29  |
| 147 | PINTOR DE URBANISMO            | 1  | B | 7,954.07  |
| 148 | PARQUES Y JARDINES             | 1  | C | 7,897.67  |
| 149 | PROMOTOR                       | 1  | C | 7,806.34  |
| 150 | AYUDANTE DE CAMION VOLTEO A    | 1  | B | 7,603.69  |
| 151 | INTENDENTE E                   | 3  | B | 7,582.14  |
| 152 | PROMOTOR                       | 2  | C | 7,582.14  |
| 153 | AYUDANTE DE CAMION VOLTEO B    | 1  | B | 7,582.14  |
| 154 | VELADOR DEL RASTRO             | 1  | B | 7,582.14  |
| 155 | BARRENDERIA A                  | 1  | B | 7,582.14  |
| 156 | AUXILIAR ADMINISTRATIVO AH     | 2  | C | 7,554.23  |

|     |                                |   |   |          |
|-----|--------------------------------|---|---|----------|
| 157 | AUXILIAR GENERAL H             | 1 | C | 7,554.23 |
| 158 | ALBAÑIL DE URBANISMO           | 1 | C | 7,554.23 |
| 159 | AUXILIAR GENERAL I             | 1 | C | 7,554.21 |
| 160 | ENLACE SECRETARIA DEL MIGRANTE | 1 | C | 7,554.21 |
| 161 | PSICOLOGA DEL DIF              | 1 | C | 7,554.21 |
| 162 | AUXILIAR GENERAL J             | 1 | C | 7,477.43 |
| 163 | ALBAÑIL DE OBRAS PUBLICAS F    | 1 | C | 7,477.43 |
| 164 | PARQUES Y JARDINES             | 4 | C | 7,477.43 |
| 165 | AUX DE MTTO GENERAL            | 1 | B | 7,339.99 |
| 166 | AUX DE ALBAÑIL                 | 1 | C | 7,132.69 |
| 167 | CHOFER D                       | 1 | C | 7,053.19 |
| 168 | RECOLECTOR DE BASURA A         | 1 | B | 7,050.35 |
| 169 | ALMACENISTA A                  | 1 | B | 7,046.31 |
| 170 | CORTADOR DEL RASTRO C          | 1 | B | 6,965.05 |
| 171 | RECOLECTOR DE BASURA B         | 1 | C | 6,879.25 |
| 172 | INTENDENTE F                   | 1 | C | 6,852.56 |
| 173 | AUXILIAR ADMINISTRATIVO AI     | 2 | C | 6,819.24 |
| 174 | AUXILIAR GENERAL K             | 1 | C | 6,819.24 |
| 175 | INTENDENTE G                   | 1 | C | 6,819.24 |
| 176 | INTENDENTE H                   | 1 | B | 6,819.20 |
| 177 | BARRENDERO                     | 1 | C | 6,819.20 |
| 178 | AUXILIAR ADMINISTRATIVO AJ     | 2 | C | 6,693.66 |
| 179 | AUXILIAR GENERAL L             | 1 | C | 6,693.66 |
| 180 | AUXILIAR GENERAL M             | 1 | C | 6,628.14 |
| 181 | ALMACENISTA B                  | 1 | C | 6,628.14 |
| 182 | BARRENDERA B                   | 1 | C | 6,628.14 |
| 183 | PARQUES Y JARDINES             | 1 | B | 6,608.52 |
| 184 | COCINERA C                     | 1 | C | 6,592.58 |
| 185 | AUXILIAR ADMINISTRATIVO AK     | 2 | C | 6,564.95 |
| 186 | AUXILIAR GENERAL N             | 1 | C | 6,564.95 |
| 187 | AUX. DE COMUNICACIÓN SOCIAL C  | 1 | C | 6,564.95 |
| 188 | INTENDENTE I                   | 2 | C | 6,564.95 |
| 189 | AUXILIAR GENERAL O             | 1 | C | 6,507.05 |
| 190 | AUXILIAR ADMINISTRATIVO AL     | 1 | C | 6,498.68 |
| 191 | AUXILIAR GENERAL P             | 3 | C | 6,498.68 |
| 192 | INTENDENTE J                   | 3 | C | 6,498.68 |
| 193 | AUXILIAR EN CASA DE CULTURA    | 1 | C | 6,498.68 |
| 194 | AUXILIAR ADMINISTRATIVO AM     | 1 | C | 6,448.46 |
| 195 | BARRENDERA C                   | 1 | C | 6,448.32 |
| 196 | AUXILIAR GENERAL Q             | 1 | C | 6,403.72 |
| 197 | MATADOR DEL RASTRO C           | 1 | C | 6,403.72 |
| 198 | BARRENDERA D                   | 2 | C | 6,403.72 |
| 199 | AUXILIAR DE OFICIALIA          | 1 | C | 6,337.96 |
| 200 | AUXILIAR GENERAL R             | 2 | C | 6,309.41 |
| 201 | PARQUES Y JARDINES             | 1 | C | 6,309.41 |
| 202 | AUXILIAR ADMINISTRATIVO AN     | 1 | B | 6,309.39 |
| 203 | AUXILIAR ADMINISTRATIVO AO     | 1 | C | 6,309.39 |
| 204 | INTENDENTE K                   | 1 | B | 6,309.39 |
| 205 | INTENDENTE L                   | 1 | C | 6,309.39 |
| 206 | AUXILIAR GENERAL S             | 2 | C | 6,260.59 |
| 207 | AUXILIAR ADMINISTRATIVO AP     | 2 | C | 6,231.07 |
| 208 | AUXILIAR GENERAL T             | 1 | C | 6,231.07 |
| 209 | INTENDENTE M                   | 2 | C | 6,231.07 |
| 210 | BARRENDERA E                   | 2 | C | 6,231.07 |
| 211 | RECOLECTOR DE BASURA C         | 1 | C | 6,231.07 |
| 212 | PELADOR DEL RASTRO             | 1 | C | 6,231.07 |
| 213 | BARRENDERA F                   | 1 | C | 6,231.05 |
| 214 | ENC. ESTANCIA ADULTO MAYOR     | 1 | C | 6,229.30 |
| 215 | BARRENDERA G                   | 1 | C | 6,203.22 |
| 216 | INTENDENTE N                   | 1 | C | 6,147.25 |
| 217 | INTENDENTE O                   | 2 | C | 6,133.86 |
| 218 | BARRENDERA H                   | 1 | C | 6,133.86 |
| 219 | AUXILIAR DE PANTEONERO         | 1 | C | 5,685.02 |
| 220 | AUXILIAR GENERAL U             | 1 | C | 5,430.45 |

## ACTA NÚMERO 43

## SESIÓN ORDINARIA

En la ciudad de Ario de Rosales, Municipio de Ario, del estado de Michoacán de Ocampo; siendo las 10:00 horas (diez horas), del día lunes 28 diciembre del año 2020, dos mil veinte; y con fundamento legal en el artículo 115 de la Constitución Política de los Estados Unidos Mexicanos, Título V de la Constitución Política del Estado de Michoacán de Ocampo, así como los artículos 26 numeral I y 28 de la Ley Orgánica Municipal de este Estado, se reunieron los miembros del H. Ayuntamiento en el recinto oficial del Palacio Municipal, ubicado en el portal Álvaro Obregón No. 8, de la colonia Centro, con la finalidad de celebrar reunión ordinaria del Honorable Ayuntamiento, para tratar el siguiente:

## ORDEN DEL DÍA

1.- ...

2.- ...

3.- ...

**4.- AUTORIZCIÓN DEL PRESUPUESTO DE INGRESOS Y EGRESOS, ASÍ COMO LA PLANTILLA DE PERSONAL, EL TABULADOR DE SUELDOS, Y EL PROGRMA OPERATIVO ANUAL, DEL COMITÉ DE AGUA POTABLE DEL AÑO 2021.**

5.- ...

6.- ...

7.- ...

8.- ..

9.- ...

CUARTO.- Autorización del Presupuesto de Ingresos y Egresos, así como la Plantilla de Personal, el Tabulador de Sueldos, y el Programa Operativo Anual del Comité de Agua Potable del año 20121. Para el desahogo de este punto, el C. José Luis Pedraza, titular del Organismo Operador de Agua Potable del Municipio de Ario, informa a la asamblea en manera textual individual, el Presupuesto de Ingresos y toda la información referente a este punto, para su análisis detallado, el cual, después de un estudio colegiado, y aclaradas las dudas presentadas, eas pasado a votación y aprobado por la asamblea de manera unánime.

No habiendo otro asunto que tratar, la C. Irma Moreno Martínez, Presidenta Constitucional de éste Municipio, declaró: «una vez agotado el orden del día, se da por terminada la presente Sesión Ordinaria de Cabildo. Siendo las 12:00 horas del mismo día de su inicio». Firmando de conformidad los que en ella intervinieron.

C. Priv. Irma Moreno Martínez, Presidente Municipal; Ing. Luis Manuel Parra León, Síndico; Regidores: C. Gabriela García Pérez, Ing. Constantino Saucedo León, Profra. Leticia Meza Becerra, Dr. Rafael A. Pedraza Núñez, C. Marco Antonio Román León, Lic. Adriana Talía Estrada Ruiz, P.J. María del Pilar García Soto, Profr. Javier Mora López, Secretario del H. Ayuntamiento. (Firmados).

| PRESUPUESTO DE INGRESOS                                                                        |                                                                          |              |              |              |            |            |            |            |            |            |            |            |            |
|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------|--------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| NOMBRE DEL MUNICIPIO: COMITÉ DE AGUA POTABLE Y ALCANTARILLADO DEL MUNICIPIO DE ARIÓ DE ROSALES |                                                                          |              |              |              |            |            |            |            |            |            |            |            |            |
| EJERCICIO PRESUPUESTAL: 2021                                                                   |                                                                          |              |              |              |            |            |            |            |            |            |            |            |            |
| TOTAL DEL PRESUPUESTO:                                                                         |                                                                          | 7,950,990.00 |              |              |            |            |            |            |            |            |            |            |            |
| CÓDIGO                                                                                         | RUBRO/TIPO/CLASE/CONCEPTO                                                | ANUAL        | ENERO        | FEBRERO      | MARZO      | ABRIL      | MAYO       | JUNIO      | JULIO      | AGOSTO     | SEPTIEMBRE | OCTUBRE    | NOVIEMBRE  |
| 1                                                                                              | EXISTENCIA PERÍODO ANTERIOR                                              |              |              |              |            |            |            |            |            |            |            |            |            |
| 2                                                                                              | IMPUESTOS                                                                |              |              |              |            |            |            |            |            |            |            |            |            |
| 3                                                                                              | CUOTAS Y APORTACIONES DE SEGURIDAD SOCIAL                                |              |              |              |            |            |            |            |            |            |            |            |            |
| 4                                                                                              | CONTRIBUCIONES DE MEJORAS                                                |              |              |              |            |            |            |            |            |            |            |            |            |
| 5                                                                                              | DERECHOS                                                                 |              |              |              |            |            |            |            |            |            |            |            |            |
| 6                                                                                              | PRODUCTOS                                                                |              |              |              |            |            |            |            |            |            |            |            |            |
| 7                                                                                              | APROVECHAMIENTOS                                                         |              |              |              |            |            |            |            |            |            |            |            |            |
| 7                                                                                              | INGRESOS POR VENTAS DE BIENES Y SERVICIOS DE ORGANISMOS DESCENTRALIZADOS | 7,950,990.00 | 2,991,737.00 | 1,164,062.00 | 647,891.00 | 302,052.00 | 353,868.00 | 220,481.00 | 893,010.00 | 245,125.00 | 228,870.00 | 212,970.00 | 379,833.00 |
|                                                                                                | POR ABAST. DE AGUA POTABLE Y ALCANTARILLADO                              | 6,111,880.00 | 2,202,460.00 | 1,005,897.00 | 524,553.00 | 210,883.00 | 266,690.00 | 144,516.00 | 760,907.00 | 165,435.00 | 153,926.00 | 137,661.00 | 289,926.00 |
|                                                                                                | DERECHOS DE CONEXIÓN Y RECONEXIÓN DE AGUA POTABLE                        | 286,362.00   | 25,534.00    | 23,988.00    | 25,534.00  | 23,988.00  | 23,988.00  | 25,534.00  | 23,988.00  | 25,534.00  | 23,988.00  | 25,534.00  | 19,374.00  |
|                                                                                                | DERECHOS DE CONEXIÓN Y RECONEXIÓN DE DRENAJE SANITARIO                   | 175,472.00   | 14,623.00    | 14,623.00    | 14,623.00  | 14,623.00  | 14,623.00  | 14,623.00  | 14,623.00  | 14,623.00  | 14,623.00  | 14,623.00  | 14,623.00  |
|                                                                                                | CERTIFICACIONES                                                          | 21,480.00    | 1,790.00     | 1,790.00     | 1,790.00   | 1,790.00   | 1,790.00   | 1,790.00   | 1,790.00   | 1,790.00   | 1,790.00   | 1,790.00   | 1,790.00   |
|                                                                                                | DER. POR USO DE OBRA DE CABEZA DE AGUA POT.                              | 11,690.00    | 5,000.00     |              | 5,000.00   |            |            |            | 1,690.00   |            |            |            |            |
|                                                                                                | DER. POR USO DE OBRA DE CABEZA DE ALCANT.                                | 10,615.00    | 4,076.00     |              | 4,076.00   |            |            |            | 2,463.00   |            |            |            |            |
|                                                                                                | DER. DE INCORPORACIÓN DE AGUA POTABLE                                    | 21,378.00    | 12,000.00    |              | 5,000.00   |            |            |            |            |            |            |            |            |
|                                                                                                | DER. DE INCORPORACIÓN DE ALCANTARILLADO                                  | 5,597.00     | 1,947.00     |              | 1,947.00   |            |            |            |            |            |            |            |            |
|                                                                                                | CONTRATOS DE AGUA TRATADA                                                | 6,100.00     |              |              | 6,100.00   |            |            |            | 1,803.00   |            |            |            |            |
|                                                                                                | POR ABAST. DE AGUA TRATADA                                               | 249,500.00   | 112,500.00   | 47,000.00    | 22,500.00  | 5,000.00   | 9,000.00   | 3,250.00   | 21,000.00  | 4,975.00   | 3,775.00   | 2,800.00   | 8,350.00   |
|                                                                                                | SERVICIO POR REPT. GENERALES                                             | 240,000.00   | 20,000.00    | 20,000.00    | 20,000.00  | 20,000.00  | 20,000.00  | 20,000.00  | 20,000.00  | 20,000.00  | 20,000.00  | 20,000.00  | 20,000.00  |
|                                                                                                | OTROS DERECHOS                                                           | 536,000.00   |              |              |            |            |            |            |            |            |            |            |            |
|                                                                                                | RECARGOS                                                                 | 265,000.00   | 55,000.00    | 50,000.00    | 15,000.00  | 25,000.00  | 18,000.00  | 10,000.00  | 10,000.00  | 12,000.00  | 10,000.00  | 10,000.00  | 25,000.00  |
|                                                                                                | HONORARIOS Y GASTOS DE EJECUCIÓN                                         | 9,216.00     | 768.00       | 768.00       | 768.00     | 768.00     | 768.00     |            |            | 768.00     | 768.00     | 768.00     | 768.00     |
| 8                                                                                              | PARTICIPACIONES Y APORTACIONES                                           |              |              |              |            |            |            |            |            |            |            |            |            |
| 9                                                                                              | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y                                |              |              |              |            |            |            |            |            |            |            |            |            |
| 0                                                                                              | INGRESOS DERIVADOS DE FINANCIAMIENTOS                                    |              |              |              |            |            |            |            |            |            |            |            |            |
|                                                                                                | TOTAL DEL PRESUPUESTO                                                    | 7,950,990.00 | 2,991,737.00 | 1,164,062.00 | 647,891.00 | 302,052.00 | 353,868.00 | 220,481.00 | 893,010.00 | 245,125.00 | 228,870.00 | 212,970.00 | 379,833.00 |

| RESUMEN POR CONCEPTO |                                                         |              |              |              |            |            |            |            |            |            |            |            |            |
|----------------------|---------------------------------------------------------|--------------|--------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| CÓDIGO               | RUBRO                                                   | ANUAL        | ENERO        | FEBRERO      | MARZO      | ABRIL      | MAYO       | JUNIO      | JULIO      | AGOSTO     | SEPTIEMBRE | OCTUBRE    | NOVIEMBRE  |
| 1                    | Impuestos                                               |              |              |              |            |            |            |            |            |            |            |            |            |
| 2                    | Cuotas y Aportaciones de Seguridad Social.              |              |              |              |            |            |            |            |            |            |            |            |            |
| 3                    | Contribuciones de Mejoras                               |              |              |              |            |            |            |            |            |            |            |            |            |
| 4                    | Derechos                                                | -            | -            | -            | -          | -          | -          | -          | -          | -          | -          | -          | -          |
| 5                    | Productos                                               |              |              |              |            |            |            |            |            |            |            |            |            |
| 6                    | Aprovechamientos                                        |              |              |              |            |            |            |            |            |            |            |            |            |
| 7                    | Ingresos por ventas de bienes y servicios               | 7,950,990.00 | 2,991,737.00 | 1,164,062.00 | 647,891.00 | 302,052.00 | 353,868.00 | 220,481.00 | 893,010.00 | 245,125.00 | 228,870.00 | 212,970.00 | 379,833.00 |
| 8                    | Participaciones y Aportaciones.                         |              |              |              |            |            |            |            |            |            |            |            |            |
| 9                    | Transferencias, Asignaciones, subsidios y otras ayudas. |              |              |              |            |            |            |            |            |            |            |            |            |
| 0                    | Ingresos derivados de financiamientos.                  |              |              |              |            |            |            |            |            |            |            |            |            |
|                      | TOTAL DEL PRESUPUESTO                                   | 7,950,990.00 | 2,991,737.00 | 1,164,062.00 | 647,891.00 | 302,052.00 | 353,868.00 | 220,481.00 | 893,010.00 | 245,125.00 | 228,870.00 | 212,970.00 | 379,833.00 |

| PRESUPUESTO DE EGRESOS GENERAL                                                                 |                                                                                                             |              |            |            |            |            |            |            |            |            |            |            |            |
|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| NOMBRE DEL MUNICIPIO: COMITÉ DE AGUA POTABLE Y ALCANTARILLADO DEL MUNICIPIO DE ARIÓ DE ROSALES |                                                                                                             |              |            |            |            |            |            |            |            |            |            |            |            |
| EJERCICIO PRESUPUESTAL: 2021                                                                   |                                                                                                             |              |            |            |            |            |            |            |            |            |            |            |            |
| TOTAL DEL PRESUPUESTO:                                                                         |                                                                                                             | 7,950,990.00 |            |            |            |            |            |            |            |            |            |            |            |
| CODIGO                                                                                         | DESCRIPCION/CONCEPTO/PARTIDA                                                                                | ANUAL        | ENERO      | FEBRERO    | MARZO      | ABRIL      | MAYO       | JUNIO      | JULIO      | AGOSTO     | SEPTIEMBRE | OCTUBRE    | NOVIEMBRE  |
| 1000                                                                                           | SERVICIOS PERSONALES                                                                                        | 4,711,188.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 | 392,699.00 |
| 113                                                                                            | 11301 SUeldo base al personal permanente                                                                    | 3,383,544.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 | 281,962.00 |
| 121                                                                                            | 12101 honorarios                                                                                            | 6,004.00     | 417.00     | 417.00     | 417.00     | 417.00     | 417.00     | 417.00     | 417.00     | 417.00     | 417.00     | 417.00     | 417.00     |
| 122                                                                                            | 12201 Sueldo base al personal eventual                                                                      | 62,297.67    | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   | 4,358.14   |
| 131                                                                                            | 13101 Prima quinquenal por años de servicios                                                                | 33,600.00    | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   | 2,800.00   |
| 132                                                                                            | 13201 Primas de vacaciones y dominical                                                                      | 167,858.57   | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  | 13,154.88  |
| 133                                                                                            | 13301 Aguinaldo o gratificación de fin de año                                                               | 601,523.76   | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  | 50,126.98  |
| 134                                                                                            | 13401 Remuneraciones por horas extraordinarias                                                              | 90,000.00    | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   | 7,500.00   |
| 152                                                                                            | 15202 PAGO DE LIQUIDACIONES                                                                                 | 217,356.00   | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  | 18,113.00  |
| 169                                                                                            | 16901 OTRAS PRESTACIONES                                                                                    | 170,000.00   | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  | 14,167.00  |
| 2000                                                                                           | MATERIALES Y SUMINISTROS                                                                                    | 1,695,360.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 | 141,280.00 |
| 211                                                                                            | 21101 MATERIALES Y ÚTILES DE OFICINA                                                                        | 69,996.00    | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   | 5,833.00   |
| 212                                                                                            | 21201 MATERIALES Y ÚTILES DE IMPRESION Y REPRODUCCION                                                       | 58,084.00    | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   | 4,167.00   |
| 214                                                                                            | 21401 MAT. Y ÚTILES PARA EL PROCESAMIENTO EN EQUIPOS Y REDES INFORMATICAS                                   | 60,000.00    | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   |
| 221                                                                                            | 22106 PROD. ALIMEN. P/ EL PERSONAL DERIVADO DE ACTIVIDADES EXTRAORDINARIAS                                  | 45,000.00    | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   | 3,750.00   |
| 242                                                                                            | 24201 CEMENTO Y PRODUCTOS DE CONCRETO                                                                       | 125,040.00   | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  | 10,420.00  |
| 249                                                                                            | 24901 OTROS MATERIALES Y ARTICULOS DE CONSTRUCCION Y REPARACION                                             | 185,040.00   | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  | 15,420.00  |
| 249                                                                                            | 24902 MATERIAL PARA AGUA POTABLE                                                                            | 309,600.00   | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  | 25,800.00  |
| 253                                                                                            | 25301 MEDICINAS Y PRODUCTOS FARMACEUTICOS                                                                   | 270,000.00   | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  | 22,500.00  |
| 259                                                                                            | 25901 OTROS PRODUCTOS QUIMICOS                                                                              | 110,400.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   | 9,200.00   |
| 261                                                                                            | 26104 COMBUSTIBLES, LUBRICANTES Y OTROS PARA VEHICULOS TERRESTRES, AERIOS, MARITIMOS, LACUSTRES Y FLUVIALES | 360,240.00   | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  | 30,020.00  |
| 271                                                                                            | 27101 VESTUARIOS Y UNIFORMES                                                                                | 30,000.00    | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   |
| 291                                                                                            | 29101 HERRAMIENTAS MENORES                                                                                  | 50,040.00    | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   |
| 296                                                                                            | 29601 REPARACIONES Y ACCESORIOS MENORES DE EQUIPO DE TRANSPORTE                                             | 39,086.00    | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   | 2,500.00   |
| 3000                                                                                           | SERVICIOS GENERALES                                                                                         | 1,644,422.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 | 168,870.00 |
| 311                                                                                            | 31101 SERVICIO DE ENERGIA ELECTRICA                                                                         | 35,004.00    | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   | 2,917.00   |
| 314                                                                                            | 31401 SERVICIO TELEFONICO CONVENCIONAL                                                                      | 20,004.00    | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   | 1,667.00   |
| 315                                                                                            | 31501 SERVICIO DE TELEFONIA CELULAR                                                                         | 48,000.00    | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   |
| 317                                                                                            | 31701 SERVICIOS DE CONDUCCION DE SEÑALES                                                                    | 20,040.00    | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   | 1,670.00   |
| 322                                                                                            | 32201 ARRENDAMIENTOS DE EDIFICIOS Y LOCALES                                                                 | 210,000.00   | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  | 17,500.00  |
| 331                                                                                            | 33104 OTRAS ASesorías PARA LA OPERACIÓN DE                                                                  | 60,000.00    | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   | 5,000.00   |
| 340                                                                                            | 34101 SERVICIOS BANCARIOS Y FINANCIEROS                                                                     | 35,040.00    | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   |
| 351                                                                                            | 35101 MANTENIMIENTO Y CONSERVACION DE INMUEBLES                                                             | 40,080.00    | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   | 3,340.00   |
| 353                                                                                            | 35301 MANTENIMIENTO Y CONSERVACION DE BIENES                                                                | 50,040.00    | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   | 4,170.00   |
| 359                                                                                            | 35901 MANTENIMIENTO Y CONSERVACION DE VEHICULOS                                                             | 170,040.00   | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  | 14,170.00  |
| 357                                                                                            | 35715 MANTENIMIENTO Y REPARACION DE PLANTAS                                                                 | 120,000.00   | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  | 10,000.00  |
| 361                                                                                            | 36101 DIFUSION DE MENSAJES Y ACTIVIDADES                                                                    | 22,034.00    | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   | 1,836.00   |
| 375                                                                                            | 37504 VIATICOS NACIONALES PARA SERVIDORES                                                                   | 48,000.00    | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   | 4,000.00   |
| 382                                                                                            | 38202 CULTURA DEL AGUA                                                                                      | 35,040.00    | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   | 2,920.00   |
| 392                                                                                            | 39202 VALORES DE TRANSITO PLACAS, TARJETAS Y                                                                | 32,000.00    | 32,000.00  |            |            |            |            |            |            |            |            |            |            |
| 392                                                                                            | 39209 OTROS IMPUESTOS Y DERECHOS                                                                            | 530,000.00   | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  | 53,000.00  |
| 398                                                                                            | 39801 IMPUESTO SOBRE NOMINA                                                                                 | 72,120.00    | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   | 6,010.00   |
| 400                                                                                            | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS                                                      |              |            |            |            |            |            |            |            |            |            |            |            |
| 5000                                                                                           | BIENES MUEBLES, INMUEBLES E INTANGIBLES                                                                     |              |            |            |            |            |            |            |            |            |            |            |            |

[illegible][illegible]**PROGRAMA OPERATIVO ANUAL**

**NOMBRE DEL MUNICIPIO: COMITÉ DE AGUA POTABLE Y ALCANTARILLADO DEL MUNICIPIO DE ARIO DE ROSALES**

**FINALIDAD: DESARROLLO SOCIAL**

EJERCICIO FISCAL 2021

**FUNCIÓN: VIVIENDA Y SERVICIOS A LA COMUNIDAD**

**SUBFUNCIÓN: ABASTECIMIENTO DE AGUA POTABLE**

| NOMBRE DE LA UR  | CLAVE  | NIVEL        | FIN, PROPOSITO, COMPONENTE Y ACTIVIDAD (DESCRIPCION)                                                                                                                      | META PROGRAMADA                                                                          |          |                 |                  | BENEFICIARIOS/DESTINATARIOS (AÑO) |          |
|------------------|--------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------|-----------------|------------------|-----------------------------------|----------|
|                  |        |              |                                                                                                                                                                           | UNIDAD DE MEDIDA                                                                         | CANTIDAD | MONTO           | FECHA DE TÉRMINO | TIPO                              | CANTIDAD |
| COMITÉ DE AGUA P | F 1    | Fin          | SUFICIENTE SERVICIO DE SUMINISTRO DE AGUA POTABLE                                                                                                                         | POBLACION TOTAL/POBLACION CON EL SERVICIO X 100                                          |          | \$ 7,950,980.00 | 31/12/2021       | TODOS                             | 17000    |
| COMITÉ DE AGUA P | P1     | Propósito 1  | SUFICIENCIA DE RECURSOS PARA APLICAR EN LA ADMINISTRACION, OPERACION Y EN UN PROGRAMA DE RECAUDACION DEL REZAGO                                                           | RECURSOS PRESUPUESTADOS(REQUERIDOS)/ RECURSOS RECAUDADOSX100                             |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P1C1   | Componente 1 | COBRAR EL SERVICIO DE SUMINISTRO DE AGUA POTABLE EN EL COBRO DEL SERVICIO DE SUMINISTRO DE AGUA SANEAMIENTO Y ALCANTARILLADO                                              | ICACSAPSA= INDICE EN EL CUMPLIMIENTO EN LO ADMINISTRATIVO Y EN EL COBRO DEL              |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P1C1A1 | Actividad 1  | ASIGNACION DE RECURSOS PARA EL CUMPLIMIENTO EN LO ADMINISTRATIVO Y EN EL COBRO DEL SERVICIO DE SUMINISTRO DE AGUA, SANEAMIENTO Y ALCANTARILLADO                           | SRA=RECURSOS PRESUPUESTADOS / RECURSOS REQUERIDOSX100                                    |          | \$ 4,855,014.48 | 31/12/2021       | TODOS                             | 17000    |
| COMITÉ DE AGUA P | P1C1A2 | Actividad 2  | ASIGNACION DE RECURSOS PARA EL CUMPLIMIENTO EN LO OPERATIVO EN LA PRESTACION DEL SERVICIO DE SUMINISTRO, SANEAMIENTO Y ALCANTARILLADO                                     | IAROC=RECURSOS APLICADOS/RECURSOS PRESUPUESTADOS X100                                    |          | \$ 3,095,975.52 | 31/12/2021       | TODOS                             | 17000    |
| COMITÉ DE AGUA P | P1C2   | Componente 2 | EXISTENCIA DE NORMAS JURIDICAS QUE NOS PERMITAN FORZAR AL USUARIO A PAGAR SU SERVICIO DE SUMINISTRO DE AGUA, SANEAMIENTO Y ALCANTARILLADO                                 | INI=NORMAS JURIDICAS CREADAS/ NORMAS JURIDICAS EXISTENTES X100                           |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P1C2A1 | Actividad 1  | ASIGNACION DE RECURSOS PARA LA ELABORACION DE NORMAS JURIDICAS QUE NOS PERMITAN FORZAR AL USUARIO A PAGAR SU SERVICIO DE SUMINISTRO DE AGUA, SANEAMIENTO Y ALCANTARILLADO | SRENI=RECURSOS PRESUPUESTADOS / RECURSOS REQUERIDOSX100                                  |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P2     | Propósito 2  | SUFICIENTE Y APROPIADA INFRAESTRUCTURA PARA PRESTAR EL SERVICIO DE SUMINISTRO DE AGUA, SANEAMIENTO Y ALCANTARILLADO                                                       | KILOMETRO DE REDES NUEVAS / KILOMETRO DE REDES EXISTENTES X 100                          |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P2C1   | Componente 1 | MANTENIMIENTO DE LA INFRAESTRUCTURA DE ALMACENAMIENTO Y DISTRIBUCION DEL SERVICIO DE AGUA, SANEAMIENTO Y ALCANTARILLADO                                                   | IM=KILOMETROS DE RED MANTENIDOS / KILOMETROS DE RED EXISTENTES X 100                     |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P2C1A1 | Actividad 1  | ASIGNACION DE RECURSOS PARA EL MANTENIMIENTO DE LA INFRAESTRUCTURA DE ALMACENAMIENTO Y DISTRIBUCION DEL SERVICIO DE AGUA, SANEAMIENTO Y ALCANTARILLADO                    | IMDA=DEPOSITOS DE ALMACENAMIENTO MANTENIDOS / TOTAL DE DEPOSITOS DE ALMACENAMIENTO X 100 |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P2C2   | Componente 2 | SUFICIENCIA DE INFRAESTRUCTURA PARA PRESTAR EL SERVICIO DE SUMINISTRO DE AGUA, SANEAMIENTO Y ALCANTARILLADO                                                               | IK=KILOMETROS DE RED NUEVOS / KILOMETROS DE RED EXISTENTES X 100                         |          |                 |                  |                                   |          |
| COMITÉ DE AGUA P | P2C2A1 | Actividad 1  | ASIGNACION DE RECURSOS PARA LA REALIZACION DE INFRAESTRUCTURA PARA PRESTAR EL SERVICIO DE SUMINISTRO DE AGUA, SANEAMIENTO Y ALCANTARILLADO                                | IARI=KILOMETROS DE REDES CONSTRUIDOS/ KILOMETROS DE RED EXISTENTES X100                  |          |                 |                  |                                   |          |

## PLANTILLA DE PERSONAL

NOMBRE DEL MUNICIPIO: COMITÉ DE AGUA POTABLE Y ALCANTARILLADO DEL MUNICIPIO ARIO DE ROSALES

EJERCICIO PRESUPUESTAL: 2021

UNIDAD RESPONSABLE: DIRECCION GENERAL

| NOMBRE DEL EMPLEADO             | PUESTO         | PLAZA | FECHA DE INGRESO | SUELDO BASE  | COMPENSACIÓN | AGUINALDO     | PRIMA VACACIONAL | SUBSIDIO | IMSS | I. S. R.     |  | CUOTA SINDICAL |
|---------------------------------|----------------|-------|------------------|--------------|--------------|---------------|------------------|----------|------|--------------|--|----------------|
| JOSE LUIS ZARCO PEDRAZA         | DIRECTOR       | C     | 01/09/2015       | \$ 50,974.00 |              | \$ 108,744.53 | \$ 28,545.44     |          |      | \$ 13,655.08 |  |                |
| CONTRERAS MARROQUIN JOSE JUAN   | SUBDIRECTOR    | C     | 20/10/2003       | \$ 37,057.00 |              | \$ 79,054.93  | \$ 20,751.92     |          |      | \$ 8,737.70  |  |                |
| HERRERA ARREOLA PATRICIA        | AUX.- ADMIVO.  | B     | 16/05/1995       | \$ 16,824.00 |              | \$ 35,891.20  | \$ 9,421.44      |          |      | \$ 2,892.30  |  |                |
| ZEPEDA CALDERON FERNANDO        | AUX.- ADMIVO.  | B     | 12/10/1996       | \$ 16,824.00 |              | \$ 35,891.20  | \$ 9,421.44      |          |      | \$ 2,892.30  |  |                |
| DOMINGUEZ MARQUEZ DANIEL        | AUX.- ADMIVO.  | B     | 29/02/2016       | \$ 9,101.00  |              | \$ 19,415.47  | \$ 5,096.56      |          |      | \$ 1,001.63  |  |                |
| HERNANDEZ MARTINEZ ARTEMIO      | AUX.- ADMIVO.  | B     | 18/01/2016       | \$ 7,229.00  |              | \$ 15,421.87  | \$ 4,048.24      |          |      | \$ 656.93    |  |                |
| MAGALANZAS RIVAS DANIEL         | AUX.- ADMIVO.  | B     | 25/01/2016       | \$ 6,951.00  |              | \$ 14,828.80  | \$ 3,892.56      |          |      | \$ 621.33    |  |                |
| ALMALANES BECERRA GUADALUPE     | AUX.- ADMIVO.  | B     | 01/01/2008       | \$ 8,895.00  |              | \$ 18,976.00  | \$ 4,961.20      |          |      | \$ 958.12    |  |                |
| RUIZ GUTIERREZ RUBEN            | AUX DE CONT    | B     | 01/01/2017       | \$ 9,288.00  |              | \$ 19,771.73  | \$ 5,190.08      |          |      | \$ 1,036.85  |  |                |
| COCHA DUARTE LAURA              | AUX DE CONT    | H     |                  | \$ 417.00    |              |               |                  |          |      | \$ -         |  |                |
| VACANTE                         | AUX. ADMIVO.   | B     |                  | \$ 8,200.00  |              | \$ 17,493.33  | \$ 4,592.00      |          |      | \$ 822.76    |  |                |
| VAZQUEZ OROS LETICIA            | AUX. DE MANT.  | B     | 08/02/2016       | \$ 6,216.00  |              | \$ 13,260.80  | \$ 3,480.96      |          |      | \$ 273.48    |  |                |
| ALVARADO SILVA ALFONSO          | VALVULERO      | B     | 10/05/1995       | \$ 13,226.00 |              | \$ 28,213.33  | \$ 7,406.00      |          |      | \$ 1,987.20  |  |                |
| BARRIGA VILLA FRANCISCO         | VALVULERO      | B     | 16/05/1990       | \$ 13,226.00 |              | \$ 28,213.33  | \$ 7,406.00      |          |      | \$ 1,987.20  |  |                |
| ALVARADO GUILLÉN JORGE ALJANDRO | FONTANERO      | B     | 01/09/2015       | \$ 11,133.00 |              | \$ 23,750.40  | \$ 6,234.48      |          |      | \$ 1,511.21  |  |                |
| RUIZ ARREOLA ROGELIO            | AUX.- DE FONTA | B     | 30/05/2018       | \$ 8,426.00  |              | \$ 17,975.47  | \$ 4,718.56      |          |      | \$ 865.36    |  |                |
| MENDEZ RODRIGUEZ ANTONIO        | AUX.- DE FONTA | B     | 19/09/2016       | \$ 6,216.00  |              | \$ 13,260.80  | \$ 3,480.96      |          |      | \$ 273.48    |  |                |
| SEDANO RUIZ JOSE                | AUX.- DE FONTA | B     | 01/01/2005       | \$ 6,500.00  |              | \$ 13,866.67  | \$ 3,640.00      |          |      | \$ 563.53    |  |                |
| GARCIA PAREDES FRANCISCO JAVIER | AUX.- DE FONTA | B     | 01/04/2009       | \$ 7,109.00  |              | \$ 15,165.87  | \$ 3,981.04      |          |      | \$ 641.57    |  |                |
| VACANTE                         | AUX.- DE FONTA | B     |                  | \$ 6,216.00  |              | \$ 13,260.80  | \$ 3,480.96      |          |      | \$ 273.48    |  |                |
| CRUZ BECERRIL JORGE MANUEL      | AUX.- DE FONTA | B     | 18/11/2014       | \$ 7,109.00  |              | \$ 15,165.87  | \$ 3,981.04      |          |      | \$ 641.57    |  |                |
| MEJIA ALCALA JOSE MANUEL        | AUX.- DE FONTA | B     | 18/01/2016       | \$ 6,216.00  |              | \$ 13,260.80  | \$ 3,480.96      |          |      | \$ 273.48    |  |                |
| APIA CORIA JOSE CARLOS          | AUX.- DE FONTA | B     | 01/14/2016       | \$ 7,591.00  |              | \$ 16,194.13  | \$ 4,250.96      |          |      | \$ 707.96    |  |                |
| RENDON LOPEZ AVELINO            | AUX. DE MANT.  | B     | 10/04/2017       | \$ 6,035.00  |              | \$ 12,874.67  | \$ 3,379.60      |          |      | \$ 250.29    |  |                |
| VACANTE                         | AUX.- DE FONTA | E     |                  | \$ 5,422.00  |              | \$ 11,566.93  | \$ 3,036.32      |          |      | \$ 130.62    |  |                |

PLAZA:

( B ) BASE

(C) CONFIANZA

( E ) EVENTUAL

( H ) HONORARIOS ASIMILABLES A SALARIOS

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