



SEGUNDA SECCION

ORGANO DEL GOBIERNO CONSTITUCIONAL DEL ESTADO
INDEPENDIENTE, LIBRE Y SOBERANO DE COAHUILA DE
ZARAGOZA



PERIODICO OFICIAL

TOMO CXXVI

Saltillo, Coahuila, martes 31 de diciembre de 2019

número 105

REGISTRADO COMO ARTÍCULO DE SEGUNDA CLASE EL DÍA 7 DE DICIEMBRE DE 1921.
FUNDADO EN EL AÑO DE 1860
LAS LEYES, DECRETOS Y DEMÁS DISPOSICIONES SUPERIORES SON OBLIGATORIAS POR EL HECHO
DE PUBLICARSE EN ESTE PERIÓDICO

MIGUEL ÁNGEL RIQUELME SOLÍS
Gobernador del Estado de Coahuila de Zaragoza

JOSÉ MARÍA FRAUSTRO SILLER
Secretario de Gobierno y Director del Periódico Oficial

ROBERTO OROZCO AGUIRRE
Subdirector del Periódico Oficial

I N D I C E

PODER EJECUTIVO DEL ESTADO

DECRETO 524.- Presupuesto de Egresos del Estado de Coahuila de Zaragoza para el Ejercicio Fiscal 2020.

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EL C. ING. MIGUEL ÁNGEL RIQUELME SOLÍS, GOBERNADOR CONSTITUCIONAL DEL ESTADO INDEPENDIENTE, LIBRE Y SOBERANO DE COAHUILA DE ZARAGOZA, A SUS HABITANTES SABED:

QUE EL CONGRESO DEL ESTADO INDEPENDIENTE, LIBRE Y SOBERANO DE COAHUILA DE ZARAGOZA;

DECRETA:

NÚMERO 524.-

PRESUPUESTO DE EGRESOS DEL ESTADO DE COAHUILA DE ZARAGOZA PARA EL EJERCICIO FISCAL 2020

ARTÍCULO 1.- El ejercicio, seguimiento y control del gasto público estatal y las erogaciones con cargo al Presupuesto de Egresos del Gobierno del Estado de Coahuila de Zaragoza para el Ejercicio Fiscal de 2020, comprendido del 1 de enero al 31 de diciembre de 2020 se sujetarán a las disposiciones contenidas en este decreto y a las aplicables de la materia. Dichas erogaciones se regirán por el Presupuesto de Egresos siguiente:

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO

Pág. 1

Clave puesto	Nivel	Sueldo Base	Incentivo	ISSSTE (3.5%)	Pensiones IPTE (%)	Pensiones complementarias (10%)	MONEDERO	RECREACION DEPORTE Y CULTURA	ISR/SUBSIDIO UNO	Neto mensual nominal	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual	Aguinaldo mensual	Apoyo bruto anual para el fomento a la familia	Apoyo bruto anual para el fomento a la educación	Repercusiones			Costo mensual bruto	Costo anual bruto
																		ISSSTE	Pensiones IPTE	Pension complementaria		
TM01011	2	47,692.66	224,088.26	887.15	3,338.49	18,474.18	1,000.00	900.00	84,713.52	166,267.59	0	0.00	166,267.59	5,321.57	30,408.99	0.00	0.00	2,344.60	9,490.84	54,736.18	375,983.11	4,511,797.26
TM02011	1	38,904.59	196,425.00	887.15	2,723.32		1,000.00	900.00	72,320.07	161,299.05	0	0.00	161,299.05	4,612.80	26,358.84	0.00	0.00	2,344.60	7,742.01		278,287.84	3,339,454.10
TM02011	2	38,904.59	196,425.00	887.15	2,723.32	16,129.91	1,000.00	900.00	72,320.07	145,169.15	0	0.00	145,169.15	4,612.80	26,358.84	0.00	0.00	2,344.60	7,742.01	47,445.92	325,733.76	3,908,805.12
TM02011	3	38,904.59	196,425.00	887.15	2,723.32	16,129.91	1,000.00	900.00	72,320.07	145,169.15	0	0.00	145,169.15	4,612.80	26,358.84	0.00	0.00	2,344.60	7,742.01	47,445.92	325,733.76	3,908,805.12
TM03011	1	38,904.59	190,927.58	887.15	2,723.32		1,000.00	900.00	70,450.95	157,670.75	0	0.00	157,670.75	4,505.90	25,748.02	0.00	0.00	2,344.60	7,742.01		272,072.70	3,264,872.44
TM03011	2	38,904.59	190,927.58	887.15	2,723.32	15,767.08	1,000.00	900.00	70,450.95	141,903.68	0	0.00	141,903.68	4,505.90	25,748.02	0.00	0.00	2,344.60	7,742.01	46,346.43	318,419.14	3,821,029.65
TM03011	3	38,904.59	190,927.58	887.15	2,723.32	15,767.08	1,000.00	900.00	70,450.95	141,903.68	0	0.00	141,903.68	4,505.90	25,748.02	0.00	0.00	2,344.60	7,742.01	46,346.43	318,419.14	3,821,029.65
TM04011	1	38,904.59	196,425.00	887.15	2,723.32		1,000.00	900.00	72,320.07	161,299.05	0	0.00	161,299.05	4,612.80	26,358.84	0.00	0.00	2,344.60	7,742.01		278,287.84	3,339,454.10
TM04011	2	38,904.59	196,425.00	887.15	2,723.32	16,129.91	1,000.00	900.00	72,320.07	145,169.15	0	0.00	145,169.15	4,612.80	26,358.84	0.00	0.00	2,344.60	7,742.01	47,445.92	325,733.76	3,908,805.12
TM04011	3	38,904.59	196,425.00	887.15	2,723.32	16,129.91	1,000.00	900.00	72,320.07	145,169.15	0	0.00	145,169.15	4,612.80	26,358.84	0.00	0.00	2,344.60	7,742.01	47,445.92	325,733.76	3,908,805.12
TM04021	1	38,904.59	153,371.00	887.15	2,723.32		1,000.00	900.00	57,681.71	132,883.41	0	0.00	132,883.41	3,775.64	21,575.07	0.00	0.00	2,344.60	7,742.01		229,612.90	2,755,354.84
TM04021	2	38,904.59	153,371.00	887.15	2,723.32	13,288.34	1,000.00	900.00	57,681.71	119,595.07	0	0.00	119,595.07	3,775.64	21,575.07	0.00	0.00	2,344.60	7,742.01	38,835.12	268,448.02	3,221,376.25
TM04021	3	38,904.59	153,371.00	887.15	2,723.32	13,288.34	1,000.00	900.00	57,681.71	119,595.07	0	0.00	119,595.07	3,775.64	21,575.07	0.00	0.00	2,344.60	7,742.01	38,835.12	268,448.02	3,221,376.25
TM04031	1	38,904.59	190,927.00	887.15	2,723.32		1,000.00	900.00	70,450.95	157,670.17	0	0.00	157,670.17	4,505.89	25,747.95	0.00	0.00	2,344.60	7,742.01		272,027.05	3,264,864.57
TM04031	2	38,904.59	190,927.00	887.15	2,723.32	15,767.02	1,000.00	900.00	70,450.95	141,903.16	0	0.00	141,903.16	4,505.89	25,747.95	0.00	0.00	2,344.60	7,742.01	46,346.32	318,418.37	3,821,020.38
TM04031	3	38,904.59	190,927.00	887.15	2,723.32	15,767.02	1,000.00	900.00	70,450.95	141,903.16	0	0.00	141,903.16	4,505.89	25,747.95	0.00	0.00	2,344.60	7,742.01	46,346.32	318,418.37	3,821,020.38
TM05011	1	17,264.14	89,036.00	604.24	1,208.49		1,000.00	900.00	28,450.06	77,937.35	0	0.00	77,937.35	2,103.89	12,022.24	0.00	0.00	1,596.93	3,435.56		127,358.77	1,528,305.19
TM05011	2	17,264.14	89,036.00	604.24	1,208.49	7,793.73	1,000.00	900.00	28,450.06	70,143.61	0	0.00	71,702.45	2,103.89	12,022.24	0.00	0.00	1,596.93	3,435.56	21,640.03	148,998.79	1,787,985.53
TM05011	3	17,264.14	89,036.00	604.24	1,208.49	7,793.73	1,000.00	900.00	28,450.06	70,143.61	0	0.00	70,143.62	2,103.89	12,022.24	0.00	0.00	1,596.93	3,435.56	21,640.03	148,998.79	1,787,985.53
TC0102	1	14,819.31	56,635.05	518.68	1,037.35		1,000.00	900.00	17,145.73	54,652.60	0	0.00	54,652.60	1,426.33	8,150.48	0.00	0.00	1,370.79	2,949.04		87,251.01	1,047,012.10
TC0102	2	14,819.31	56,635.05	518.68	1,037.35	5,465.26	1,000.00	900.00	17,145.73	49,187.34	0	0.00	50,280.39	1,426.33	8,150.48	0.00	0.00	1,370.79	2,949.04	14,670.87	101,921.88	1,223,062.56
TC0102	3	14,819.31	56,635.05	518.68	1,037.35	5,465.26	1,000.00	900.00	17,145.73	49,187.34	0	0.00	49,187.34	1,426.33	8,150.48	0.00	0.00	1,370.79	2,949.04	14,670.87	101,921.88	1,223,062.56
TC0201	1	20,000.00	37,187.66	700.00	1,400.00	0.00	1,000.00	900.00	12,865.72	44,121.94			44,121.94	1,148.93	6,565.30	0.00	0.00	1,850.00	3,980.00		72,631.88	871,582.59
TC0202	1	15,097.98	38,139.94	528.43	1,056.86	0.00	1,000.00	900.00	11,680.80	41,871.83	5,894.34	1,768.30	45,997.87	1,072.13	6,126.44	0.00	0.00	1,396.56	3,004.50		72,631.88	871,582.60
TC0402	1	12,284.63	26,747.75	429.26	858.52	0.00	1,000.00	900.00	7,413.14	32,211.45	4,514.29	1,354.29	35,371.45	795.52	4,545.82	0.00	0.00	1,134.48	2,440.66		54,343.15	652,117.78
TC0501	1	10,460.31	22,386.81	366.11	732.22	0.00	1,000.00	900.00	5,908.99	27,739.80	6,323.21	1,551.53	32,511.48	675.64	3,860.79	0.00	0.00	967.58	2,081.60		48,655.94	583,871.28
TC0601	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	123.91	0.00	902.37	1,941.30		42,965.90	515,590.78
TC0602	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	123.91	0.00	902.37	1,941.30		42,965.90	515,590.78
TC0603	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	123.91	0.00	902.37	1,941.30		42,965.90	515,590.78
TC0604	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	123.91	0.00	902.37	1,941.30		42,965.90	515,590.78
TC0605	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	123.91	0.00	902.37	1,941.30		42,965.90	515,590.78
TC0606	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	123.91	0.00	902.37	1,941.30		42,965.90	515,590.78
TC0701	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	122.36	0.00	774.80	1,666.88		37,379.91	448,558.88
TC0702	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	122.36	0.00	774.80	1,666.88		37,379.91	448,558.88
TC0703	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	122.36	0.00	774.80	1,666.88		37,379.91	448,558.88
TC0704	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	122.36	0.00	774.80	1,666.88		37,379.91	448,558.88
TC0705	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	122.36	0.00	774.80	1,666.88		37,379.91	448,558.88
TC0706	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	122.36	0.00	774.80	1,666.88		37,379.91	448,558.88
TC0707	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	122.36	0.00					

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO

Pag. 2

Clave puesto	Nivel	Sueldo Base	Incentivo	ISSSTE (3.5%)	Pensiones IPTE (%)	Pensiones complementarias (10%)	MONEDER O	RECREACION DEPORTE Y CULTURA	ISR/SUBSIDIO UNO	Neto mensual nominal	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual	Aguinaldo mensual	Apoyo bruto anual para el fomento a la familia	Apoyo bruto anual para el fomento a la educación	Repercuaciones			Costo mensual bruto	Costo anual bruto
																		ISSSTE	Pensiones IPTE	Pensiones complementarias		
TC0803	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	9,827.37	2,116.27	22,258.90	332.27	1,898.69	120.70	0.00	519.44	1,117.51		30,904.15	370,849.76
TC0804	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	9,827.37	2,116.27	22,258.90	332.27	1,898.69	120.70	0.00	519.44	1,117.51		30,904.15	370,849.76
TC0805	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	9,827.37	2,116.27	22,258.90	332.27	1,898.69	120.70	0.00	519.44	1,117.51		30,904.15	370,849.76
TC0806	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	9,827.37	2,116.27	22,258.90	332.27	1,898.69	120.70	0.00	519.44	1,117.51		30,904.15	370,849.76
TC0807	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	9,827.37	2,116.27	22,258.90	332.27	1,898.69	120.70	0.00	519.44	1,117.51		30,904.15	370,849.76
TC0808	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	9,827.37	2,116.27	22,258.90	332.27	1,898.69	120.70	0.00	519.44	1,117.51		30,904.15	370,849.76
TC0901	1	4,294.52	8,042.82	150.31	300.62	0.00	1,000.00	900.00	1,341.80	12,444.62	9,881.80	2,110.77	20,215.65	276.84	1,581.93	119.35	0.00	284.94	854.61		27,349.11	328,189.29
TC1001	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	6,104.59	1,217.42	15,303.62	225.30	1,287.44	116.49	0.00	284.94	570.06		20,175.81	242,109.72
TC1002	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	6,104.59	1,217.42	15,303.62	225.30	1,287.44	116.49	0.00	284.94	570.06		20,175.81	242,109.72
TC1101	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	4,894.69	958.99	14,352.15	225.30	1,287.44	115.74	0.00	284.94	570.06		18,965.16	227,581.97
TC1102	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	4,894.69	958.99	14,352.15	225.30	1,287.44	115.74	0.00	284.94	570.06		18,965.16	227,581.97
TC1103	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	4,894.69	958.99	14,352.15	225.30	1,287.44	115.74	0.00	284.94	570.06		18,965.16	227,581.97
TC1201	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	4,263.29	824.12	13,855.62	225.30	1,287.44	115.31	0.00	284.94	570.06		18,333.33	219,999.98
TC1202	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	4,263.29	824.12	13,855.62	225.30	1,287.44	115.31	0.00	284.94	570.06		18,333.33	219,999.98
TC1301	1	2,864.62	3,933.00	107.81	200.52	0.00	400.00	1,500.00	240.14	8,149.14	5,571.37	1,108.42	12,612.09	169.12	966.40	113.13	0.00	284.94	570.06		16,372.64	196,471.72
TCA0101	1	30,000.00	81,129.00	887.15	2,100.00	0.00	1,000.00	900.00	30,091.87	79,949.99	0.00	0.00	79,949.99	2,197.79	12,558.78	0.00	0.00	2,344.60	5,970.00		136,100.16	1,633,201.94
TCA0201	1	17,264.14	65,342.18	694.24	1,208.49	0.00	1,000.00	900.00	20,685.70	62,007.89	14,878.50	4,767.05	72,119.34	1,643.18	9,389.59	0.00	0.00	1,596.93	3,435.56		115,450.09	1,385,401.04
TCA0300	1	15,097.98	38,139.94	528.43	1,056.86	0.00	1,000.00	900.00	11,680.80	41,871.83	4,500.00	1,350.00	45,021.83	1,072.13	6,126.44	0.00	0.00	1,396.56	3,004.50		71,237.54	854,850.52
TCA0301	1	15,097.98	38,139.94	528.43	1,056.86	0.00	1,000.00	900.00	11,680.80	41,871.83	1,056.63	316.99	42,611.47	1,072.13	6,126.44	0.00	0.00	1,396.56	3,004.50		71,237.54	854,850.52
TCA0401	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	3,857.14	1,157.14	40,671.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		64,167.63	770,011.57
TCA0402	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	3,857.14	1,157.14	40,671.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		64,167.63	770,011.57
TCA0501	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	0.00	0.00	37,971.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		60,310.49	723,725.89
TCA0502	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	0.00	0.00	37,971.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		60,310.49	723,725.89
TCA0503	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	0.00	0.00	37,971.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		60,310.49	723,725.89
TCA0504	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	0.00	0.00	37,971.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		60,310.49	723,725.89
TCA0505	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	0.00	0.00	37,971.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		60,310.49	723,725.89
TCA0506	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	0.00	0.00	37,971.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		60,310.49	723,725.89
TCA0507	1	14,819.31	32,805.60	518.68	1,037.35	0.00	1,000.00	900.00	9,996.90	37,971.98	0.00	0.00	37,971.98	962.98	5,502.77	0.00	0.00	1,370.79	2,949.04		60,310.49	723,725.89
TCA0601	1	12,264.63	26,747.75	429.26	858.52	0.00	1,000.00	900.00	7,413.14	32,211.45	4,857.14	1,457.14	35,611.45	795.52	4,545.82	0.00	0.00	1,134.48	2,440.66		54,686.00	656,231.98
TCA0701	1	10,460.31	22,386.81	366.11	732.22	0.00	1,000.00	900.00	5,908.99	27,739.80	7,894.37	2,022.88	33,611.29	675.64	3,860.79	0.00	0.00	967.58	2,081.60		50,227.10	602,725.20
TCA0721	1	10,460.31	22,386.81	366.11	732.22	0.00	1,000.00	900.00	5,908.99	27,739.80	4,500.00	1,058.40	31,181.40	675.64	3,860.79	0.00	0.00	967.58	2,081.60		46,832.73	561,992.76
TCA0731	1	10,460.31	22,386.81	366.11	732.22	0.00	1,000.00	900.00	5,908.99	27,739.80	1,000.00	235.20	28,504.60	675.64	3,860.79	0.00	0.00	967.58	2,081.60		43,332.73	519,992.76
TCA0801	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	2,768.57	651.17	25,258.97	556.85	3,182.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19
TCA0802	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	2,768.57	651.17	25,258.97	556.85	3,182.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19
TCA0803	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	2,768.57	651.17	25,258.97	556.85	3,182.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19
TCA0804	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	2,768.57	651.17	25,258.97	556.85	3,182.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19
TCA0805	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	2,768.57	651.17	25,258.97	556.85	3,182.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19
TCA0806	1	9,755.30	16,982.70	341.44	682.87	0.00	1,000.00	900.00	4,472.12	23,141.57	2,768.57	651.17	25,258.97	556.85	3,182.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19
TCA0901	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	121.58	0.00	774.80	1,666.88		35,679.91	428,158.90
TCA1001	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	121.58	0.00	774.80	1,666.88		35,679.91	428,158.90
TCA1002	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	3,888.52	880.84	23,141.58	477.56	2,728.91	121.58	0.00	774.80	1,666.88		34,218.40	410,620.80
TCA1003	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	3,888.52	880.84	23,141.58	477.56	2,728.91	121.58	0.00	774.80	1,666.88		34,218.40	410,620.80

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO

Pág. 3

Clave puesto	Nivel	Sueldo Base	Incentivo	ISSSTE (3.5%)	Pensione s IPTE (7%)	Pensiones complementarias (8%)	MONEDERO	RECREACION DEPORTE Y CULTURA	ISR/SUBSIDIO UNO	Neto mensual nominal	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual	Aguinaldo mensual	Apoyo bruto anual para el fomento a la familia	Apoyo bruto anual para el fomento a la educación	Repercusiones			Costo mensual bruto	Costo anual bruto
																		ISSSTE	Pensione s IPTE	Pension complementaria		
TCA1101	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	2,734.39	609.39	22,258.90	477.56	2,728.91	121.14	0.00	774.80	1,666.88	33,063.84	396,766.06	
TCA1102	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	2,734.39	609.39	22,258.90	477.56	2,728.91	121.14	0.00	774.80	1,666.88	33,063.84	396,766.06	
TCA1103	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	2,734.39	609.39	22,258.90	477.56	2,728.91	121.14	0.00	774.80	1,666.88	33,063.84	396,766.06	
TCA1104	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	2,734.39	609.39	22,258.90	477.56	2,728.91	121.14	0.00	774.80	1,666.88	33,063.84	396,766.06	
TCA1105	1	8,376.26	14,283.90	293.17	586.34	0.00	1,000.00	900.00	3,546.75	20,133.90	2,734.39	609.39	22,258.90	477.56	2,728.91	121.14	0.00	774.80	1,666.88	33,063.84	396,766.06	
TCA1201	1	6,853.00	11,224.27	239.86	479.71	0.00	1,000.00	900.00	2,567.84	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	118.98	0.00	633.90	1,363.75	27,866.61	334,399.33	
TCA1202	1	6,853.00	11,224.27	239.86	479.71	0.00	1,000.00	900.00	2,567.84	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	118.98	0.00	633.90	1,363.75	27,866.61	334,399.33	
TCA1203	1	6,853.00	11,224.27	239.86	479.71	0.00	1,000.00	900.00	2,567.84	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	118.98	0.00	633.90	1,363.75	27,866.61	334,399.33	
TCA1204	1	6,853.00	11,224.27	239.86	479.71	0.00	1,000.00	900.00	2,567.84	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	118.98	0.00	633.90	1,363.75	27,866.61	334,399.33	
TCA1301	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	4,620.93	987.03	18,181.70	332.27	1,898.69	118.32	0.00	519.44	1,117.51	25,695.33	308,343.98	
TCA1302	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	4,620.93	987.03	18,181.70	332.27	1,898.69	118.32	0.00	519.44	1,117.51	25,695.33	308,343.98	
TCA1303	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	4,620.93	987.03	18,181.70	332.27	1,898.69	118.32	0.00	519.44	1,117.51	25,695.33	308,343.98	
TCA1401	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	3,470.92	741.39	17,277.33	332.27	1,898.69	117.87	0.00	519.44	1,117.51	24,544.86	294,538.38	
TCA1402	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	3,470.92	741.39	17,277.33	332.27	1,898.69	117.87	0.00	519.44	1,117.51	24,544.86	294,538.38	
TCA1403	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	3,470.92	741.39	17,277.33	332.27	1,898.69	117.87	0.00	519.44	1,117.51	24,544.86	294,538.38	
TCA1404	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	3,470.92	741.39	17,277.33	332.27	1,898.69	117.87	0.00	519.44	1,117.51	24,544.86	294,538.38	
TCA1405	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	3,470.92	741.39	17,277.33	332.27	1,898.69	117.87	0.00	519.44	1,117.51	24,544.86	294,538.38	
TCA1406	1	5,615.62	9,572.55	196.55	393.09	0.00	1,000.00	900.00	1,950.73	14,547.80	3,470.92	741.39	17,277.33	332.27	1,898.69	117.87	0.00	519.44	1,117.51	24,544.86	294,538.38	
TCA1501	1	4,294.52	8,042.82	150.31	300.62	0.00	400.00	1,500.00	1,341.80	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	116.10	0.00	397.24	854.61	20,680.02	248,160.27	
TCA1502	1	4,294.52	8,042.82	150.31	300.62	0.00	400.00	1,500.00	1,341.80	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	116.10	0.00	397.24	854.61	20,680.02	248,160.27	
TCA1503	1	4,294.52	8,042.82	150.31	300.62	0.00	400.00	1,500.00	1,341.80	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	116.10	0.00	397.24	854.61	20,680.02	248,160.27	
TCA1504	1	4,294.52	8,042.82	150.31	300.62	0.00	400.00	1,500.00	1,341.80	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	116.10	0.00	397.24	854.61	20,680.02	248,160.27	
TCA1601	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	5,273.60	1,039.92	14,650.13	225.30	1,287.44	115.59	178.20	284.94	570.06	19,522.13	234,265.51	
TCA1602	1	2,864.62	6,822.37	107.81	200.52	0.00	400.00	1,500.00	862.20	10,416.45	5,273.60	1,039.92	14,650.13	225.30	1,287.44	115.59	178.20	284.94	570.06	19,522.13	234,265.51	
TCA1701	1	2,864.62	5,515.63	107.81	200.52	0.00	400.00	1,500.00	665.87	9,306.04	3,399.69	564.78	12,140.95	199.89	1,142.25	112.90	174.05	284.94	570.06	16,164.03	193,968.41	
TCA1702	1	2,864.62	5,515.63	107.81	200.52	0.00	400.00	1,500.00	665.87	9,306.04	3,399.69	564.78	12,140.95	199.89	1,142.25	112.90	174.05	284.94	570.06	16,164.03	193,968.41	
TCA1801	1	2,864.62	3,933.00	107.81	200.52	0.00	400.00	1,500.00	240.14	8,149.14	3,207.80	673.01	10,683.93	169.12	966.40	111.06	171.21	284.94	570.06	14,178.20	170,138.46	
TCA1901	1	2,864.62	2,112.00	107.81	200.52	0.00	400.00	1,500.00		6,568.28	2,397.40	338.78	8,626.90	133.71	764.07	104.36	160.89	284.94	570.06	11,292.05	135,504.55	
TCA1902	1	2,864.62	2,112.00	107.81	200.52	0.00	400.00	1,500.00		6,568.28	2,397.40	338.78	8,626.90	133.71	764.07	104.36	160.89	284.94	570.06	11,292.05	135,504.55	
TCA1903	1	2,864.62	2,112.00	107.81	200.52	0.00	400.00	1,500.00		6,568.28	2,397.40	338.78	8,626.90	133.71	764.07	104.36	160.89	284.94	570.06	11,292.05	135,504.55	
TCA1904	1	2,864.62	2,112.00	107.81	200.52	0.00	400.00	1,500.00		6,568.28	2,397.40	338.78	8,626.90	133.71	764.07	104.36	160.89	284.94	570.06	11,292.05	135,504.55	
TCA2001	1	2,487.82	2,510.81	107.81	174.15	0.00	400.00	600.00		5,716.67	1,936.00	255.04	7,397.63	116.64	666.51	101.77	156.89	284.94	495.08	9,756.45	117,077.42	
TCA2002	1	2,487.82	2,510.81	107.81	174.15	0.00	400.00	600.00		5,716.67	1,936.00	255.04	7,397.63	116.64	666.51	101.77	156.89	284.94	495.08	9,756.45	117,077.42	
TCA2003	1	2,487.82	2,510.81	107.81	174.15	0.00	400.00	600.00		5,716.67	1,936.00	255.04	7,397.63	116.64	666.51	101.77	156.89	284.94	495.08	9,756.45	117,077.42	
TCA2004	1	2,487.82	2,510.81	107.81	174.15	0.00	400.00	600.00		5,716.67	1,936.00	255.04	7,397.63	116.64	666.51	101.77	156.89	284.94	495.08	9,756.45	117,077.42	
TCA2005	1	2,487.82	2,510.81	107.81	174.15	0.00	400.00	600.00		5,716.67	1,936.00	255.04	7,397.63	116.64	666.51	101.77	156.89	284.94	495.08	9,756.45	117,077.42	
TCA2101	1	2,256.11	1,837.98	107.81	157.93	0.00	400.00	600.00		4,828.35	1,189.61	4.09	6,013.87	99.05	566.01	100.00	154.17	284.94	448.97	7,936.83	95,241.98	
TCA2102	1	2,256.11	1,837.98	107.81	157.93	0.00	400.00	600.00		4,828.35	1,189.61	4.09	6,013.87	99.05	566.01	100.00	154.17	284.94	448.97	7,936.83	95,241.98	
TCA2103	1	2,256.11	1,837.98	107.81	157.93	0.00	400.00	600.00		4,828.35	1,189.61	4.09	6,013.87	99.05	566.01	100.00	154.17	284.94	448.97	7,936.83	95,241.98	
TCA2301	1	2,256.11	1,041.35	107.81	157.93	0.00	400.00	600.00		4,031.72	915.55	-138.74	5,086.01	83.56	477.50	100.00	154.17	284.94	448.97	6,762.14	81,145.64	
TCA2302	1	2,256.11	1,041.35	107.81	157.93	0.00	400.00	600.00		4,031.72	915.55	-138.74	5,086.01	83.56	477.50	100.00	154.17	284.94	448.97	6,762.14	81,145.64	
TCA2303	1	2,256.11	1,041.35	107.81	157.93	0.00	400.00	600.00		4,031.72	91											

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR DE PERSONAL DE CONFIANZA (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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	35,768.30	887.15	3,338.49	80,131.73	1,000.00	1,296.15	90,126.60	2,530.12	14,457.84	2,344.60	9,490.84	107,114.56	1,285,374.68	158,943.92	1,907,327.08
MSS00	1	38,904.59	32,698.07	887.15	2,723.32	79,889.71	1,000.00	1,296.15	84,781.91	2,354.54	13,454.49	2,344.60	7,742.01	100,590.94	1,207,091.25	146,986.08	1,763,833.02
MST01	1	38,904.59	27,054.83	887.15	2,723.32	63,291.93	1,000.00	1,296.15	73,827.38	2,031.80	11,610.30	2,344.60	7,742.01	87,469.47	1,049,633.69	128,221.38	1,538,656.58
MMS01	2	27,181.45	19,682.33	887.15	1,902.70	52,289.31	1,000.00	1,296.15	59,294.74	1,589.91	9,085.21	2,344.60	5,409.11	69,969.86	839,638.32	100,195.74	1,202,348.91
MMS01	1	19,667.43	13,751.05	688.36	1,376.72	40,471.32	1,000.00	1,296.15	46,618.77	1,214.01	6,937.21	1,819.24	3,913.82	54,769.99	657,239.88	76,319.17	915,830.10
MMS02	1	19,445.64	11,938.15	680.60	1,361.19	34,650.10	1,000.00	1,296.15	42,411.95	1,096.51	7,048.99	1,798.72	3,869.68	50,557.45	606,689.36	70,205.79	842,469.53
MMS03	1	17,264.14	9,825.87	604.24	1,208.49	29,790.69	1,000.00	1,296.15	37,712.37	959.60	6,168.87	1,596.93	3,435.56	44,840.85	538,090.15	61,511.95	738,143.37
MMS04	1	15,097.98	7,915.29	528.43	1,056.86	25,588.23	1,000.00	1,296.15	33,481.78	835.77	5,372.80	1,396.56	3,004.50	39,690.35	476,284.16	53,591.99	643,103.83
MM01	1	14,819.31	6,780.91	518.68	1,037.35	21,734.98	1,000.00	1,296.15	30,513.50	755.43	4,856.30	1,370.79	2,949.04	36,125.23	433,502.71	48,781.99	585,383.91
MM02	1	12,264.63	5,230.04	429.26	858.52	17,695.82	1,000.00	1,296.15	25,738.78	627.21	4,032.08	1,134.48	2,440.66	30,398.06	364,776.78	40,491.03	485,892.38
MM03	1	10,460.31	4,149.20	366.11	732.22	14,904.70	1,000.00	1,296.15	22,413.63	537.86	3,457.65	967.58	2,081.60	26,409.13	316,909.57	34,705.84	416,470.12
MM04	1	9,755.30	3,323.63	341.44	682.87	11,860.31	1,000.00	1,296.15	19,563.82	464.95	2,988.97	902.36	1,941.30	23,017.74	276,212.89	30,209.35	362,512.15
MM05	1	8,376.26	2,636.94	293.17	586.34	10,024.50	1,000.00	1,296.15	17,180.46	402.44	2,587.11	774.80	1,666.88	20,170.02	242,040.20	26,128.14	313,537.72
MM06	1	6,853.59	1,819.58	239.88	479.75	7,720.57	1,000.00	1,296.15	14,331.10	328.03	2,108.79	633.96	1,363.86	16,767.93	201,215.12	21,304.96	255,659.47
MM07	1	5,615.62	1,268.90	196.55	393.09	6,377.76	1,000.00	1,296.15	12,430.99	277.85	1,786.19	519.44	1,117.51	14,495.03	173,940.35	17,990.52	215,886.25
MM08	1	4,294.52	1,085.06	150.31	300.62	6,672.97	1,000.00	1,296.15	11,727.66	257.90	1,657.96	397.24	854.61	13,643.52	163,722.19	16,431.35	197,176.23

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR DE PERSONAL PROGRAMAS (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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%)				
PMMS01	1	19,667.43	13,751.05	688.36	1,376.72	40,471.32	1,000.00	1,296.15	46,618.77	1,214.01	6,937.21	1,819.24	3,913.82	54,769.99	657,239.88	76,319.17	915,830.10
PMMS02	1	19,445.64	11,938.15	680.60	1,361.19	34,650.10	1,000.00	1,296.15	42,411.95	1,096.51	7,048.99	1,798.72	3,869.68	50,557.45	606,689.36	70,205.79	842,469.53
PMMS03	1	17,264.14	9,825.87	604.24	1,208.49	29,790.69	1,000.00	1,296.15	37,712.37	959.60	6,168.87	1,596.93	3,435.56	44,840.85	538,090.15	61,511.95	738,143.37
PMMS04	1	15,097.98	7,915.29	528.43	1,056.86	25,588.23	1,000.00	1,296.15	33,481.78	835.77	5,372.80	1,396.56	3,004.50	39,690.35	476,284.16	53,591.99	643,103.83
PMMS01	1	14,819.31	6,780.91	518.68	1,037.35	21,734.98	1,000.00	1,296.15	30,513.50	755.43	4,856.30	1,370.79	2,949.04	36,125.23	433,502.71	48,781.99	585,383.91
PMMS02	1	12,264.63	5,230.04	429.26	858.52	17,695.82	1,000.00	1,296.15	25,738.78	627.21	4,032.08	1,134.48	2,440.66	30,398.06	364,776.78	40,491.03	485,892.38
PMMS03	1	10,460.31	4,149.20	366.11	732.22	14,904.70	1,000.00	1,296.15	22,413.63	537.86	3,457.65	967.58	2,081.60	26,409.13	316,909.57	34,705.84	416,470.12
PMMS04	1	9,755.30	3,323.63	341.44	682.87	11,860.31	1,000.00	1,296.15	19,563.82	464.95	2,988.97	902.36	1,941.30	23,017.74	276,212.89	30,209.35	362,512.15
PMMS05	1	8,376.26	2,636.94	293.17	586.34	10,024.50	1,000.00	1,296.15	17,180.46	402.44	2,587.11	774.80	1,666.88	20,170.02	242,040.20	26,128.14	313,537.72
PMMS06	1	6,853.59	1,819.58	239.88	479.75	7,720.57	1,000.00	1,296.15	14,331.10	328.03	2,108.79	633.96	1,363.86	16,767.93	201,215.12	21,304.96	255,659.47
PMMS07	1	5,615.62	1,268.90	196.55	393.09	6,377.76	1,000.00	1,296.15	12,430.99	277.85	1,786.19	519.44	1,117.51	14,495.03	173,940.35	17,990.52	215,886.25
PMMS08	1	4,294.52	1,085.06	150.31	300.62	6,672.97	1,000.00	1,296.15	11,727.66	257.90	1,657.96	397.24	854.61	13,643.52	163,722.19	16,431.35	197,176.23

ANEXO 4

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020**

TABULADOR DE PERSONAL DE CONFIANZA (TECNICO OPERATIVO)

CATEGORIA / PUESTO	SUELDO BASE	ISR	CREDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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	1,032.21		107.81	200.52	7,807.97	400.00	1,896.15	11,628.19	252.17	1,621.09	284.94	570.06	13,501.45	162,017.42	15,696.99	188,363.94
PR02	2,864.62	798.98		107.81	200.52	6,427.22	400.00	1,896.15	10,480.67	225.32	1,448.50	284.94	570.06	12,154.49	145,853.88	14,116.80	169,401.64
PR03	2,864.62	622.77		107.81	200.52	5,119.48	400.00	1,896.15	9,349.14	199.89	1,285.03	284.94	570.06	10,834.06	130,008.77	12,620.17	151,442.01
AD01	2,864.62	197.04	253.54	107.81	200.52	3,536.85	400.00	1,896.15	8,192.24	169.12	1,087.20	284.94	570.06	9,448.56	113,382.75	10,808.94	129,707.22
AD02	2,864.62	57.81	294.63	107.81	200.52	2,634.85	400.00	1,896.15	7,429.47	151.58	974.45	284.94	570.06	8,555.50	102,666.04	9,776.65	117,319.76
AD03	2,864.62	-47.26	324.87	107.81	200.52	1,877.85	400.00	1,896.15	6,777.54	136.86	879.83	284.94	570.06	7,794.23	93,530.75	8,910.30	106,923.62
TE01	2,487.82	-161.47	382.46	107.81	174.15	1,370.07	400.00	1,896.15	6,033.55	119.66	769.25	284.94	495.08	6,922.46	83,069.54	7,822.97	93,875.58
TE02	2,256.11	-251.26	406.62	107.81	157.93	576.20	400.00	1,896.15	5,113.98	99.72	641.06	284.94	448.97	5,854.76	70,257.11	6,603.14	79,237.73
TE03	2,256.11	-277.07	406.83	107.81	157.93	176.20	400.00	1,896.15	4,739.79	91.94	591.06	284.94	448.97	5,422.79	65,073.49	6,145.37	73,744.40
SM01	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,616.51	4,295.23	83.08	534.08	284.94	448.97	4,912.39	58,948.65	5,623.68	67,484.20
SM02	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,110.74	3,789.46	73.24	470.86	284.94	448.97	4,333.56	52,002.74	5,044.86	60,538.29
SM03	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,110.74	3,789.46	73.24	470.86	284.94	448.97	4,333.56	52,002.74	5,044.86	60,538.29

ANEXO 4

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR DE PERSONAL PROGRAMAS (TECNICO OPERATIVO)**

CATEGORIA / PUESTO	SUELDO BASE	ISR	CREDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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%)				
PPR01	2,864.62	1,032.21		107.81	200.52	7,807.97	400.00	1,896.15	11,628.19	252.17	1,621.09	284.94	570.06	13,501.45	162,017.42	15,696.99	188,363.94
PPR02	2,864.62	798.98		107.81	200.52	6,427.22	400.00	1,896.15	10,480.67	225.32	1,448.50	284.94	570.06	12,154.49	145,853.88	14,116.80	169,401.64
PPR03	2,864.62	622.77		107.81	200.52	5,119.48	400.00	1,896.15	9,349.14	199.89	1,285.03	284.94	570.06	10,834.06	130,008.77	12,620.17	151,442.01
PAD01	2,864.62	197.04	253.54	107.81	200.52	3,536.85	400.00	1,896.15	8,192.24	169.12	1,087.20	284.94	570.06	9,448.56	113,382.75	10,808.94	129,707.22
PAD02	2,864.62	57.81	294.63	107.81	200.52	2,634.85	400.00	1,896.15	7,429.47	151.58	974.45	284.94	570.06	8,555.50	102,666.04	9,776.65	117,319.76
PAD03	2,864.62	-47.26	324.87	107.81	200.52	1,877.85	400.00	1,896.15	6,777.54	136.86	879.83	284.94	570.06	7,794.23	93,530.75	8,910.30	106,923.62
PTE01	2,487.82	-161.47	382.46	107.81	174.15	1,370.07	400.00	1,896.15	6,033.55	119.66	769.25	284.94	495.08	6,922.46	83,069.54	7,822.97	93,875.58
PTE02	2,256.11	-251.26	406.62	107.81	157.93	576.20	400.00	1,896.15	5,113.98	99.72	641.06	284.94	448.97	5,854.76	70,257.11	6,603.14	79,237.73
PTE03	2,256.11	-277.07	406.83	107.81	157.93	176.20	400.00	1,896.15	4,739.79	91.94	591.06	284.94	448.97	5,422.79	65,073.49	6,145.37	73,744.40
PSM01	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,616.51	4,295.23	83.08	534.08	284.94	448.97	4,912.39	58,948.65	5,623.68	67,484.20
PSM02	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,110.74	3,789.46	73.24	470.86	284.94	448.97	4,333.56	52,002.74	5,044.86	60,538.29
PSM03	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,110.74	3,789.46	73.24	470.86	284.94	448.97	4,333.56	52,002.74	5,044.86	60,538.29

ANEXO 4

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR DE PERSONAL DE CONFIANZA (TECNICO OPERATIVO)**

CATEGORIA / PUESTO	SUELDO BASE	ISR	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSION PENSIONES (19.9%)	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
SESM021	2,256.11	-288.35	157.93		400.00	1,011.04	3,797.57	71.31	458.39	448.97	4,327.27	51,927.30	4,645.82	55,749.83

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR DE PERSONAL DE AGENTES DEL MINISTERIO PUBLICO**

CATEGORIA/PUESTO	SUELDO BASE (1102)	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL (1306)	AGUINALDO MENSUAL (1306)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%) (1401)	PENSIONES (19.9%) (1408)				
MP01001	9,755.30	5,616.50	341.44	682.87	21,848.26	1,000.00	1,296.15	27,258.90	659.16	4,237.46	902.36	1,941.30	32,155.52	385,866.29	41,640.00	499,679.99
MP02001	6,853.59	2,866.19	239.88	479.75	12,620.41	1,000.00	1,296.15	18,184.33	423.31	2,721.27	633.96	1,363.86	21,328.91	255,946.94	26,912.55	322,950.61

**GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
PERSONAL POLICIAL NO PROFESIONALIZADO (MANDOS MEDIOS)**

CATEGORIA / PUESTO	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%)	PENSIONES (19.9%)				
NSB1	8,376.26	3,462.15	293.17	586.34	13,887.85	1,000.00	1,296.15	20,218.60	477.56	3,070.03	774.80	1,666.88	23,766.19	285,194.26	30,549.52	366,594.29
NSC1	6,853.59	2,483.30	239.88	479.75	10,827.85	1,000.00	1,296.15	16,774.66	388.45	2,497.20	633.96	1,363.86	19,660.31	235,923.74	24,861.06	298,332.73
NJA1	5,615.62	1,866.21	196.55	393.09	9,176.85	1,000.00	1,296.15	14,632.76	332.28	2,136.08	519.44	1,117.51	17,101.12	205,213.41	21,193.92	254,327.03
NJA0	5,615.62	1,615.23	196.55	393.09	8,001.85	1,000.00	1,296.15	13,708.74	309.43	1,989.20	519.44	1,117.51	16,007.38	192,088.50	19,849.20	238,190.36
NJB0	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
PERSONAL POLICIAL NO PROFESIONALIZADO

CATEGORIA /PUESTO	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%)	PENSIONES (19.9%)				
NP14	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP13	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP12	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP11	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP10	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP09	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP08	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP07	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
NP06	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
PERSONAL DEL SERVICIO POLICIAL DE CARRERA

CATEGORIA /PUESTO	NIVEL SALARIAL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%)	PENSIONES (19.9%)				
SP08	3	8,088.18	6,536.01	283.09	566.17	27,424.85	1,000.00	1,296.15	30,423.91	735.18	4,726.15	748.16	1,609.55	35,885.23	430,622.77	45,628.20	547,538.44
	2	8,088.18	5,913.20	283.09	566.17	24,776.85	1,000.00	1,296.15	28,398.72	683.69	4,395.15	748.16	1,609.55	33,477.55	401,730.62	42,597.71	511,172.58
	1	8,088.18	5,374.59	283.09	566.17	22,486.85	1,000.00	1,296.15	26,647.33	639.16	4,108.90	748.16	1,609.55	31,395.38	376,744.61	39,976.94	479,723.24
SP07	3	8,088.18	4,994.51	283.09	566.17	20,870.85	1,000.00	1,296.15	25,411.41	607.74	3,906.90	748.16	1,609.55	29,926.04	359,112.50	38,127.51	457,530.18
	2	8,088.18	4,636.77	283.09	566.17	19,349.85	1,000.00	1,296.15	24,248.15	578.16	3,716.77	748.16	1,609.55	28,543.08	342,516.98	36,386.81	436,641.78
	1	8,088.18	4,279.26	283.09	566.17	17,829.85	1,000.00	1,296.15	23,085.66	548.61	3,526.77	748.16	1,609.55	27,161.04	325,932.44	34,647.26	415,767.11
SP06	3	6,447.84	3,546.86	225.67	451.35	16,212.85	1,000.00	1,296.15	20,732.96	485.27	3,119.61	596.43	1,283.12	24,337.83	292,054.00	30,441.26	365,295.17
	2	6,447.84	3,012.22	225.67	451.35	13,709.85	1,000.00	1,296.15	18,764.60	436.60	2,806.73	596.43	1,283.12	22,007.93	264,095.15	27,576.72	330,920.63
	1	6,447.84	2,490.61	225.67	451.35	11,267.85	1,000.00	1,296.15	16,844.21	389.12	2,501.48	596.43	1,283.12	19,734.81	236,817.67	24,781.99	297,383.83
SP05	3	5,345.79	2,195.19	187.10	374.21	10,986.85	1,000.00	1,296.15	15,872.29	362.23	2,328.60	494.49	1,063.81	18,563.12	222,757.41	22,877.92	274,534.98
	2	5,345.79	1,906.19	187.10	374.21	9,633.85	1,000.00	1,296.15	14,808.29	335.92	2,159.47	494.49	1,063.81	17,303.68	207,644.21	21,329.48	255,953.78
	1	5,345.79	1,616.98	187.10	374.21	8,279.85	1,000.00	1,296.15	13,743.50	309.59	1,990.22	494.49	1,063.81	16,043.32	192,519.80	19,779.90	237,358.85
SP04	3	4,589.46	1,388.99	160.63	321.26	7,968.85	1,000.00	1,296.15	12,983.57	288.84	1,856.81	424.52	913.30	15,129.21	181,550.57	18,337.92	220,055.09
	2	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
	1	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
SP03	3	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
	2	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
	1	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
SP02	3	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
	2	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
	1	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
SP01	3	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
	2	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
	1	4,589.46	1,210.82	160.63	321.26	7,079.85	1,000.00	1,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
DERECHOS HUMANOS (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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%)				
HMST01	1	38,904.59	30,900.89	887.15	2,723.32	74,603.87	1,000.00	1,296.15	81,293.25	2,251.76	12,867.18	2,344.60	7,742.01	96,412.18	1,156,946.22	141,010.15	1,692,121.82
HMMS01	1	19,667.43	15,548.05	688.36	1,376.72	46,461.29	1,000.00	1,296.15	50,811.74	1,330.48	7,602.76	1,819.24	3,913.82	59,744.98	716,939.79	83,091.17	997,094.01
HMMS02	1	19,445.64	13,360.42	680.60	1,361.19	39,390.98	1,000.00	1,296.15	45,730.56	1,188.69	7,641.60	1,798.72	3,869.68	54,560.85	654,730.18	75,631.47	907,577.58
HMMS03	1	17,264.14	11,119.58	604.24	1,208.49	34,103.03	1,000.00	1,296.15	40,731.00	1,043.45	6,707.91	1,596.93	3,435.56	48,482.37	581,788.47	66,447.18	797,366.21
HMMS04	1	15,097.98	9,093.26	528.43	1,056.86	29,514.79	1,000.00	1,296.15	36,230.37	912.12	5,863.62	1,396.56	3,004.50	43,006.10	516,073.26	58,085.71	697,028.57
HMM01	1	14,819.31	7,580.96	518.68	1,037.35	24,752.45	1,000.00	1,296.15	32,730.92	814.10	5,233.49	1,370.79	2,949.04	38,778.51	465,342.10	52,235.32	626,823.90
HMM02	1	12,264.63	5,726.27	429.26	858.52	19,805.60	1,000.00	1,296.15	27,352.33	668.24	4,295.80	1,134.48	2,440.66	32,316.36	387,796.33	42,905.56	514,866.70
HMM03	1	10,460.31	4,591.60	366.11	732.22	16,785.66	1,000.00	1,296.15	23,852.19	574.43	3,692.76	967.58	2,081.60	28,119.38	337,432.57	36,858.49	442,301.92
HMM04	1	9,755.30	3,667.80	341.44	682.87	13,471.55	1,000.00	1,296.15	20,830.89	496.28	3,190.37	902.36	1,941.30	24,517.55	294,210.54	32,053.32	384,639.84
HMM05	1	8,376.26	2,932.62	293.17	586.34	11,408.75	1,000.00	1,296.15	18,269.03	429.36	2,760.15	774.80	1,666.88	21,458.53	257,502.40	27,712.34	332,548.09
HMM06	1	6,853.59	2,074.53	239.88	479.75	8,914.12	1,000.00	1,296.15	15,269.70	351.24	2,257.98	633.96	1,363.86	17,878.93	214,547.14	22,670.91	272,050.89
HMM07	1	5,615.62	1,495.95	196.55	393.09	7,443.40	1,000.00	1,296.15	13,269.58	298.57	1,919.40	519.44	1,117.51	15,487.54	185,850.54	19,210.09	230,521.04
HMM08	1	4,294.52	1,259.55	150.31	300.62	7,646.67	1,000.00	1,296.15	12,526.86	276.84	1,779.67	397.24	854.61	14,583.37	175,000.41	17,545.69	210,548.33

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR DE PERSONAL DE CONFIANZA CONGRESO EL ESTADO (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	NIVEL	SUELDO BASE	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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%)				
CDIP01	1	19,667.43	17,765.40	688.36	1,376.72	53,812.95	1,000.00	1,296.15	55,946.05	1,473.43	8,419.61	1,819.24	3,913.82	65,839.09	790,069.12	91,402.63	1,096,831.53
CMMS01	1	19,667.43	15,548.04	688.36	1,376.72	46,461.29	1,000.00	1,296.15	50,811.75	1,330.48	7,602.76	1,819.24	3,913.82	59,744.99	716,939.91	83,091.17	997,094.01
CMMS02	1	19,445.64	13,360.41	680.60	1,361.19	39,390.98	1,000.00	1,296.15	45,730.57	1,188.69	7,641.60	1,798.72	3,869.68	53,711.79	644,541.51	74,782.40	897,388.79
CMMS03	1	17,264.14	11,119.58	604.24	1,208.49	34,103.03	1,000.00	1,296.15	40,731.00	1,043.45	6,707.91	1,596.93	3,435.56	47,737.05	572,844.59	65,701.86	788,422.32
CMMS04	1	15,097.98	9,093.26	528.43	1,056.86	29,514.79	1,000.00	1,296.15	36,230.37	912.12	5,212.10	1,396.56	3,004.50	42,354.59	508,255.11	57,434.20	689,210.42
CMM01	1	14,819.31	7,580.95	518.68	1,037.35	24,752.45	1,000.00	1,296.15	32,730.93	814.10	4,651.99	1,370.79	2,949.04	38,197.02	458,364.24	51,653.83	619,845.91
CMM02	1	12,264.63	5,726.26	429.26	858.52	19,805.60	1,000.00	1,296.15	27,352.34	668.24	3,818.49	1,134.48	2,440.66	31,839.06	382,068.72	42,428.25	509,138.96
CMM03	1	10,460.31	4,591.60	366.11	732.22	16,785.66	1,000.00	1,296.15	23,852.19	574.43	3,282.46	967.58	2,081.60	27,709.07	332,508.88	36,448.19	437,378.23
CMM04	1	9,755.30	3,667.79	341.44	682.87	13,471.55	1,000.00	1,296.15	20,830.90	496.28	2,835.89	902.36	1,941.30	24,163.07	289,956.83	31,698.83	380,386.01
CMM05	1	8,376.26	2,932.62	293.17	586.34	11,408.75	1,000.00	1,296.15	18,269.03	429.36	2,453.46	774.80	1,666.88	21,151.85	253,822.21	27,405.66	328,867.89
CMM06	1	6,853.59	2,074.52	239.88	479.75	8,914.12	1,000.00	1,296.15	15,269.71	351.24	2,007.10	633.96	1,363.86	17,628.05	211,536.62	22,420.02	269,040.25
CMM07	1	5,615.62	1,495.94	196.55	393.09	7,443.40	1,000.00	1,296.15	13,269.59	298.57	1,706.13	519.44	1,117.51	15,274.29	183,291.46	18,996.82	227,961.85
CMM08	1	4,294.52	1,259.54	150.31	300.62	7,646.67	1,000.00	1,296.15	12,526.87	276.84	1,581.93	397.24	854.61	14,385.64	172,627.65	17,347.95	208,175.44

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR DE PERSONAL DE CONFIANZA CONGRESO EL ESTADO (TECNICO OPERATIVO)

CATEGORIA	SUELDO BASE	IMPUESTO /SUBSIDIO AL EMPLEO	CREDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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	1,032.21		107.81	200.52	7,807.97	400.00	1,896.15	11,628.19	252.17	1,440.97	284.94	570.06	13,321.33	159,855.97	15,516.87	186,202.48
PR02	2,864.62	798.97		107.81	200.52	6,427.22	400.00	1,896.15	10,480.68	225.32	1,287.55	284.94	570.06	11,993.56	143,922.67	13,955.86	167,470.31
PR03	2,864.62	622.77		107.81	200.52	5,119.48	400.00	1,896.15	9,349.14	199.89	1,142.25	284.94	570.06	10,691.28	128,295.40	12,477.39	149,728.63
AD01	2,864.62	197.04	253.54	107.81	200.52	3,536.85	400.00	1,896.15	8,192.24	169.12	966.40	284.94	570.06	9,327.76	111,933.15	10,688.14	128,257.62
AD02	2,864.62	57.81	294.63	107.81	200.52	2,634.85	400.00	1,896.15	7,429.47	151.58	866.18	284.94	570.06	8,447.23	101,366.77	9,668.37	116,020.49
AD03	2,864.62	-47.26	324.87	107.81	200.52	1,877.85	400.00	1,896.15	6,777.54	136.86	782.07	284.94	570.06	7,696.47	92,357.65	8,812.54	105,750.52
TE01	2,487.82	-161.47	382.46	107.81	174.15	1,370.07	400.00	1,896.15	6,033.55	119.66	683.78	284.94	495.08	6,836.99	82,043.87	7,737.49	92,849.91
TE02	2,256.11	-251.26	406.62	107.81	157.93	576.20	400.00	1,896.15	5,113.98	99.72	569.83	284.94	448.97	5,783.53	69,402.36	6,531.92	78,382.99
TE03	2,256.11	-277.07	406.83	107.81	157.93	176.20	400.00	1,896.15	4,739.79	91.94	525.38	284.94	448.97	5,357.12	64,285.42	6,079.69	72,956.32
SM01	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,616.51	4,295.23	83.08	474.74	284.94	448.97	4,853.05	58,236.55	5,564.34	66,772.09
SM02	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,110.74	3,789.46	73.24	418.54	284.94	448.97	4,281.24	51,374.93	4,992.54	59,910.48
SM03	2,256.11	-288.35	406.83	107.81	157.93		400.00	1,110.74	3,789.46	73.24	418.54	284.94	448.97	4,281.24	51,374.93	4,992.54	59,910.48

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR VIGENTE DE PERSONAL EVENTUAL-PROGRAMAS (MANDOS MEDIOS Y SUPERIORES)

NOMBRE DE NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSION ISSSTE (9.25%)	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
PEMMS01	19,667.43	13,161.03	688.36	38,504.58	1,000.00	1,296.15	46,618.77	1,175.77	6,718.68	1,819.24	54,513.22	654,158.65	70,181.85	842,182.18
PEMMS02	19,445.64	11,354.78	680.60	32,705.54	1,000.00	1,296.15	42,411.96	1,058.70	6,805.92	1,798.72	50,276.57	603,318.85	64,110.67	769,328.04
PEMMS03	17,264.14	9,307.95	604.24	28,064.28	1,000.00	1,296.15	37,712.37	926.03	5,953.07	1,596.93	44,591.48	535,097.70	56,100.60	673,207.24
PEMMS04	15,097.98	7,462.35	528.43	24,078.43	1,000.00	1,296.15	33,481.78	806.41	5,184.07	1,396.56	39,472.26	473,667.15	48,859.61	586,315.26
PEMM01	14,819.31	6,461.89	518.68	20,378.61	1,000.00	1,296.15	30,513.50	729.05	4,686.76	1,370.79	35,929.31	431,151.69	44,280.66	531,367.91
PEMM02	12,264.63	4,966.02	429.26	16,573.27	1,000.00	1,296.15	25,738.77	605.38	3,891.76	1,134.48	30,235.91	362,830.95	36,765.67	441,188.08
PEMM03	10,460.31	3,924.01	366.11	13,947.29	1,000.00	1,296.15	22,413.63	519.24	3,337.97	967.58	26,270.84	315,250.08	31,528.54	378,342.47
PEMM04	9,755.30	3,138.15	341.44	10,991.95	1,000.00	1,296.15	19,563.81	448.07	2,880.42	902.36	22,892.30	274,707.62	27,274.25	327,291.02
PEMM05	8,376.26	2,477.69	293.17	9,278.92	1,000.00	1,296.15	17,180.47	387.94	2,493.92	774.80	20,062.33	240,747.96	23,607.99	283,295.91
PEMM06	6,853.59	1,689.28	239.88	7,110.53	1,000.00	1,296.15	14,331.11	316.17	2,032.53	633.96	16,679.82	200,157.82	19,242.93	230,915.17
PEMM07	5,615.62	1,183.07	196.55	5,898.83	1,000.00	1,296.15	12,430.98	268.54	1,726.32	519.44	14,425.84	173,110.12	16,324.90	195,898.85
PEMM08	4,294.52	1,019.43	150.31	6,306.73	1,000.00	1,296.15	11,727.66	250.78	1,612.17	397.24	13,590.62	163,087.41	15,157.60	181,891.18

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR VIGENTE DE PERSONAL EVENTUAL-PROGRAMAS(TECNICO OPERATIVO)

CATEGORIA/PUESTO	SUELDO BASE	ISR	ISSSTE (3.5%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSION ISSSTE (9.25%)	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
PEPR01	2,864.62	986.52	107.81	7,552.97	400.00	1,896.15	11,619.40	247.21	1,589.22	284.94	13,455.83	161,469.98	14,835.10	178,021.23
PEPR02	2,864.62	759.77	107.81	6,182.22	400.00	1,896.15	10,475.40	220.56	1,417.87	284.94	12,113.83	145,366.01	13,266.36	159,196.27
PEPR03	2,864.62	596.76	107.81	4,880.48	400.00	1,896.15	9,336.67	195.25	1,255.16	284.94	10,787.08	129,444.90	11,776.59	141,319.04
PEAD01	2,864.62	131.57	107.81	3,312.85	400.00	1,896.15	8,234.23	164.76	1,059.20	284.94	9,458.20	113,498.40	9,982.52	119,790.25
PEAD02	2,864.62	3.09	107.81	2,409.85	400.00	1,896.15	7,459.71	147.21	946.33	284.94	8,553.25	102,638.96	8,949.09	107,389.05
PEAD03	2,864.62	-90.96	107.81	1,653.85	400.00	1,896.15	6,797.76	132.51	851.83	284.94	7,782.10	93,385.16	8,083.89	97,006.65
PETE01	2,487.82	-173.09	107.81	1,188.38	400.00	1,896.15	6,037.62	116.13	746.54	284.94	6,900.29	82,803.53	7,119.96	85,439.47
PETE02	2,256.11	-261.38	107.81	418.20	400.00	1,896.15	5,124.03	96.65	621.31	284.94	5,841.98	70,103.82	5,973.36	71,680.27
PETE03	2,256.11	-287.17	107.81	18.42	400.00	1,896.15	4,750.04	88.87	571.34	284.94	5,410.25	64,922.98	5,515.83	66,189.96
PESM01	2,256.11	-288.35	107.81		400.00	1,458.51	4,295.16	80.01	514.33	284.94	4,889.49	58,673.92	4,993.89	59,926.73
PESM02	2,256.11	-288.35	107.81		400.00	951.51	3,788.16	70.15	450.95	284.94	4,309.26	51,711.12	4,413.66	52,963.93
PESM03	2,256.11	-288.35	107.81		400.00	951.51	3,788.16	70.15	450.95	284.94	4,309.26	51,711.12	4,413.66	52,963.93

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
PERSONAL SINDICALIZADO DIF

PUESTO	SUELDO BASE MENSUAL	SOBRESUELDO	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0%)	CANTIDAD ADICIONAL	MONEDERO	RECREACION DEPORTE Y CULTURA	AYUDA TRANSPORTE	NETO TOTAL	PRIMA VAC. MENSUAL	REPERCUSIONES			COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												AGUINALDO MENSUAL	ISSSTE (9.25%)	PENSIONES (19.9%)				
DA10	6,599.80	3,071.64	1,340.54	338.50	677.00	1,460.00	600.00	1,950.00	1,200.00	12,525.40	796.52	1,855.24	894.61	1,924.62	15,177.16	182,125.94	20,352.43	244,229.15
DA09	6,502.27	2,978.56	1,204.63	331.83	663.66	953.88	600.00	1,950.00	1,200.00	11,984.60	746.66	1,739.12	876.98	1,886.69	14,470.38	173,644.60	19,434.16	233,209.97
DA08	6,406.19	2,885.48	1,145.86	325.21	650.42	815.12	600.00	1,950.00	1,200.00	11,735.30	723.20	1,684.46	859.48	1,849.04	14,142.97	169,715.59	18,972.97	227,675.65
DA07	6,311.52	2,792.40	1,095.19	318.64	637.27	720.10	600.00	1,950.00	1,200.00	11,522.92	702.96	1,637.34	842.11	1,811.68	13,863.22	166,358.69	18,568.12	222,817.45
DA06	6,249.04	2,699.32	1,052.99	313.19	626.39	640.18	600.00	1,950.00	1,200.00	11,345.97	686.11	1,598.09	827.72	1,780.72	13,630.17	163,562.04	18,231.18	218,774.21
DA05	6,187.18	2,606.29	1,020.82	307.77	615.54	615.55	600.00	1,950.00	1,200.00	11,214.89	673.27	1,568.17	813.40	1,749.90	13,456.33	161,475.94	17,963.76	215,565.12
DA04	6,099.23	2,513.17	984.13	301.43	602.87	591.88	600.00	1,950.00	1,200.00	11,065.84	658.62	1,534.04	796.65	1,713.87	13,258.50	159,101.96	17,657.44	211,889.28
DA03	6,011.24	2,420.08	947.60	295.10	590.19	569.11	600.00	1,950.00	1,200.00	10,917.54	644.03	1,500.07	779.90	1,677.83	13,061.64	156,739.73	17,352.26	208,227.17
DA02	5,923.27	2,327.00	911.88	288.76	577.52	547.22	600.00	1,950.00	1,200.00	10,769.34	629.51	1,466.25	763.15	1,641.81	12,865.09	154,381.13	17,048.21	204,578.50
DA01	5,864.63	2,233.98	884.24	283.45	566.90	526.16	600.00	1,950.00	1,200.00	10,640.18	617.15	1,437.46	749.12	1,611.62	12,694.79	152,337.48	16,790.13	201,481.53
DA00	4,500.75	953.10	246.39	190.88	381.77	201.21	600.00	1,950.00	1,200.00	8,586.02	404.65	942.51	504.48	1,085.32	9,933.18	119,198.12	12,342.02	148,104.22

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
 PRESUPUESTO DE EGRESOS 2020
 PERSONAL SINDICALIZADO DIF

PUESTO	SUELDO BASE MENSUAL	SOBRESUELDO	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0%)	CANTIDAD ADICIONAL	MONEDERO	RECREACION DEPORTE Y CULTURA	AYUDA DE TRANSPORTE	NETO TOTAL	PRIMA VAC. MENSUAL	REPERCUSIONES			COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												AGUINALDO MENSUAL	ISSSTE (9.25%)	PENSIONES (19.9%)				
DA10	6,599.80	3,071.64	1,340.54	338.50	677.00	1,460.00	600.00	1,950.00	1,200.00	12,525.40	796.52	1,855.24	894.61	1,924.62	15,177.16	182,125.94	20,352.43	244,229.15
DA09	6,502.27	2,978.56	1,204.63	331.83	663.66	953.88	600.00	1,950.00	1,200.00	11,984.60	746.66	1,739.12	876.98	1,886.69	14,470.38	173,644.60	19,434.16	233,209.97
DA08	6,406.19	2,885.48	1,145.86	325.21	650.42	815.12	600.00	1,950.00	1,200.00	11,735.30	723.20	1,684.46	859.48	1,849.04	14,142.97	169,715.59	18,972.97	227,675.65
DA07	6,311.52	2,792.40	1,095.19	318.64	637.27	720.10	600.00	1,950.00	1,200.00	11,522.92	702.96	1,637.34	842.11	1,811.68	13,863.22	166,358.69	18,568.12	222,817.45
DA06	6,249.04	2,699.32	1,052.99	313.19	626.39	640.18	600.00	1,950.00	1,200.00	11,345.97	686.11	1,598.09	827.72	1,780.72	13,630.17	163,562.04	18,231.18	218,774.21
DA05	6,187.18	2,606.29	1,020.82	307.77	615.54	615.55	600.00	1,950.00	1,200.00	11,214.89	673.27	1,568.17	813.40	1,749.90	13,456.33	161,475.94	17,963.76	215,565.12
DA04	6,099.23	2,513.17	984.13	301.43	602.87	591.88	600.00	1,950.00	1,200.00	11,065.84	658.62	1,534.04	796.65	1,713.87	13,258.50	159,101.96	17,657.44	211,889.28
DA03	6,011.24	2,420.08	947.60	295.10	590.19	569.11	600.00	1,950.00	1,200.00	10,917.54	644.03	1,500.07	779.90	1,677.83	13,061.64	156,739.73	17,352.26	208,227.17
DA02	5,923.27	2,327.00	911.88	288.76	577.52	547.22	600.00	1,950.00	1,200.00	10,769.34	629.51	1,466.25	763.15	1,641.81	12,865.09	154,381.13	17,048.21	204,578.50
DA01	5,864.63	2,233.98	884.24	283.45	566.90	526.16	600.00	1,950.00	1,200.00	10,640.18	617.15	1,437.46	749.12	1,611.62	12,694.79	152,337.48	16,790.13	201,481.53
DA00	4,500.75	953.10	246.39	190.88	381.77	201.21	600.00	1,950.00	1,200.00	8,586.02	404.65	942.51	504.48	1,085.32	9,933.18	119,198.12	12,342.02	148,104.22

QUINQUENIO	CANTIDAD
1.00	76.86
2.00	199.51
3.00	286.5
4.00	572.28
5.00	858.76

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
 PRESUPUESTO DE EGRESOS 2020
 PERSONAL SINDICALIZADO S.U.T.S.G.E.

PUESTO	SUELDO BASE MENSUAL	SOBRESUELDO (42%)	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0%)	NETO MENSUAL	RECREACION DEPORTE Y CULTURA (EXCENTO)	DESPENSA (MONEDERO)	RECREACION DEPORTE Y CULTURA (GRAVABLE)	AYUDA DE TRANSPORTE	NETO TOTAL	PRIMA VAC. MENSUAL	PRIMA ADICIONAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
															ISSSTE (9.25%)	PENSIONES (19.9%)				
SO6	9,877.78	4,148.67	2,461.78	490.93	981.85	10,391.89	1,450.24	1,000.00	849.76	1,300.00	14,991.89	1,440.05	0.00	2,337.74	1,297.45	2,791.26	16,769.68	225,236.44	26,492.95	317,915.37
SO5	9,590.08	4,027.83	2,074.52	476.63	953.25	10,115.51	1,450.24	1,000.00	849.76	1,300.00	14,715.51	1,398.11	0.00	2,269.65	1,259.66	2,709.96	16,381.27	220,875.21	25,855.20	310,263.47
SO4	8,987.89	3,774.91	1,891.87	446.70	893.40	9,530.84	1,450.24	1,000.00	849.76	1,300.00	14,130.84	1,310.31	0.00	2,127.13	1,180.56	2,539.80	17,568.29	210,899.46	24,520.61	294,247.30
SO3	8,455.56	3,551.34	1,730.41	420.24	840.48	9,015.77	1,450.24	1,000.00	849.76	1,300.00	13,615.77	1,232.71	0.00	2,001.15	1,110.64	2,389.37	16,849.62	202,495.47	23,340.76	280,089.17
SO2	8,242.54	3,461.87	1,665.79	409.65	819.31	8,809.65	1,450.24	1,000.00	849.76	1,300.00	13,409.65	1,201.65	0.00	1,950.73	1,082.66	2,329.8	16,562.03	198,744.39	22,868.62	274,423.45
SO1	7,870.44	3,305.59	1,552.93	391.16	782.32	8,449.61	1,450.24	1,000.00	849.76	1,300.00	13,049.61	1,147.41	0.00	1,862.67	1,033.78	2,224.03	16,059.69	192,716.23	22,043.91	264,536.97
SO0	7,531.63	3,163.28	1,450.17	374.32	748.64	8,121.78	1,450.24	1,000.00	849.76	1,300.00	12,721.78	1,098.01	0.00	1,782.49	989.28	2,128.29	15,602.28	187,227.35	21,292.98	255,515.76
SO09	7,035.53	2,954.92	1,299.69	349.67	699.33	7,641.76	1,450.24	1,000.00	849.76	1,300.00	12,241.76	1,025.69	0.00	1,665.08	924.12	1,988.1	14,932.52	179,809.24	20,893.43	242,321.15
SO08	6,793.24	2,853.16	1,233.56	337.62	675.25	7,399.97	1,450.24	1,000.00	849.76	1,300.00	11,999.97	990.36	0.00	1,607.73	892.29	1,919.63	14,598.07	175,176.84	19,656.43	235,877.20
SO07	6,379.74	2,679.49	1,128.34	317.07	634.15	6,979.67	1,450.24	1,000.00	849.76	1,300.00	11,579.67	930.08	0.00	1,509.87	837.98	1,802.79	14,019.62	168,235.41	18,739.94	224,879.28
SO06	6,094.41	2,559.65	1,055.74	302.89	605.78	6,689.65	1,450.24	1,000.00	849.76	1,300.00	11,289.65	888.48	0.00	1,442.14	800.50	1,722.16	13,620.43	163,445.77	18,107.56	217,290.67

Quinquenio	Cantidad
1	53.01
2	133.11
3	266.19
4	532.35
5	798.84
6	931.78

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TRIBUNAL DE JUSTICIA ADMINISTRATIVA

PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION CULTURA Y DEPORTE	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO EFECTIVO DEL	ISR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGOS POT EL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	IMPUESTO	PRIMA NETA MENSUAL POR RIESGOS POT EL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	REPERCUSION		COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																	ISSSTE (9.25%)	PENSIONES (19.9%)		
MANDOS SUPERIORES																				
TJA01	1	38,904.59	37,691.55	887.15	2,723.32	94,576.41	1,000.00	900.00	22,220.35	7,554.92	108,744.41	2,632.41	15,042.33	50,000.00	15,266.60	34,733.40	2,344.60	7,742.01	235,362.70	2,824,352.43
TJA02	1	38,904.59	37,691.55	887.15	2,723.32	94,576.41	1,000.00	900.00	17,220.35	5,854.92	105,444.41	2,632.41	15,042.33	50,000.00	15,227.06	34,772.94	2,344.60	7,742.01	230,362.70	2,764,352.43
TJA03	1	19,667.43	19,600.00	688.36	1,376.72	59,546.07	1,000.00	1,451.58			60,000.00	1,587.93	9,073.90	20,000.00	5,392.28	14,607.72	1,819.24	3,913.82	118,059.96	1,416,719.52
TJA04	1	19,667.43	15,188.27	688.36	1,376.72	45,262.05	1,000.00	1,451.58			50,127.71	1,310.19	7,486.78				1,819.24	3,913.82	81,911.08	982,932.99
TJA05	1	19,445.64	13,146.30	680.60	1,361.19	38,677.26	1,000.00	1,451.58			45,386.39	1,177.84	7,571.81				1,798.72	3,869.68	74,992.53	899,910.40
TJA06	1	14,819.31	9,498.44	518.68	1,037.35	31,144.08	1,000.00	1,451.58			37,360.50	941.40	6,051.87				1,370.79	2,949.04	59,728.07	716,736.85

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TRIBUNAL DE JUSTICIA ADMINISTRATIVA

PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION CULTURA Y DEPORTE	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO EFECTIVO DEL	ISR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGOS POT EL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	IMPUESTO	PRIMA NETA MENSUAL POR RIESGOS POT EL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	REPERCUSION		COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																	ISSSTE (9.25%)	PENSIONES (19.9%)		
MANDOS MEDIOS																				
TJA07	1	14,819.31	7,252.28	518.68	1,037.35	23,656.88	1,000.00	1,451.58			32,119.46	795.82	5,115.97				1,370.79	2,949.04	51,159.39	613,912.64
TJA08	1	12,264.63	6,064.13	429.26	858.52	21,242.12	1,000.00	1,451.58			28,606.42	699.19	4,494.79				1,134.48	2,440.66	44,727.46	536,729.48
TJA09	1	12,264.63	5,598.85	429.26	858.52	19,263.86	1,000.00	1,451.58			27,093.44	660.72	4,247.51				1,134.48	2,440.66	42,463.45	509,561.37
TJA10		10,460.31	4,555.04	366.11	732.22	16,630.23	1,000.00	1,451.58			23,888.75	574.43	3,692.76				967.58	2,081.60	36,858.49	442,301.92
TJA11	1	9,755.30	3,561.10	341.44	682.87	12,972.02	1,000.00	1,451.58			20,593.49	489.59	3,147.36				902.36	1,941.30	31,659.52	379,914.20
TJA12	1	8,376.26	2,840.33	293.17	586.34	10,976.70	1,000.00	1,451.58			18,084.70	423.98	2,725.57				774.80	1,666.88	27,395.76	328,749.17
TJA13	2	6,853.59	2,238.15	239.88	479.75	9,675.15	1,000.00	1,451.58			16,022.54	369.06	2,372.54				633.96	1,363.86	23,719.75	284,636.94
TJA13	1	6,853.59	1,993.50	239.88	479.75	8,534.79	1,000.00	1,451.58			15,126.83	346.89	2,230.00				633.96	1,363.86	22,414.67	268,976.00
TJA14	1	2,864.62	1,486.43	107.81	200.52	10,149.85	1,000.00	1,451.58			13,671.28	300.73	1,933.26				284.94	570.06	18,555.03	222,660.38
TJA15	1	2,864.62	1,172.84	107.81	200.52	8,592.73	1,000.00	1,451.58			12,427.75	270.45	1,738.62				284.94	570.06	16,772.99	201,275.93

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TRIBUNAL DE JUSTICIA ADMINISTRATIVA

PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION CULTURA Y DEPORTE	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO EFECTIVO DEL	ISR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGOS POT EL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	IMPUESTO	PRIMA NETA MENSUAL POR RIESGOS POT EL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	REPERCUSION		COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																	ISSSTE (9.25%)	PENSIONES (19.9%)		
TECNICO OPERATIVO																				
TJA16	1	2,864.62	1,192.13	107.81	200.52	8,700.37	400.00	1,500.00			11,964.52	261.82	1,683.12				284.94	570.06	16,264.93	195,179.15
TJA17	1	2,864.62	991.82	107.81	200.52	7,582.57	400.00	1,500.00			11,047.03	240.08	1,543.40				284.94	570.06	14,985.67	179,828.03
TJA18	1	2,864.62	889.35	107.81	200.52	6,992.03	400.00	1,500.00			10,558.96	228.60	1,469.58				284.94	570.06	14,309.83	171,717.95
TJA19	1	2,864.62	334.53	107.81	200.52	4,470.32	400.00	1,500.00			8,592.07	179.57	1,154.37				284.94	570.06	11,423.87	137,086.47
TJA20	1	2,487.82	251.46	107.81	174.15	4,413.88	400.00	600.00			7,368.28	153.64	987.71				284.94	495.08	9,823.07	117,876.84
TJA21	1	2,256.11	0.88	107.81	157.93	2,998.06	400.00	600.00			5,987.55	121.61	781.77				284.94	448.97	7,891.45	94,697.44
TJA22	1	2,256.11	-79.27	107.81	157.93	2,445.00	400.00	600.00			5,514.64	110.85	712.64				284.94	448.97	7,258.51	87,102.08
TJA23	1	2,256.11	-145.58	107.81	157.93	1,850.00	400.00	600.00			4,985.95	99.29	638.26				284.94	448.97	6,577.56	78,930.75

ANEXO 4

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR TRIBUNAL ESTATAL ELECTORAL (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO ACTUAL
												ISSSTE (9.25%)	PENSIONES (19.9%)				
TEMSS00	2	38,904.59	72,131.21	887.15	2,723.32	195,869.52	1,000.00	1,296.15	161,328.58	4,609.70	26,341.14	2,344.60	7,742.01	192,279.42	2,307,353.06	278,107.71	3,337,292.51
TEMSS00	1	38,904.59	70,262.09	887.15	2,723.32	190,372.09	1,000.00	1,296.15	157,700.27	4,502.81	25,730.31	2,344.60	7,742.01	187,933.39	2,255,200.70	271,892.56	3,262,710.71
TEMMS01	1	19,667.43	17,040.60	688.36	1,376.72	51,436.48	1,000.00	1,296.15	54,294.38	1,427.22	8,155.56	1,819.24	3,913.82	63,877.16	766,525.94	88,715.90	1,064,590.75
TEMMS03	1	17,264.14	12,286.09	604.24	1,208.49	37,991.41	1,000.00	1,296.15	43,452.87	1,119.06	6,394.63	1,596.93	3,435.56	50,966.57	611,598.82	70,097.89	841,174.68
TEMMS04	1	15,097.98	10,099.06	528.43	1,056.86	32,867.46	1,000.00	1,296.15	38,577.24	977.31	5,584.62	1,396.56	3,004.50	45,139.17	541,670.06	61,224.58	734,694.97
TEMM02	1	12,264.63	6,340.98	429.26	858.52	22,419.18	1,000.00	1,296.15	29,351.20	719.05	4,108.88	1,134.48	2,440.66	34,179.14	410,149.65	45,383.04	544,596.53
TEMM06	1	6,853.59	2,363.97	239.88	479.75	10,269.23	1,000.00	1,296.15	16,335.37	377.59	2,157.66	633.96	1,363.86	18,870.63	226,447.55	23,952.05	287,424.57
TEMM08	1	4,294.52	1,486.53	150.31	300.62	8,720.43	1,000.00	1,296.15	13,373.64	297.72	1,701.23	397.24	854.61	15,372.59	184,471.11	18,561.90	222,742.79

GOBIERNO DEL ESTADO DE COAHUILA DE ZARAGOZA
PRESUPUESTO DE EGRESOS 2020
TABULADOR TRIBUNAL ESTATAL ELECTORAL (TECNICO OPERATIVO)

CATEGORIA/ PUESTO	SUELDO BASE	ISR	CREDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	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%)				
TEPR02	2,864.62	970.48		107.81	200.52	7,463.47	400.00	1,896.15	11,345.42	245.47	1,402.69	284.94	570.06	12,993.58	155,923.00	15,127.40	181,528.81
TEPR03	2,864.62	729.93		107.81	200.52	5,995.67	400.00	1,896.15	10,118.17	216.93	1,239.60	284.94	570.06	11,574.71	138,896.46	13,467.97	161,615.66
TEAD01	2,864.62	271.32		107.81	200.52	4,219.54	400.00	1,896.15	8,800.65	182.39	1,042.26	284.94	570.06	10,025.31	120,303.67	11,459.96	137,519.50
TETE02	2,256.11	-222.60	406.62	107.81	157.93	1,024.20	400.00	1,896.15	5,533.32	108.43	619.61	284.94	448.97	6,261.35	75,136.23	7,038.40	84,460.81