



PERIÓDICO OFICIAL DEL ESTADO

ÓRGANO DEL GOBIERNO CONSTITUCIONAL DEL ESTADO DE CAMPECHE

FRANQUEO PAGADO PUBLICACIÓN PERIÓDICA PERMISO No. 0110762 CARACTERÍSTICAS 111182816 AUTORIZADO POR SEPOMEX

SEGUNDA SECCIÓN

LAS LEYES, DECRETOS Y DEMÁS DISPOSICIONES OFICIALES OBLIGAN POR EL SOLO HECHO DE PUBLICARSE EN ESTE PERIÓDICO

CUARTA ÉPOCA
Año IX No. 2078

Directora
Lic. Matiana del Carmen Torres López

San Francisco de Campeche, Cam.
Jueves 28 de Diciembre de 2023

SECCIÓN ADMINISTRATIVA

MUNICIPIO DE HOPELCHEN
CAMPECHE

PRESUPUESTO DE EGRESOS
EJERCICIO FISCAL
2024



TESORERÍA

CERTIFICACION

El que suscribe **LIC. SARA ALICIA NAH URIOSTEGUI**, en mi calidad de **SECRETARIO DEL H. AYUNTAMIENTO** del Municipio de Hopelchen, Campeche con fundamento en el artículo 123 fracciones II, III, IV, VIII, IX y X de la Ley Orgánica de los Municipios del Estado de Campeche y 122 fracción V del Reglamento Interior del Honorable Ayuntamiento del Municipio de Hopelchen.

-----**CERTIFICO**-----

Que en la Vigésima sesión ordinaria del H. Cabildo, llevada a cabo el día martes diecinueve de diciembre del año 2023, en el punto número once del orden del día, se aprobó por unanimidad de votos el Presupuesto de Egresos del Municipio de Hopelchén para el Ejercicio Fiscal 2024.

Para los fines legales correspondientes, se expide la presente Certificación en la ciudad de Hopelchen, Campeche, a los veinte días del mes de diciembre de 2023.

CERTIFICO Y DOY FE.

LIC. SARA ALICIA NAH URIOSTEGUI
SECRETARIA DEL H. AYUNTAMIENTO DE HOPELCHEN

CERTIFICACION NUMERO 370/MHC/2023



CAMPECHE
GOBIERNO DE TODOS

TESORERÍA



ES MERO
CHENERO
EL AVANCE DEL DESARROLLO 2023-2024

**TABULADOR DE SUELDOS MENSUAL EJERCICIO FISCAL 2024
DIRECCIÓN DE ADMINISTRACIÓN, H. AYUNTAMIENTO DE HOPELCHÉN
DEPARTAMENTO DE RECURSOS HUMANOS**

Plaza Tabular	Remuneraciones Base						Remuneraciones Adicionales						Total Remuneraciones			
	Sueldo base(1)		Aguinaldo (2)		Prima Vacacional (3)		Vales De Despensa (6)		Prestaciones Sindicales(6)		Compensación (4)		Otras Prestaciones(5)		De	Hasta
	De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta		
Presidente	36,624.00	73,576.80	104,076.00	199,908.25	6,104.00	9,693.92	0.00	0.00	0.00	0.00	32,760.00	59,695.35	31,945.00	202,925.61	211,509.00	545,799.92
Regidor	17,324.80	35,204.95	52,987.20	99,770.55	2,887.47	4,638.33	0.00	0.00	0.00	0.00	18,000.00	31,308.75	43,081.57	137,257.41	134,281.04	308,179.99
Sindico de hacienda	17,324.80	35,204.95	52,987.20	99,770.55	2,887.47	4,638.33	0.00	0.00	0.00	0.00	18,000.00	31,308.75	43,081.57	137,257.41	134,281.04	308,179.99
Sindico juridico	17,324.80	35,204.95	52,987.20	99,770.55	2,887.47	4,638.33	0.00	0.00	0.00	0.00	18,000.00	31,308.75	43,081.57	137,257.41	134,281.04	308,179.99
Secretario del ayuntamiento	14,548.80	29,228.22	50,929.20	96,878.09	2,424.80	3,850.89	0.00	0.00	0.00	0.00	19,404.00	35,358.02	43,081.57	203,257.41	130,388.37	368,572.63
Tesorero Municipal	14,548.80	29,228.22	40,345.20	77,591.90	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	22,500.56	41,270.63	202,874.92	110,937.43	336,046.49
Director de administración	14,548.80	29,228.22	40,345.20	77,591.90	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	22,500.56	41,270.63	202,874.92	110,937.43	336,046.49
Director de obras públicas, desarrollo urbano y ecología	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Director de planeación	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Director de desarrollo social, rural, humano y fomento económico.	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Director de contraloría interna	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Director de cultura deporte y turismo	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Director de servicios públicos	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Director de agua potable	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Director de protección civil (ciudadana)	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Coordinador de comunicación social	14,548.80	25,415.84	40,345.20	67,472.32	2,424.80	3,850.89	0.00	0.00	0.00	0.00	12,348.00	19,565.70	41,270.63	99,874.92	110,937.43	216,179.67
Coordinador de seguridad pública	11,424.00	19,957.01	27,720.00	46,706.12	1,904.00	3,023.79	0.00	0.00	0.00	0.00	7,056.00	11,180.40	19,465.00	47,105.30	67,569.00	127,972.63
Coordinador de asuntos jurídicos	11,424.00	19,957.01	27,720.00	46,706.12	1,904.00	3,023.79	0.00	0.00	0.00	0.00	7,056.00	11,180.40	19,465.00	47,105.30	67,569.00	127,972.63



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Contador municipal	11,424.00	19,957.01	27,720.00	46,706.12	1,904.00	3,023.79	0.00	0.00	0.00	0.00	0.00	7,056.00	11,180.40	19,465.00	78,105.30	158,972.62
Subdirector	11,424.00	19,957.01	27,720.00	46,706.12	1,904.00	3,023.79	0.00	0.00	0.00	0.00	0.00	7,056.00	11,180.40	19,465.00	78,105.30	158,972.62
Secretario particular	7,761.60	12,326.39	25,202.40	41,050.04	1,293.60	1,867.64	0.00	0.00	0.00	0.00	0.00	9,040.00	15,040.30	19,465.00	47,105.30	117,389.66
Jefe de departamento	7,761.60	14,175.35	21,842.40	41,812.00	1,293.60	1,867.64	0.00	0.00	0.00	0.00	0.00	6,800.00	13,699.02	4,425.00	64,004.04	135,568.05
Encargado	4,070.00	12,508.07	9,855.00	26,221.03	678.33	1,895.16	0.00	0.00	0.00	0.00	0.00	2,500.00	4,972.62	4,425.00	22,045.33	67,642.21
Auxiliar administrativo (sind)	7,932.00	19,705.46	15,648.00	41,537.18	1,322.00	2,985.68	0.00	700.00	0.00	49,556.10	7,986.00	2,500.00	7,986.00	6,878.68	95,585.28	218,055.69
Auxiliar (sind)	4,070.00	11,862.40	8,310.00	25,550.01	678.33	1,797.33	0.00	700.00	0.00	49,556.10	5,170.94	1,470.00	5,170.94	6,878.68	95,585.28	214,407.01
Auxiliar electricista (sind)	4,678.30	9,172.12	9,442.95	16,986.52	779.72	1,389.72	0.00	700.00	0.00	49,556.10	1,617.00	1,617.00	2,152.23	6,878.68	95,585.28	233,996.65
Almacenista de agua potable (sind)	4,400.00	8,070.85	7,328.28	13,260.25	733.33	1,222.86	0.00	700.00	0.00	49,556.10	485.52	485.52	769.32	6,878.68	95,585.28	169,164.66
Bibliotecario (sind)	5,830.00	12,633.85	15,832.50	28,384.24	971.67	1,914.22	0.00	700.00	0.00	49,556.10	4,725.00	4,725.00	6,288.98	6,878.68	95,585.28	34,237.85
Chofer (sind)	4,966.50	10,048.02	8,178.03	16,226.01	827.75	1,522.43	0.00	700.00	0.00	49,556.10	485.52	485.52	769.32	6,878.68	95,585.28	213,336.48
Electricista (sind)	8,096.00	15,114.50	14,569.50	32,211.03	1,349.33	2,290.08	0.00	700.00	0.00	49,556.10	1,617.00	1,617.00	6,359.52	6,878.68	95,585.28	201,816.51
Encargado (sind)	4,874.10	9,538.28	11,328.15	27,723.90	812.35	1,445.19	0.00	700.00	0.00	49,556.10	2,678.00	2,678.00	8,944.32	6,878.68	95,585.28	193,493.07
Fontanero (sind)	5,035.80	12,018.93	10,987.20	22,640.31	839.30	1,821.05	0.00	700.00	0.00	49,556.10	2,289.00	2,289.00	3,074.61	6,878.68	95,585.28	185,396.28
Intendente (sind)	4,111.80	9,538.28	7,396.20	16,703.22	685.30	1,445.19	0.00	700.00	0.00	49,556.10	819.00	819.00	1,597.20	6,878.68	95,585.28	175,125.27
Inspector (sind)	6,064.30	11,659.76	9,096.45	17,489.64	1,010.72	1,766.63	0.00	700.00	0.00	49,556.10	0.00	0.00	0.00	6,878.68	95,585.28	230,050.15
Operador de bomba (sind)	5,035.80	12,151.70	11,018.70	22,839.46	839.30	1,841.17	0.00	700.00	0.00	49,556.10	2,310.00	2,310.00	3,074.61	6,878.68	95,585.28	185,748.31
Secretaria (sind)	4,966.50	14,821.37	9,249.75	27,223.30	827.75	2,245.66	0.00	700.00	0.00	49,556.10	1,200.00	1,200.00	3,327.50	6,878.68	95,585.28	193,459.21
Brigadista (sind)	5,610.00	11,745.01	12,495.00	24,405.62	935.00	1,779.55	0.00	700.00	0.00	49,556.10	2,720.00	2,720.00	4,525.40	6,878.68	95,585.28	188,296.95
Velador (sind)	4,620.00	8,951.31	9,561.00	18,877.41	770.00	1,356.26	0.00	700.00	0.00	49,556.10	1,754.00	1,754.00	3,633.63	6,878.68	95,585.28	178,659.98
Auxiliar administrativo	7,106.00	11,940.67	14,124.00	28,891.75	1,184.33	1,809.19	0.00	0.00	0.00	0.00	0.00	2,310.00	7,320.50	5,502.95	20,760.02	70,722.13
Auxiliar contable /egresos	4,562.80	10,565.48	9,049.20	18,992.70	760.47	1,600.83	0.00	0.00	0.00	0.00	0.00	1,470.00	2,096.33	5,502.95	20,760.02	54,015.36
Auxiliar de bacheo	4,070.00	10,048.02	7,605.00	19,683.95	678.33	1,522.43	0.00	0.00	0.00	0.00	0.00	1,000.00	3,074.61	4,042.30	9,782.37	44,111.37
Auxiliar técnico	4,070.00	7,131.70	7,794.00	13,692.30	678.33	1,080.56	0.00	0.00	0.00	0.00	0.00	1,126.00	1,996.50	4,042.30	9,782.37	33,683.42
Auxiliar	4,070.00	8,973.67	9,105.00	19,050.70	678.33	1,359.65	0.00	0.00	0.00	0.00	0.00	2,000.00	3,726.80	4,817.70	11,658.83	44,769.65
Bibliotecario	4,070.00	6,176.57	6,105.00	9,267.85	678.33	936.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,042.30	9,782.37	26,164.93
Brigadista	4,070.00	8,594.93	12,169.50	20,964.25	678.33	1,302.26	0.00	0.00	0.00	0.00	0.00	4,043.00	5,381.23	4,042.30	9,782.37	46,025.04
Rescatista	4,070.00	8,594.93	12,171.00	20,964.25	678.33	1,302.26	0.00	0.00	0.00	0.00	0.00	4,044.00	5,381.23	4,043.30	9,782.37	46,025.04



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Cartero	4,070.00	5,946.58	7,794.00	11,167.92	678.33	901.00	0.00	0.00	0.00	1,126.00	1,498.71	4,042.30	9,782.37	17,710.63	29,296.57
Chofer	4,070.00	9,363.59	10,554.00	21,232.78	678.33	1,418.73	0.00	0.00	0.00	2,966.00	4,791.60	4,042.30	9,782.37	22,310.63	46,589.05
Chofer de maquinaria pesada	7,613.00	16,376.49	12,916.50	26,557.24	1,288.83	2,481.29	0.00	0.00	0.00	988.00	1,328.34	4,042.30	9,782.37	26,838.63	56,525.72
Chofer de presidencia	7,761.60	12,326.39	25,202.40	41,050.04	1,293.60	1,867.84	0.00	0.00	0.00	9,040.00	15,040.30	4,042.30	9,782.37	47,339.90	80,066.73
Electricista	6,606.60	15,276.62	12,146.40	25,891.71	1,101.10	2,314.64	0.00	0.00	0.00	1,491.00	1,984.52	4,042.30	9,782.37	25,387.40	55,249.86
Fontanero	4,070.00	7,267.26	9,066.00	15,039.04	678.33	1,101.10	0.00	0.00	0.00	1,974.00	2,758.76	4,042.30	9,782.37	19,830.63	35,948.53
Fotógrafo	6,006.00	12,179.65	11,056.50	23,091.02	1,001.00	1,845.40	0.00	0.00	0.00	1,365.00	3,214.37	4,042.30	9,782.37	23,470.80	50,112.80
Inspector	4,216.30	9,638.09	13,648.95	24,247.97	702.72	1,460.32	0.00	0.00	0.00	4,883.00	6,527.22	4,042.30	9,782.37	27,493.27	51,655.97
Intendente	4,070.00	7,337.14	7,545.00	13,401.51	678.33	1,111.69	0.00	0.00	0.00	960.00	1,597.20	4,042.30	9,782.37	17,295.63	33,229.90
Jardinero	4,070.00	7,043.65	7,545.00	12,961.28	678.33	1,067.22	0.00	0.00	0.00	960.00	1,597.20	4,042.30	9,782.37	17,295.63	32,451.72
Maestro de danza	4,389.00	8,683.57	8,023.50	15,021.85	731.50	1,315.69	0.00	0.00	0.00	960.00	1,331.00	4,042.30	9,782.37	18,146.30	36,134.47
Maestro de música	4,389.00	8,683.57	8,023.50	15,021.85	731.50	1,315.69	0.00	0.00	0.00	960.00	1,331.00	4,042.30	9,782.37	18,146.30	36,134.47
Mecánico	8,085.00	12,231.36	13,777.50	24,064.29	1,347.50	1,853.24	0.00	0.00	0.00	1,100.00	3,811.50	4,042.30	9,782.37	28,352.30	51,742.75
Médico general (doctor)	5,313.00	10,565.48	11,673.90	21,717.93	885.50	1,600.83	0.00	0.00	0.00	2,469.60	3,913.14	4,817.70	11,658.83	25,159.70	49,456.21
Operador de bomba	4,070.00	6,456.68	7,455.00	12,080.82	678.33	978.29	0.00	0.00	0.00	900.00	1,597.20	4,042.30	9,782.37	17,145.63	30,895.35
Operador de maquinaria	7,969.50	15,628.80	13,454.25	28,055.12	1,328.25	2,368.00	0.00	0.00	0.00	1,000.00	3,074.61	4,042.30	9,782.37	27,794.30	58,908.90
Prefecto	6,803.50	13,310.27	12,536.25	23,067.96	1,133.92	2,016.71	0.00	0.00	0.00	1,554.00	2,068.37	4,042.30	9,782.37	26,069.97	50,245.67
Proyectista	4,158.00	10,271.99	7,230.00	16,729.67	693.00	1,556.36	0.00	0.00	0.00	662.00	881.12	4,042.30	9,782.37	16,785.30	39,221.51
Recolector de basura	4,070.00	7,616.65	7,605.00	16,036.89	678.33	1,154.04	0.00	0.00	0.00	1,000.00	3,074.61	4,042.30	9,782.37	17,395.63	37,664.55
Herrero	4,070.00	7,616.65	6,105.00	11,424.97	678.33	1,154.04	0.00	0.00	0.00	0.00	0.00	4,042.30	9,782.37	14,895.63	29,978.02
Rotulista	4,070.00	6,163.20	6,898.80	10,502.59	678.33	933.82	0.00	0.00	0.00	529.20	838.53	4,042.30	9,782.37	16,218.63	28,220.50
Secretaria	4,070.00	9,098.05	9,570.00	18,258.99	678.33	1,378.49	0.00	0.00	0.00	2,310.00	3,074.61	4,042.30	9,782.37	20,670.63	41,592.51
Soldador	3,465.00	7,043.65	7,717.50	13,919.60	577.50	1,067.22	0.00	0.00	0.00	1,680.00	2,236.08	4,042.30	9,782.37	17,482.30	34,048.92
Supervisor de bacheo	4,504.50	10,565.48	11,009.25	21,508.29	750.75	1,600.83	0.00	0.00	0.00	2,835.00	3,773.39	4,042.30	9,782.37	23,141.80	47,230.35
Supervisor de obra	5,284.40	12,207.60	9,426.60	22,923.31	880.73	1,849.64	0.00	0.00	0.00	1,000.00	3,074.61	4,042.30	9,782.37	20,634.03	49,837.53
Topógrafo	6,488.80	12,702.33	11,698.20	24,294.31	1,063.13	1,924.60	0.00	0.00	0.00	1,300.00	3,493.88	4,042.30	9,782.37	24,622.43	52,197.48
Velador	4,070.00	8,291.66	7,605.00	17,049.41	678.33	1,256.31	0.00	0.00	0.00	1,000.00	3,074.61	4,042.30	9,782.37	17,395.63	39,454.36
Verificador	4,070.00	7,454.53	8,026.50	13,739.31	678.33	1,129.47	0.00	0.00	0.00	1,281.00	1,705.01	4,042.30	9,782.37	18,098.13	33,810.70



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Auxiliar (apoyo)	2,310.00	7,337.14	3,150.00	3,465.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,460.00	10,802.14
Auxiliar administrativo (apoyo)	4,510.00	12,100.00	6,765.00	18,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,275.00	30,250.00
Bibliotecario (apoyo)	1,848.00	4,402.28	2,520.00	2,772.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,368.00	7,174.28
Doctor (apoyo)	6,930.00	14,674.28	10,395.00	22,011.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,325.00	36,665.69
Intendente (apoyo)	1,848.00	4,402.28	2,520.00	2,772.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,368.00	7,174.28
Operador de bomba (apoyo)	924.00	2,347.88	1,260.00	1,386.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,184.00	3,733.88
Velador (apoyo)	1,848.00	4,402.28	2,520.00	2,772.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,368.00	7,174.28
Promotor de salud (apoyo)	1,848.00	4,402.28	2,520.00	2,772.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,368.00	7,174.28
Enfermera (apoyo)	2,772.00	6,750.17	3,780.00	4,158.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,562.00	10,908.17

Nota: El presente tabulador contiene todas las plazas autorizadas en la plantilla municipal, a excepción del DIF Municipal, las Autoridades Auxiliares Municipales y la dirección de Seguridad Pública Municipal.

Las percepciones ordinarias y extraordinarias previstas para el ejercicio fiscal 2024 para el personal de confianza, eventual y sindicalizado son las siguientes:

PARTIDAS ESPECÍFICA COG	PRESTACIONES									
	CONCEPTO	IMPORTE	FUNDAMENTO	PERIODICIDAD	TIPO DE TRABAJADOR					
1111,1131, 1132,1222	SUELDO (1)	CONFORME AL TABULADOR DE SUELDOS	LEY FEDERAL DEL TRABAJO	QUINCENAL	CONFIANZA EVENTUAL Y SINDICALIZADOS					
1132	PAGO DE DIAS CAIDOS (DIA 31 DE CADA MES)(1)	CONFORME AL TABULADOR DE SUELDOS	LEY FEDERAL DEL TRABAJO Y CONDICIONES GENERALES DE TRABAJO	31 DE CADA MES	SINDICALIZADOS					
1322	GRATIFICACION ANUAL (AGUINALDO)(2)	45 DIAS DE SALARIO- CONFIANZA Y EVENTUAL	LEY DE LOS TRABAJADORES AL SERVICIO DEL GOB. DEL EDO. DE CAMPECHE Y CONDICIONES GENERALES DE TRABAJO	ANUAL	CONFIANZA, EVENTUAL SINDICALIZADOS					
1321	PRIMA VACACIONAL / VACACIONES (3)	50 DIAS DE SALARIO - SINDICALIZADOS	LEY FEDERAL DEL TRABAJO Y CONDICIONES GENERALES DE TRABAJO	SEMESTRAL	CONFIANZA, EVENTUAL SINDICALIZADOS					
1345	COMPENSACIÓN (4)	25% DEL MONTO - CONFIANZA Y EVENTUAL 40% DEL MONTO - SINDICALIZADOS DE ACUERDO AL MONTO AUTORIZADO POR SERVIDOR PUBLICO COMPETENTE	AUTORIZACION DEL SERVIDOR PUBLICO COMPETENTE.	QUINCENAL	CONFIANZA, EVENTUAL Y SINDICALIZADOS					