

GOBIERNO DEL ESTADO DE SONORA  
SECRETARIA DE HACIENDA  
SUB-SECRETARIA DE RECURSOS HUMANOS  
TABULADOR INTEGRAL DE GOBIERNO  
vigente a partir del 01 de Enero del 2020  
Para puestos de Base y Confianza, Administrativos, Técnicos y Operativos  
Porcentaje de Aumento 3.8%

**PERSONAL BASE**

| NIVEL | DESCRIPCION |      | (I)       | (A)       | (B)       |
|-------|-------------|------|-----------|-----------|-----------|
| 1     | SUELDO      | 100% | 7,267.11  | 7,630.47  | 8,012.00  |
| 2     | SUELDO      | 100% | 8,333.25  | 8,749.91  | 9,187.40  |
| 3     | SUELDO      | 100% | 9,600.82  | 10,080.86 | 10,584.91 |
| 4     | SUELDO      | 100% | 11,092.82 | 11,647.47 | 12,229.84 |
| 5     | SUELDO      | 100% | 12,779.89 | 13,418.88 | 14,089.82 |
| 6     | SUELDO      | 100% | 14,830.10 | 15,571.60 | 16,350.19 |
| 7     | SUELDO      | 100% | 17,134.68 | 17,991.41 | 18,890.98 |
| 8     | SUELDO      | 100% | 19,835.55 | 20,827.33 | 21,868.70 |
| 9     | SUELDO      | 100% | 22,962.14 | 24,110.24 | 25,315.75 |

**MANDOS MEDIOS Y SUPERIORES**

|    |                      |      |                     |                       |  |
|----|----------------------|------|---------------------|-----------------------|--|
| 9  | Jefe de Departamento | 100% | 19,330.96           |                       |  |
| 10 | Subdirector          | 100% | 20,108.21           |                       |  |
| 11 | Director             | 100% | 27,731.34           |                       |  |
| 12 | Director General     |      |                     |                       |  |
|    | Sueldo               |      | Mínimo<br>43,685.46 | Porcentaje<br>100.00% | Máximo<br>45,405.36<br>Porcentaje<br>100.00% |
| 13 | Subsecretario        |      |                     |                       |  |
|    | Sueldo               |      | 58,201.42           | 100.00%               | 60,540.48<br>100.00%                         |
| 14 | Secretario           |      |                     |                       |  |
|    | Sueldo               |      | 83,334.89           | 100.00%               | 86,676.09<br>100.00%                         |