



GOBIERNO DEL ESTADO DE SONORA
SECRETARIA DE HACIENDA
DIRECCION GENERAL DE RECURSOS HUMANOS



TABULADOR INTEGRAL DE GOBIERNO
PARA PUESTO DE BASE Y CONFIANZA, ADMINISTRATIVO, TECNICO Y OPERATIVO
vigente a partir del 1ro. de enero del 2007

| NIVEL | DESCRIPCION | | SUELDOS | | |
|-----------------------------------|-----------------------------|------|---------------|---------------|-----------|
| | | | (I) | (A) | (B) |
| PERSONAL BASE | | | | | |
| 1 | SUELDO | 100% | 4,085.93 | 4,290.23 | 4,504.74 |
| 2 | SUELDO | 100% | 4,685.35 | 4,919.62 | 5,165.60 |
| 3 | SUELDO | 100% | 5,398.05 | 5,667.95 | 5,951.35 |
| 4 | SUELDO | 100% | 6,248.92 | 6,561.37 | 6,889.43 |
| 5 | SUELDO | 100% | 7,199.29 | 7,559.26 | 7,937.22 |
| 6 | SUELDO | 100% | 8,354.24 | 8,771.95 | 9,210.55 |
| 7 | SUELDO | 100% | 9,671.08 | 10,154.63 | 10,662.37 |
| 8 | SUELDO | 100% | 11,195.49 | 11,755.26 | 12,343.02 |
| MANDOS MEDIOS Y SUPERIORES | | | | | |
| 9 | Jefe de Departamento | % | | | |
| | Sueldo | 80% | 10,560.00 | | |
| | Compensacion | 20% | 2,640.00 | | |
| | Total | | 13,200.00 | | |
| 10 | Subdirector | | | | |
| | Sueldo | 80% | 11,984.00 | | |
| | Compensacion | 20% | 2,996.00 | | |
| | Total | | 14,980.00 | | |
| 11 | Director | | | | |
| | Sueldo | 70% | 14,392.00 | | |
| | Compensacion | 30% | 6,168.00 | | |
| | Total | | 20,560.00 | | |
| 12 | Director General | | Mínimo | Máximo | |
| | Sueldo | 50% | 17,095.00 | 17,780.00 | |
| | Compensacion | 50% | 17,095.00 | 17,780.00 | |
| | Total | | 34,190.00 | 35,560.00 | |
| 13 | Subsecretario | | | | |
| | Sueldo | 50% | 22,805.00 | 23,720.00 | |
| | Compensacion | 50% | 22,805.00 | 23,720.00 | |
| | Total | | 45,610.00 | 47,440.00 | |
| 14 | Secretario | | | | |
| | Sueldo | 50% | 32,651.27 | 33,960.00 | |
| | Compensacion | 50% | 32,651.27 | 33,960.00 | |
| | Total | | 65,302.54 | 67,920.00 | |