

**GOBIERNO DEL ESTADO DE SONORA  
SECRETARIA DE HACIENDA**

SUB-SECRETARIA DE RECURSOS HUMANOS

TABULADOR INTEGRAL DE GOBIERNO

vigente a partir del 1ro. de enero del 2018

Para puestos de Base y Confianza, Administrativos, Técnicos y Operativos

**PERSONAL BASE**

| <b>NIVEL</b> | <b>DESCRIPCION</b> | <b>(I)</b> | <b>(A)</b> | <b>(B)</b> |
|--------------|--------------------|------------|------------|------------|
| 1            | SUELDO             | 6,731.80   | 7,068.39   | 7,421.82   |
| 2            | SUELDO             | 7,719.40   | 8,105.37   | 8,510.63   |
| 3            | SUELDO             | 8,893.60   | 9,338.28   | 9,805.20   |
| 4            | SUELDO             | 10,275.70  | 10,789.49  | 11,328.96  |
| 5            | SUELDO             | 11,838.49  | 12,430.41  | 13,051.93  |
| 6            | SUELDO             | 13,737.68  | 14,424.56  | 15,145.80  |
| 7            | SUELDO             | 15,872.50  | 16,666.12  | 17,499.43  |
| 8            | SUELDO             | 18,374.42  | 19,293.14  | 20,257.80  |
| 9            | SUELDO             | 21,270.69  | 22,334.22  | 23,450.93  |

**MANDOS MEDIOS Y SUPERIORES**

|    |                                    |                  |                  |
|----|------------------------------------|------------------|------------------|
| 9  | <b><u>Jefe de Departamento</u></b> |                  |                  |
|    | Sueldo                             | 17,702.36        |                  |
|    | Compensacion                       | 0.00             |                  |
|    | <b>Total</b>                       | <b>17,702.36</b> |                  |
| 10 | <b><u>Subdirector</u></b>          |                  |                  |
|    | Sueldo                             | 18,414.11        |                  |
|    | Compensacion                       | 0.00             |                  |
|    | <b>Total</b>                       | <b>18,414.11</b> |                  |
| 11 | <b><u>Director</u></b>             |                  |                  |
|    | Sueldo                             | 25,395.00        |                  |
|    | Compensacion                       | 0.00             |                  |
|    | <b>Total</b>                       | <b>25,395.00</b> |                  |
| 12 | <b><u>Director General</u></b>     | <b>Mínimo</b>    | <b>Máximo</b>    |
|    | Sueldo                             | 27,971.50        | 29,072.74        |
|    | Compensacion                       | 12,033.50        | 12,507.26        |
|    | <b>Total</b>                       | <b>40,005.00</b> | <b>41,580.00</b> |
| 13 | <b><u>Subsecretario</u></b>        |                  |                  |
|    | Sueldo                             | 32,149.35        | 33,441.41        |
|    | Compensacion                       | 21,148.65        | 21,998.59        |
|    | <b>Total</b>                       | <b>53,298.00</b> | <b>55,440.00</b> |
| 14 | <b><u>Secretario</u></b>           |                  |                  |
|    | Sueldo                             | 44,880.26        | 46,679.67        |
|    | Compensacion                       | 31,433.74        | 32,694.03        |
|    | <b>Total</b>                       | <b>76,314.00</b> | <b>79,373.70</b> |
| 15 | <b><u>Gobernador</u></b>           |                  |                  |
|    | Sueldo                             | 34,223.20        |                  |
|    | Compensacion                       | 48,601.58        |                  |
|    | <b>Total</b>                       | <b>82,824.78</b> |                  |