

CLASIFICADOR DE PLAZAS				
TIPO DE EMPLEADO	PUESTO			
Mando Superior Ejecutivo	Gobernador	MSE		
Mando Superior	secretario de Estado	MS00		
Mando Superior	Titular de Organismos y Homólogos	MST01		
Mando Superior	Subsecretarios	MMS01		PEMMS01
Mando Superior	Director General	MMS02, MMS03, MMS04	PMMS02	PEMMS02, PEMMS04
Mando Medio	Director de Área	MM01, MM02, MM03	PMM02, PMM03	PEMM01, PEMM02, PEMM01
Mando Medio	Subdirector	MM04, MM05, MM06	PMM04, PMM05, PMM06	PEMM04, PEMM05, PEMM06
Mando Medio	Jefe de Departamento	MM07, MM08	PMM07, PMM08	PEMM07, PEMM08
Técnico Operativo	Profesional	PR01, PR02, PR03	PPR01, PPR02, PPR03	PEPR01, PEPR02, PEPR03
Técnico Operativo	Administrativo	AD01, AD02, AD03	PAD01, PAD02, PAD03	PEAD01, PEAD02, PEAD03
Técnico Operativo	Técnico	TE01, TE02, TE03	PTE01, PTE02, PTE03	PETE01, PETE02, PETE03
Técnico Operativo	Servicios y Manuales	SM01, SM02, SM03, SESM021	PSM01, PSM02, PSM03	PESM01, PESM02, PESM03
Sindicato	SUTSGE	SO		
Sindicato	DIF	DA		
Fuerzas de Seguridad y Procuración de Justicia	Policía No Profesionalizado	NS,NJ, NP		
Fuerzas de Seguridad y Procuración de Justicia	Policía Profesionalizado	SP		
Fuerzas de Seguridad y Procuración de Justicia	Agente del Ministerio Público	MP		
Poder Judicial	Servidores Públicos del Poder Judicial	TCA, TID, TCJ, TCA, TID,TCJ		
Poder Legislativo	Diputado	DIP		
<p>Notas:</p> <p>N= Nomenclatura</p> <p>*Cuando se antepone la letra "E" a cualquiera de las categorías indica que el empleado tiene la calidad de eventual.</p> <p>* Cuando se antepone la letra "P" a cualquiera de las categorías indica que el empleado pertenece a un Programa Especifico.</p>				

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2016
TABULADOR DE PERSONAL DE CONFIANZA (MANDOS MEDIOS Y SUPERIORES)
VIGENCIA 2016

NOMBRE DE NIVEL PROPUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	DESPENSA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%)	PENSIONES (19.9%)				
MSE01	1	47,692.65	42,214.51	736.05	3,338.49	95,867.00	1,900.00	99,170.61	2,828.38	16,162.18	1,945.28	9,490.84	118,161.17	1,417,934.09	175,886.33	2,110,636.00
MSS00	1	38,904.59	38,787.70	736.05	2,723.32	94,576.20	1,900.00	93,133.72	2,632.40	15,042.31	1,945.28	7,742.01	110,808.43	1,329,701.18	162,742.79	1,952,913.49
MST01	1	38,904.59	32,131.80	736.05	2,723.32	75,000.02	1,900.00	80,213.44	2,251.76	12,867.18	1,945.28	7,742.01	95,332.37	1,143,988.44	140,610.83	1,687,329.95
MMS01	2	27,181.45	23,571.54	736.05	1,902.70	61,545.94	1,900.00	64,417.10	1,762.20	10,069.71	1,945.28	5,409.11	76,249.01	914,988.15	109,813.69	1,317,764.25
MMS01	1	19,667.43	16,358.85	688.36	1,376.72	46,857.44	1,900.00	50,000.94	1,330.48	7,602.76	1,819.24	3,913.82	58,934.18	707,210.19	83,091.17	997,094.01
MMS02	1	19,445.64	14,090.72	680.60	1,361.19	39,787.13	1,900.00	45,000.26	1,188.69	7,641.60	1,798.72	3,869.68	53,830.55	645,966.58	75,631.47	907,577.58
MMS03	1	17,264.14	11,849.89	604.24	1,208.49	34,499.18	1,900.00	40,000.69	1,043.45	6,707.91	1,596.93	3,435.56	47,752.06	573,024.75	66,447.18	797,366.21
MMS04	1	15,097.98	9,823.57	528.43	1,056.86	29,910.94	1,900.00	35,500.06	912.12	5,863.62	1,396.56	3,004.50	42,275.79	507,309.54	58,085.71	697,028.57
MM01	1	14,819.31	8,311.27	518.68	1,037.35	25,148.60	1,900.00	32,000.61	814.10	5,233.49	1,370.79	2,949.04	38,048.20	456,578.38	52,235.32	626,823.90
MM02	1	12,264.63	6,078.33	429.26	858.52	20,201.75	1,900.00	27,000.27	668.24	4,295.80	1,134.48	2,440.66	31,964.30	383,571.61	42,905.56	514,866.70
MM03	1	10,460.31	4,943.67	366.11	732.22	17,181.81	1,900.00	23,500.12	574.43	3,692.76	967.58	2,081.60	27,767.31	333,207.73	36,858.49	442,301.92
MM04	1	9,755.30	3,998.37	341.44	682.87	13,867.70	1,900.00	20,500.32	496.28	3,190.37	902.36	1,941.30	24,186.98	290,243.70	32,053.32	384,639.84
MM05	1	8,376.26	3,201.57	293.17	586.34	11,804.90	1,900.00	18,000.08	429.36	2,760.15	774.80	1,666.88	21,189.58	254,275.00	27,712.34	332,548.09
MM06	1	6,853.59	2,343.48	239.88	479.75	9,310.27	1,900.00	15,000.75	351.24	2,257.98	633.96	1,363.86	17,609.98	211,319.74	22,670.91	272,050.89
MM07	1	5,615.62	1,764.90	196.55	393.09	7,839.55	1,900.00	13,000.63	298.57	1,919.40	519.44	1,117.51	15,218.59	182,623.14	19,210.09	230,521.04
MM08	1	4,294.52	1,526.13	150.31	300.62	8,042.82	1,900.00	12,260.28	276.84	1,779.67	397.24	854.61	14,316.79	171,801.45	17,545.69	210,548.33

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2016
TABULADOR DE PERSONAL DE CONFIANZA (TECNICO OPERATIVO)
VIGENCIA 2016**

NOMBRE DE NIVEL PROPUESTO	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	DESPENSA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
										ISSSTE (9.25%)	PENSIONES (19.9%)				
PR01	2,864.62	1,255.16	100.26	200.52	8,204.12	1,900.00	11,412.79	252.17	1,621.09	264.98	570.06	13,286.05	159,432.65	15,677.03	188,124.42
PR02	2,864.62	981.23	100.26	200.52	6,823.37	1,900.00	10,305.97	225.32	1,448.50	264.98	570.06	11,979.79	143,757.51	14,096.84	169,162.12
PR03	2,864.62	751.14	100.26	200.52	5,515.63	1,900.00	9,228.32	199.89	1,285.03	264.98	570.06	10,713.25	128,558.96	12,600.21	151,202.49
AD01	2,864.62	275.18	100.26	200.52	3,933.00	1,900.00	8,121.65	169.12	1,087.20	264.98	570.06	9,377.97	112,535.70	10,788.98	129,467.70
AD02	2,864.62	135.95	100.26	200.52	3,031.00	1,900.00	7,358.88	151.58	974.45	264.98	570.06	8,484.92	101,818.99	9,756.69	117,080.24
AD03	2,864.62	23.35	100.26	200.52	2,274.00	1,900.00	6,714.48	136.86	879.83	264.98	570.06	7,731.17	92,774.06	8,890.34	106,684.10
TE01	2,487.82	25.03	87.07	174.15	2,666.22	1,000.00	5,867.79	119.66	769.25	230.12	495.08	6,756.71	81,080.47	7,768.15	93,217.81
TE02	2,256.11	-140.47	78.96	157.93	1,872.35	1,000.00	5,032.04	99.72	641.06	208.69	448.97	5,772.82	69,273.80	6,526.90	78,322.77
TE03	2,256.11	-166.07	78.96	157.93	1,472.35	1,000.00	4,657.64	91.94	591.06	208.69	448.97	5,340.64	64,087.67	6,069.12	72,829.44
SM01	2,256.11	-219.40	78.96	157.93	1,016.51	1,000.00	4,255.13	83.08	534.08	208.69	448.97	4,872.29	58,467.47	5,547.44	66,569.24
SM02	2,256.11	-251.77	78.96	157.93	510.74	1,000.00	3,781.73	73.24	470.86	208.69	448.97	4,325.83	51,909.99	4,968.61	59,623.33
SM03	2,256.11	-251.77	78.96	157.93	510.74	1,000.00	3,781.73	73.24	470.86	208.69	448.97	4,325.83	51,909.99	4,968.61	59,623.33

PR PROFESIONALES
 AD ADMINISTRATIVO
 TE TECNICO
 SM SERVICIOS Y MANUALES

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2016
PERSONAL SINDICALIZADO D.I.F.
VIGENCIA 2016**

NIVEL	CLAVE DE PUESTO	SUELDO BASE MENSUAL (102)	SOBRESUELDO (105)	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0%)	NETO MENSUAL	CANTIDAD ADICIONAL (104)	DESPENSA (107)	AYUDA DE TRANSPORTE (108)	NETO TOTAL	PRIMA VAC MENSUAL (106)	AGUINALDO MENSUAL (108)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
														ISSSTE (9.25%) (140)	PENSIONES (19.9%) (140)				
A14	DA10	5,094.58	2,527.29	993.63	266.77	533.53	5,827.94	1,185.32	2,000	950	9,963.26	630.20	1,467.86	705.02	1,516.75	12,061.33	144,735.91	16,077.03	192,924.31
A12	DA09	5,094.58	2,450.71	906.28	264.08	528.17	5,846.75	774.43	2,000	950	9,571.18	595.32	1,386.62	697.94	1,501.51	11,553.12	138,637.47	15,451.11	185,413.28
A11	DA08	5,094.58	2,374.12	872.36	261.40	522.81	5,812.12	661.77	2,000	950	9,423.90	581.78	1,355.08	690.85	1,486.27	11,360.76	136,329.09	15,194.46	182,333.47
A08	DA07	5,094.58	2,297.54	814.47	258.72	517.45	5,801.47	415.30	2,000	950	9,166.77	558.66	1,301.23	683.77	1,471.03	11,026.66	132,319.98	14,772.11	177,265.30
A05	DA06	5,094.58	2,220.95	805.67	256.04	512.09	5,741.73	442.74	2,000	950	9,134.47	555.15	1,293.05	676.69	1,455.79	10,982.67	131,792.00	14,688.94	176,267.33
A04	DA05	5,023.14	2,144.37	779.42	250.86	501.73	5,635.50	439.53	2,000	950	9,025.03	544.33	1,267.84	662.99	1,426.33	10,837.19	130,046.28	14,458.53	173,502.31
A03	DA04	4,951.73	2,067.78	755.23	245.68	491.37	5,527.24	436.31	2,000	950	8,913.55	533.51	1,242.64	649.31	1,396.88	10,689.69	128,276.33	14,228.16	170,737.96
A02	DA03	4,880.30	1,991.20	731.03	240.50	481.00	5,418.96	433.09	2,000	950	8,802.05	522.68	1,217.43	635.61	1,367.43	10,542.17	126,506.00	13,997.74	167,972.94
A01	DA02	4,808.89	1,914.61	706.84	235.32	470.65	5,310.70	429.88	2,000	950	8,690.58	511.86	1,192.23	621.92	1,337.98	10,394.67	124,736.06	13,767.38	165,208.58
A00	DA01	4,761.27	1,838.03	686.53	230.98	461.95	5,219.84	427.18	2,000	950	8,597.02	502.78	1,171.08	610.43	1,313.26	10,270.88	123,250.57	13,574.03	162,888.38

EN BASE A CONVENIO 2015

QUINQUENIO	CANTIDAD
1	76.86
2	139.51
3	286.15
4	572.28
5	858.76

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2016
PERSONAL SINDICALIZADO S.U.T.S.G.E.
VIGENCIA 2016**

NIVEL	CLAVE DE PUESTO ANT	CLAVE DE PUESTO NVA	SUELDO BASE MENSUAL (102)	SOBRESUELDO (105)	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0%)	NETO MENSUAL	DESPENSA (107)	AYUDA DE TRANSPORTE (108)	NETO TOTAL	PRIMA VAC MENSUAL (106)	AGUINALDO MENSUAL (108)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
														ISSSTE (9.25%) (140)	PENSIONES (19.9%) (140)				
A6	SO16	SO16	8,224.37	3,544.23	2,000.30	108.75	817.50	8,362.05	2,500.00	1,000.00	11,862.05	1,109.00	1,946.43	1,080.27	2,321.04	15,007.18	180,089.81	21,728.35	269,749.20
A5	SO15	SO15	7,994.82	3,253.42	2,017.65	396.35	793.59	8,130.26	2,500.00	1,000.00	11,630.26	1,164.00	1,885.74	1,048.81	2,256.35	14,684.08	176,208.99	21,197.42	254,269.13
A4	SO14	SO14	7,483.49	3,143.64	1,865.57	371.93	743.33	7,643.12	2,500.00	1,000.00	11,143.12	1,090.98	1,771.08	882.55	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO13	7,040.21	2,958.89	1,731.34	349.90	699.30	7,210.20	2,500.00	1,000.00	10,710.20	1,023.37	1,686.18	824.73	1,989.42	13,404.81	160,905.75	19,103.80	229,242.62
A2	SO12	SO12	6,882.84	2,882.39	1,677.34	341.38	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,009.51	1,624.21	801.43	1,939.30	11,189.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO11	6,553.08	2,752.27	1,583.57	325.39	651.57	6,744.88	2,500.00	1,000.00	10,244.88	950.54	1,556.88	800.44	1,851.70	12,751.10	153,015.20	18,024.04	218,288.55
A	SO10	SO10	6,270.93	2,633.29	1,497.80	311.57	623.33	6,471.93	2,500.00	1,000.00	9,971.93	914.22	1,484.12	823.69	1,772.04	12,376.27	148,443.20	17,398.79	206,785.48
B	SO09	SO09	5,857.87	2,460.21	1,372.52	291.14	582.27	6,072.25	2,500.00	1,000.00	9,572.25	854.00	1,384.36	769.43	1,655.32	11,812.61	141,751.33	16,483.29	197,799.46
C	SO08	SO08	5,656.14	2,375.58	1,311.33	281.11	562.22	5,877.06	2,500.00	1,000.00	9,377.06	824.59	1,338.62	742.93	1,596.31	11,540.27	138,483.27	16,036.18	192,434.16
D	SO07	SO07	5,311.85	2,230.58	1,206.90	264.30	528.30	5,543.93	2,500.00	1,000.00	9,043.93	774.40	1,257.14	697.71	1,501.02	11,075.46	132,905.58	15,273.10	183,277.15
E5	SO06	SO06	5,074.20	2,131.20	1,134.85	252.19	504.38	5,314.06	2,500.00	1,000.00	8,814.06	739.76	1,206.91	666.51	1,433.89	10,754.74	129,056.37	14,746.56	176,958.78

NOTA: EN BASE A CONVENIO SINDICAL 2015-2016