



## 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:

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		272,072.05	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	70,143.61	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	
TCI0102	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	
TCI0102	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	
TCI0102	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	
TCI0201	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
TCI0202	1	15,097.98	38,139.94	528.49	1,056.86	0.00	1,000.00	900.00	11,680.80	41,971.83	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	
TCI0402	1	12,264.63	26,747.75	429.26	858.52	0.00	1,000.00	900.00	7,413.14	32,211.45	4,514.29	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	
TCI0501	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	
TCI0601	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	
TCI0602	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	
TCI0603	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	
TCI0604	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	
TCI0605	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	
TCI0606	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	
TCI0701	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	
TCI0702	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	
TCI0703	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	
TCI0704	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	
TCI0705	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	
TCI0706	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	
TCI0707	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

Pág. 2

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		
TCI0803	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
TCI0804	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
TCI0805	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
TCI0806	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
TCI0807	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
TCI0808	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
TCI0901	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	20,215.60	276.84	1,581.93	119.35	0.00	397.24	854.61		27,349.11	328,189.29
TCI1001	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
TCI1002	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
TCI1101	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
TCI1102	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
TCI1103	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
TCI1201	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
TCI1202	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
TCI1301	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	5,700.00		136,100.16	1,633,201.94
TCA0201	1	17,264.14	65,342.18	604.24	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	1,596.99	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
TCA0501	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		67,794.17	813,530.08
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	3,888.52	880.84	23,141.58	477.56	2,728.91	121.58	0.00</					

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 (9%)	MONEDER O	RECREACION DEPORTE Y CULTURA	ISR/SUBSIDIO UNO	Neto mensual nominal	Asignacion 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 educacion	Repercuiones			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	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
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	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
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	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
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	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
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	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
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	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
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	397.28	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	397.28	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	116.22	179.17	397.28	854.61		20,859.31	250,311.71
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	116.22	179.17	397.28	854.61		20,859.31	250,311.71
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	14,690.13	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	14,690.13	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	10						

## 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
PMM01	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
PMM02	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
PMM03	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
PMM04	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
PMM05	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
PMM06	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
PMM07	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
PMM08	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	REPERCUSIONES 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 (1308)	AGUINALDO MENSUAL (1308)	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



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  
TABLADOR 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	7,792.53	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	5,962.59	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%)				
PRO1	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
PRO2	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
PRO3	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
ADO1	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
ADO2	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
ADO3	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

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 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
100	76.86
200	99.51
300	286.5
400	572.28
500	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 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	225,236.14	26,492.95	317,915.37
SO5	9,590.08	4,027.83	2,074.52	476.63	953.25	10,113.51	1,450.24	1,000.00	849.76	1,300.00	14,713.51	1,398.11	0.00	2,269.65	1,259.66	2,709.96	16,381.27	220,575.21	25,855.29	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	202,095.47	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	2,329.38	16,562.03	198,744.39	22,868.62	274,423.45
SO11	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	264,526.97
SO8	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	255,518.76
SO9	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	1,988.10	14,932.52	179,800.24	20,393.43	242,321.13
SO08	6,793.24	2,853.36	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	1,442.34	800.50	1,722.36	13,620.48	163,445.77	18,307.56	217,290.67

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

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

PUESTO	NIVEL	SUELDO BASE	ISR	ISSTE (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
																	ISSTE (9.25%)	PENSIONES (19.9%)		
<b>MANDOS SUPERIORES</b>																				
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	ISSTE (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
																	ISSTE (9.25%)	PENSIONES (19.9%)		
<b>MANDOS MEDIOS</b>																				
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	ISSTE (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
																	ISSTE (9.25%)	PENSIONES (19.9%)		
<b>TECNICO OPERATIVO</b>																				
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	16,284.93	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
TEMMS02	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
TEMMS06	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
TEMMS08	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%)				
TEPRO2	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
TEPRO3	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