

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	53,803.55	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	2,868.22	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 (19.5%) (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	DA03	5,023.14	2,144.57	779.42	250.86	501.73	5,633.30	439.33	2,000	950	9,023.03	544.33	1,267.84	662.99	1,426.33	10,837.19	130,046.28	14,438.33	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	266.15
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 (19.5%) (140)				
A6	SO16	SO16	8,224.37	3,454.23	2,090.20	108.75	817.50	8,362.05	2,500.00	1,000.00	11,862.05	1,109.00	1,916.43	1,080.27	2,220.04	15,007.18	180,089.81	21,728.35	260,746.20
A5	SO15	SO15	7,994.82	3,153.63	2,017.65	196.35	793.59	8,130.26	2,500.00	1,000.00	11,630.26	1,166.00	1,886.74	1,048.81	2,256.35	14,684.00	176,208.99	21,197.43	254,369.13
A4	SO14	SO14	7,483.49	3,143.64	1,863.37	371.93	743.33	7,643.12	2,500.00	1,000.00	11,143.12	1,090.98	1,771.08	882.93	2,114.67	14,007.19	168,086.23	20,086.13	241,033.86
A3	SO13	SO13	7,040.21	2,858.89	1,731.34	349.90	699.30	7,216.20	2,500.00	1,000.00	10,716.20	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	6,852.84	2,882.39	1,677.34	341.36	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	11,169.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO11	6,553.03	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	800.04	1,851.70	12,751.10	153,013.26	18,024.03	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	12,370.27	148,443.20	17,398.79	206,785.48
B	SO09	SO09	5,857.87	2,460.21	1,372.32	291.14	582.27	6,072.25	2,500.00	1,000.00	9,572.25	854.00	1,384.36	769.43	1,651.32	11,811.61	141,751.33	16,483.29	197,789.46
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	132,905.38	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	129,056.87	14,748.56	176,954.78

NOTA: EN BASE A CONVENIO SINDICAL 2015-2016