

**PROYECTO DE PRESUPUESTO DE EGRESOS DE LA FEDERACIÓN 2016  
ANÁLITICO DE PLAZAS Y REMUNERACIONES**

SEPTIEMBRE DE 2015

ENTIDAD: **HAN Financiera Nacional de Desarrollo Agropecuario, Rural, Forestal y Pesquero**

SECTOR: **06 Hacienda y Crédito Público**

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| Descripción  | Analítico Plazas |              |       | TOTAL     | Sueldos y salarios | Percepciones ordinarias brutas (unitario en pesos) |                  |                                  |                        |   |   |
|--|------------------|--------------|-------|-----------|--------------------|--|------------------|----------------------------------|------------------------|---|---|
|  | Nivel            | Plazas       | Horas |           |                    | Total  | Seguridad social | Medidas de protección al salario | Seguros a las personas | Fondos y seguros de ahorro para el retiro | Condiciones de trabajo, contratos colectivos y otras remuneraciones |
|  |                  |              |       |           |                    |  |                  |                                  |                        |   |   |
| <b>TOTAL:</b>  |                  | <b>1,198</b> |       |           |                    |  |                  |                                  |                        |   |   |
| <b>Zona Económica: 1</b>   |                  | <b>865</b>   |       |           |                    |  |                  |                                  |                        |   |   |
| Director General   | HB1              | 1            |       | 3,239,511 | 2,336,500          | 903,011  | 112,504          | 185,197                          | 52,382                 | 318,201                                   | 234,727   |
| Director General Adjunto   | JC1              | 6            |       | 2,940,118 | 2,109,943          | 830,175  | 112,504          | 167,297                          | 49,694                 | 288,749                                   | 211,931   |
| Titular del Órgano Interno de Control                            | JC1              | 1            |       | 2,940,118 | 2,109,943          | 830,175  | 112,504          | 167,297                          | 49,694                 | 288,749                                   | 211,931   |
| Coordinador Regional   | KC1              | 5            |       | 2,579,808 | 1,841,800          | 738,008  | 112,504          | 130,973                          | 46,229                 | 253,890                                   | 194,412   |
| Director Ejecutivo   | KB1              | 14           |       | 2,300,428 | 1,629,912          | 670,516  | 112,504          | 115,905                          | 43,716                 | 226,345                                   | 172,046   |
| Subdirector Corporativo  | LC1              | 11           |       | 1,947,954 | 1,363,058          | 584,896  | 112,504          | 96,929                           | 39,932                 | 191,653                                   | 143,878   |
| Titular de Unidad  | LC1              | 1            |       | 1,947,954 | 1,363,058          | 584,896  | 112,504          | 96,929                           | 39,932                 | 191,653                                   | 143,878   |
| Titular del Área de Responsabilidades y Área de Quejas           | LC1              | 1            |       | 1,947,954 | 1,363,058          | 584,896  | 112,504          | 96,929                           | 39,932                 | 191,653                                   | 143,878   |
| Titular del Área de Auditoría y Desarrollo de la Gestión Pública | LC1              | 1            |       | 1,947,954 | 1,363,058          | 584,896  | 112,504          | 96,929                           | 39,932                 | 191,653                                   | 143,878   |
| Titular del Área de Auditoría Interna                            | LC1              | 1            |       | 1,947,954 | 1,363,058          | 584,896  | 112,504          | 96,929                           | 39,932                 | 191,653                                   | 143,878   |
| Subdirector Corporativo  | LB2              | 4            |       | 1,947,954 | 1,363,058          | 584,896  | 112,504          | 96,929                           | 39,932                 | 191,653                                   | 143,878   |
| Agente Estatal de Crédito Rural A                                | LA2              | 7            |       | 1,713,532 | 1,185,267          | 528,265  | 112,504          | 84,285                           | 37,823                 | 168,541                                   | 125,112   |
| Gerente  | MC2              | 44           |       | 1,396,754 | 945,665            | 451,089  | 112,504          | 67,247                           | 34,126                 | 137,392                                   | 99,820  |
| Coordinador de Apoyo   | MC2              | 1            |       | 1,396,754 | 945,665            | 451,089  | 112,504          | 67,247                           | 34,126                 | 137,392                                   | 99,820  |
| Agente Corporativo de Crédito Rural                              | MC2              | 1            |       | 1,396,754 | 945,665            | 451,089  | 112,504          | 67,247                           | 34,126                 | 137,392                                   | 99,820  |
| Agente Estatal de Crédito Rural B                                | MC1              | 20           |       | 1,188,940 | 788,055            | 400,885  | 112,504          | 56,039                           | 32,256                 | 116,903                                   | 83,183  |
| Gerente Coordinación Regional                                    | MC1              | 15           |       | 1,188,940 | 788,055            | 400,885  | 112,504          | 56,039                           | 32,256                 | 116,903                                   | 83,183  |
| Gerente Técnico  | MC1              | 1            |       | 1,188,940 | 788,055            | 400,885  | 112,504          | 56,039                           | 32,256                 | 116,903                                   | 83,183  |
| Gerente de Riesgo  | MC1              | 1            |       | 1,188,940 | 788,055            | 400,885  | 112,504          | 56,039                           | 32,256                 | 116,903                                   | 83,183  |
| Gerente Regional   | MC1              | 10           |       | 1,188,940 | 788,055            | 400,885  | 112,504          | 56,039                           | 32,256                 | 116,903                                   | 83,183  |
| Coordinador Analista   | NC3              | 2            |       | 905,678   | 574,692            | 330,986  | 112,504          | 40,868                           | 27,787                 | 89,166                                    | 60,661  |
| Coordinador Técnico  | NC3              | 20           |       | 905,678   | 574,692            | 330,986  | 112,504          | 40,868                           | 27,787                 | 89,166                                    | 60,661  |
| Coordinador  | NC3              | 1            |       | 905,678   | 574,692            | 330,986  | 112,504          | 40,868                           | 27,787                 | 89,166                                    | 60,661  |
| Coordinador de Auditoría   | NC3              | 2            |       | 905,678   | 574,692            | 330,986  | 112,504          | 40,868                           | 27,787                 | 89,166                                    | 60,661  |
| Coordinador Regional Administrativo                              | NB2              | 5            |       | 645,193   | 402,444            | 242,749  | 83,086           | 28,619                           | 25,744                 | 62,820                                    | 42,480  |
| Asesor Corporativo de Crédito                                    | NB2              | 1            |       | 645,193   | 402,444            | 242,749  | 83,086           | 28,619                           | 25,744                 | 62,820                                    | 42,480  |
| Coordinador de Área  | NB2              | 65           |       | 645,193   | 402,444            | 242,749  | 83,086           | 28,619                           | 25,744                 | 62,820                                    | 42,480  |
| Gerente Informático  | NB1              | 5            |       | 555,212   | 343,970            | 211,242  | 71,732           | 24,460                           | 25,050                 | 53,692                                    | 36,308  |
| Agente de Crédito Rural  | NB1              | 68           |       | 555,212   | 343,970            | 211,242  | 71,732           | 24,460                           | 25,050                 | 53,692                                    | 36,308  |
| Coordinador Regional de Reportos                                 | NB1              | 2            |       | 555,212   | 343,970            | 211,242  | 71,732           | 24,460                           | 25,050                 | 53,692                                    | 36,308  |
| Coordinador  | NB1              | 6            |       | 555,212   | 343,970            | 211,242  | 71,732           | 24,460                           | 25,050                 | 53,692                                    | 36,308  |
| Coordinador de Control de Gestión                                | NA1              | 1            |       | 492,256   | 303,057            | 189,199  | 63,788           | 21,550                           | 24,565                 | 47,306                                    | 31,990  |
| Agente de Crédito Rural C  | NA1              | 21           |       | 492,256   | 303,057            | 189,199  | 63,788           | 21,550                           | 24,565                 | 47,306                                    | 31,990  |
| Abogado  | OC1              | 2            |       | 434,414   | 265,839            | 168,575  | 56,562           | 18,905                           | 23,551                 | 41,497                                    | 28,060  |
| Jefe de Departamento   | OC1              | 96           |       | 434,414   | 265,839            | 168,575  | 56,562           | 18,905                           | 23,551                 | 41,497                                    | 28,060  |
| Auditor  | OC1              | 3            |       | 434,414   | 265,839            | 168,575  | 56,562           | 18,905                           | 23,551                 | 41,497                                    | 28,060  |
| Coordinador Ejecutivo  | OC1              | 18           |       | 434,414   | 265,839            | 168,575  | 56,562           | 18,905                           | 23,551                 | 41,497                                    | 28,060  |
| Analista   | OC1              | 3            |       | 434,414   | 265,839            | 168,575  | 56,562           | 18,905                           | 23,551                 | 41,497                                    | 28,060  |
| Asistente  | OC1              | 1            |       | 434,414   | 265,839            | 168,575  | 56,562           | 18,905                           | 23,551                 | 41,497                                    | 28,060  |
| Ejecutivo  | OB1              | 396          |       | 384,176   | 233,192            | 150,984  | 50,223           | 16,583                           | 23,163                 | 36,401                                    | 24,614  |
| Jefe de Departamento de Análisis                                 | OB1              | 1            |       | 384,176   | 233,192            | 150,984  | 50,223           | 16,583                           | 23,163                 | 36,401                                    | 24,614  |

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|   | Nivel            | Plazas     | Horas |         |                    | Total  | Seguridad social | Medidas de protección al salario | Seguros a las personas | Fondos y seguros de ahorro para el retiro | Condiciones de trabajo, contratos colectivos y otras remuneraciones |
|   |                  |            |       |         |                    |  |                  |                                  |                        |   |   |
| <b>Zona Económica: 2</b>                      |                  | <b>333</b> |       |         |                    |  |                  |                                  |                        |   |   |
| Asistente Ejecutivo                           | 8                | 3          |       | 515,495 | 300,342            | 215,153  | 63,261           | 47,971                           | 17,560                 | 42,377                                    | 43,984  |
| Líder de Proyecto                             | 8                | 20         |       | 515,495 | 300,342            | 215,153  | 63,261           | 47,971                           | 17,560                 | 42,377                                    | 43,984  |
| Analista Técnico                              | 7                | 7          |       | 459,801 | 263,382            | 196,419  | 56,084           | 42,068                           | 17,121                 | 37,162                                    | 43,984  |
| Asistente Técnico                             | 6                | 10         |       | 431,937 | 244,890            | 187,047  | 52,494           | 39,114                           | 16,902                 | 34,553                                    | 43,984  |
| Supervisor de Servicios "B"                   | 5                | 1          |       | 404,110 | 226,422            | 177,688  | 48,908           | 36,165                           | 16,683                 | 31,948                                    | 43,984  |
| Analista                                      | 5                | 26         |       | 404,110 | 226,422            | 177,688  | 48,908           | 36,165                           | 16,683                 | 31,948                                    | 43,984  |
| Coordinador Especializado                     | 4                | 39         |       | 348,396 | 189,449            | 158,947  | 41,729           | 30,259                           | 16,244                 | 26,731                                    | 43,984  |
| Secretaría Director Coordinador Regional      | 4                | 6          |       | 348,396 | 189,449            | 158,947  | 41,729           | 30,259                           | 16,244                 | 26,731                                    | 43,984  |
| Secretaría de Director Ejecutivo              | 4                | 8          |       | 348,396 | 189,449            | 158,947  | 41,729           | 30,259                           | 16,244                 | 26,731                                    | 43,984  |
| Técnico Informático Coordinación Regional     | 4                | 24         |       | 348,396 | 189,449            | 158,947  | 41,729           | 30,259                           | 16,244                 | 26,731                                    | 43,984  |
| Secretaría de Funcionario                     | 3                | 17         |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Chofer de Funcionario Corporativo             | 3                | 5          |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Coordinador de Expedientes y Guardavaldores   | 3                | 95         |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Chofer Mensajero Coordinación Regional        | 3                | 8          |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Operador de Servicios                         | 3                | 2          |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Secretaría Coordinación Agencia Estatal "A"   | 3                | 7          |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Analista Administrativo                       | 3                | 7          |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Secretaría Coordinación Agencia Estatal "B"   | 3                | 13         |       | 269,328 | 136,976            | 132,352  | 31,541           | 21,878                           | 15,622                 | 19,327                                    | 43,984  |
| Mensajero                                     | 2                | 2          |       | 231,457 | 111,843            | 119,614  | 26,661           | 17,864                           | 15,324                 | 15,781                                    | 43,984  |
| Técnico Administrativo Coordinación Regional  | 1                | 6          |       | 181,336 | 78,582             | 102,754  | 20,202           | 12,551                           | 14,929                 | 11,088                                    | 43,984  |
| Secretaría Gerente Coordinación Regional      | 1                | 24         |       | 181,336 | 78,582             | 102,754  | 20,202           | 12,551                           | 14,929                 | 11,088                                    | 43,984  |
| Auxiliar Administrativo Coordinación Regional | 1                | 3          |       | 181,336 | 78,582             | 102,754  | 20,202           | 12,551                           | 14,929                 | 11,088                                    | 43,984  |