



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



PERIODICO OFICIAL

TOMO CXXV

Saltillo, Coahuila, lunes 31 de diciembre de 2018

número 104

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 193.- Presupuesto de Egresos del Estado de Coahuila de Zaragoza para el Ejercicio Fiscal 2019.

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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 193.-

PRESUPUESTO DE EGRESOS DEL ESTADO DE COAHUILA DE ZARAGOZA PARA EL EJERCICIO FISCAL 2019

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 2019, comprendido del 1 de enero al 31 de diciembre de 2019 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

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	846.30	2,723.32	74,603.87	1,000.00	1,296.15	81,334.10	2,251.76	12,867.18	2,236.65	7,742.01	96,453.03	1,157,436.36	140,902.20	1,690,826.45
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	11,119.38	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	36,898.49	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

ANEXO 4

TABULADOR DE PERSONAL PENSIONADO (FALLECIDOS Y DESAPARECIDOS)

CATEGORIA / PUESTO	NIVEL SALARIAL	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%)				
MODELO: 3		SUBSISTEMA: 04															
RMVMS02		19,445.64	11,938.15	680.60	1,361.19	34,650.10		2,296.15	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
RMVMS03		17,264.14	9,825.87	604.24	1,208.49	29,790.69		2,296.15	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
RMVMD1		14,819.31	6,780.90	518.68	1,037.35	21,734.98		2,296.15	30,513.51	755.43	4,856.30	1,370.79	2,949.04	36,125.24	433,502.83	48,781.99	585,383.91
RMVMD4		9,755.30	3,323.64	341.44	682.87	11,860.31		2,296.15	19,563.81	464.95	2,988.97	902.36	1,941.30	23,017.73	276,212.77	30,209.35	362,512.15
RMVMD5		8,376.26	2,636.93	293.17	586.34	10,024.50		2,296.15	17,180.47	402.44	2,587.11	774.80	1,666.88	20,170.03	242,040.32	26,128.14	313,537.72
RMVMD6		6,853.59	1,819.58	239.88	479.75	7,720.57		2,296.15	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
RMVMD7		5,615.62	1,268.89	196.55	393.09	6,377.76		2,296.15	12,431.00	277.85	1,786.19	519.44	1,117.51	14,495.04	173,940.47	17,990.52	215,886.25
RMVMD8		4,294.52	1,085.06	150.31	300.62	6,672.97		2,296.15	11,727.66	257.90	1,657.96	397.24	854.61	13,643.52	163,722.19	16,431.35	197,176.23
MODELO: 3		SUBSISTEMA: 05															
RPR01		2,864.62	1,032.20	100.26	200.52	7,807.97		2,296.15	11,635.75	252.17	1,621.09	264.98	570.06	13,509.01	162,108.17	15,677.03	188,124.42
RPR02		2,864.62	798.97	100.26	200.52	6,427.22		2,296.15	10,488.23	225.32	1,448.50	264.98	570.06	12,162.05	145,944.63	14,096.84	169,162.12
RPR03		2,864.62	622.76	100.26	200.52	5,119.48		2,296.15	9,356.70	199.89	1,285.03	264.98	570.06	10,841.63	130,099.52	12,600.21	151,202.49
RAD01		2,864.62	197.03	100.26	200.52	3,536.85		2,296.15	8,199.80	169.12	1,087.20	264.98	570.06	9,456.12	113,473.50	10,788.98	129,467.70
RTE01		2,487.82	-161.47	92.78	174.15	1,370.07		2,296.15	6,048.58	119.66	769.25	245.20	495.08	6,937.50	83,249.97	7,783.23	93,398.73
RTE02		2,256.11	-251.26	92.78	157.93	576.20		2,296.15	5,129.02	99.72	641.06	245.20	448.97	5,869.79	70,437.54	6,563.41	78,760.88
RSM03		2,256.11	-288.34	92.78	157.93			1,510.74	3,804.49	73.24	470.86	245.20	448.97	4,348.59	52,183.06	5,005.12	60,061.43
RSP02	2	4,589.46	1,210.83	160.63	321.26	7,079.85		2,296.15	12,272.73	271.55	1,745.68	424.52	913.30	14,289.96	171,479.56	17,320.51	207,846.16
RSP04	2	4,589.46	1,210.82	160.63	321.26	7,079.85		2,296.15	12,272.74	271.55	1,745.68	424.52	913.30	14,289.97	171,479.68	17,320.51	207,846.16
RSP03	1	4,589.46	1,210.82	160.63	321.26	7,079.85		2,296.15	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

PERSONAL DEL SERVICIO POLICIAL DE CARRERA

CATEGORIA/PUESTO	NIVEL SALARIAL	SUELDO BASE (1102)	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL (1306)	AGUINALDO MENSUAL (1308)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%) (1401)	PENSIONES (19.9%) (1408)				
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

PERSONAL POLICIAL NO PROFESIONALIZADO

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 (1308)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%) (1401)	PENSIONES (19.9%) (1408)				
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

ANEXO 4

PERSONAL POLICIAL NO PROFESIONALIZADO (MANDOS MEDIOS)

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 (1308)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%) (1401)	PENSIONES (19.9%) (1408)				
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

TABULADOR DE PERSONAL DE AGENTES DEL MINISTERIO PUBLICO

CATEGORIA/ PUESTO	SUELDO BASE (1302)	ISR	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	MONEDERO	RECREACION, CULTURA Y DEPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL (1306)	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

ANEXO 4

TABULADOR DE PERSONAL DE EVENTUAL (TECNICO OPERATIVO)

CATEGORIA PUESTO	SUELDO BASE	ISR	ISSSTE (3.5%)	INCENTIVO	MONEDERO	RECREACION ,CULTURA Y DEPORTE	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES ISSSTE (9.25%)	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
PEPR01	2,864.62	986.52	100.26	7,552.97	400.00	1,896.15	11,626.96	247.21	1,589.22	264.98	13,463.38	161,560.61	14,815.14	177,781.71
PEPR02	2,864.62	759.77	100.26	6,182.22	400.00	1,896.15	10,482.96	220.56	1,417.87	264.98	12,121.39	145,456.64	13,246.40	158,956.75
PEPR03	2,864.62	596.76	100.26	4,880.48	400.00	1,896.15	9,344.23	195.25	1,255.16	264.98	10,794.63	129,535.53	11,756.63	141,079.52
PEAD01	2,864.62	131.57	100.26	3,312.85	400.00	1,896.15	8,241.79	164.76	1,059.20	264.98	9,465.75	113,589.03	9,962.56	119,550.73
PEAD02	2,864.62	3.09	100.26	2,409.85	400.00	1,896.15	7,467.27	147.21	946.33	264.98	8,560.80	102,729.59	8,929.13	107,149.53
PEAD03	2,864.62	-90.96	100.26	1,653.85	400.00	1,896.15	6,805.32	132.51	851.83	264.98	7,789.65	93,475.79	8,063.93	96,767.13
PETE01	2,487.82	-173.09	92.78	1,188.38	400.00	1,896.15	6,052.66	116.13	746.54	245.20	6,915.33	82,983.97	7,080.22	84,962.61
PETE02	2,256.11	-261.38	92.78	418.20	400.00	1,896.15	5,139.06	96.65	621.31	245.20	5,857.02	70,284.25	5,933.62	71,203.41
PETE03	2,256.11	-287.17	92.78	18.42	400.00	1,896.15	4,765.07	88.87	571.34	245.20	5,425.28	65,103.42	5,476.09	65,713.10
PESM01	2,256.11	-288.35	92.78		400.00	1,458.51	4,310.19	80.01	514.33	245.20	4,904.53	58,854.35	4,954.16	59,449.88
PESM02	2,256.11	-288.35	92.78		400.00	951.51	3,803.19	70.15	450.95	245.20	4,324.30	51,891.55	4,373.92	52,487.08
PESM03	2,256.11	-288.35	92.78		400.00	951.51	3,803.19	70.15	450.95	245.20	4,324.30	51,891.55	4,373.92	52,487.08

EPR PROFESIONALES
EAD ADMINISTRATIVO
ETE TECNICO
ESM SERVICIOS Y MANUALES

ANEXO 4

TABULADOR DE PERSONAL DE EVENTUAL (TECNICO OPERATIVO)

CATEGORIA /PUESTO	SUELDO BASE	ISR	ISSSTE (3.5%)	INCENTIVO	MONEDERO	RECREACION ,CULTURA Y DEPORTE	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES ISSSTE (9.25%)	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
EPR01	2,864.62	986.52	100.26	7,552.97	400.00	1,896.15	11,626.96	247.21	1,589.22	264.98	13,463.38	161,560.61	14,815.14	177,781.71
EPR02	2,864.62	759.77	100.26	6,182.22	400.00	1,896.15	10,482.96	220.56	1,417.87	264.98	12,121.39	145,456.64	13,246.40	158,956.75
EPR03	2,864.62	596.76	100.26	4,880.48	400.00	1,896.15	9,344.23	195.25	1,255.16	264.98	10,794.63	129,535.53	11,756.63	141,079.52
EAD01	2,864.62	131.57	100.26	3,312.85	400.00	1,896.15	8,241.79	164.76	1,059.20	264.98	9,465.75	113,589.03	9,962.56	119,550.73
EAD02	2,864.62	3.09	100.26	2,409.85	400.00	1,896.15	7,467.27	147.21	946.33	264.98	8,560.80	102,729.59	8,929.13	107,149.53
EAD03	2,864.62	-90.96	100.26	1,653.85	400.00	1,896.15	6,805.32	132.51	851.83	264.98	7,789.65	93,475.79	8,063.93	96,767.13
ETE01	2,487.82	-173.09	92.78	1,188.38	400.00	1,896.15	6,052.66	116.13	746.54	245.20	6,915.33	82,983.97	7,080.22	84,962.61
ETE02	2,256.11	-261.38	92.78	418.20	400.00	1,896.15	5,139.06	96.65	621.31	245.20	5,857.02	70,284.25	5,933.62	71,203.41
ETE03	2,256.11	-287.17	92.78	18.42	400.00	1,896.15	4,765.07	88.87	571.34	245.20	5,425.28	65,103.42	5,476.09	65,713.10
ESM01	2,256.11	-288.35	92.78		400.00	1,458.51	4,310.19	80.01	514.33	245.20	4,904.53	58,854.35	4,954.16	59,449.88
ESM02	2,256.11	-288.35	92.78		400.00	951.51	3,803.19	70.15	450.95	245.20	4,324.30	51,891.55	4,373.92	52,487.08
ESM03	2,256.11	-288.35	92.78		400.00	951.51	3,803.19	70.15	450.95	245.20	4,324.30	51,891.55	4,373.92	52,487.08

EPR PROFESIONALES
EAD ADMINISTRATIVO
ETE TECNICO
ESM SERVICIOS Y MANUALES

ANEXO 4

TABULADOR DE PERSONAL DE CONFIANZA (TECNICO OPERATIVO)

CATEGORIA/PU ESTO	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
SES021	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

ANEXO 4

TABULADOR DE PERSONAL PROGRAMAS EVENTUAL (MANDOS MEDIOS Y SUPERIORES)

NOMBRE DE NIVEL PROPUESTO	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
PEMIMS01	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
PEMIMS02	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
PEMIMS03	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
PEMIMS04	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
PEMIM01	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
PEMIM02	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
PEMIM03	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
PEMIM04	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
PEMIM05	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
PEMIM06	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
PEMIM07	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
PEMIM08	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

TABULADOR DE PERSONAL EVENTUAL (MANDOS MEDIOS Y SUPERIORES)

NOMBRE DE NIVEL PROPUESTO	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
EMIMS01	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
EMIMS02	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
EMIMS03	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
EMIMS04	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
EMIM01	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
EMIM02	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
EMIM03	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
EMIM04	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
EMIM05	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
EMIM06	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
EMIM07	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
EMIM08	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

TABULADOR DE PERSONAL PROGRAMAS (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	DESCRIPCION	NIVEL	SUELDO BASE	ISR	ISSSTE (0.5%)	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 (0.25%)	PENSIONES (0.9%)				
PMMS01	SUBSECRETARIO DE ESTADO	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	DIRECTOR GENERAL "A"	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	70,205.78	847,469.53
PMMS03	DIRECTOR GENERAL "B"	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	DIRECTOR GENERAL "C"	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
PMIM01	DIRECTOR DE AREA "A"	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
PMIM02	DIRECTOR DE AREA "B"	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
PMIM03	DIRECTOR DE AREA "C"	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
PMIM04	SUBDIRECTOR DE AREA "A"	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
PMIM05	SUBDIRECTOR DE AREA "B"	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
PMIM06	SUBDIRECTOR DE AREA "C"	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
PMIM07	JEFE DE DEPARTAMENTO "A"	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
PMIM08	JEFE DE DEPARTAMENTO "B"	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

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		100.26	200.52	7,807.97	400.00	1,896.15	11,635.74	252.17	1,621.09	264.98	570.06	13,509.00	162,108.05	15,677.03	188,124.42
PPR02	2,864.62	798.98		100.26	200.52	6,427.22	400.00	1,896.15	10,488.22	225.32	1,448.50	264.98	570.06	12,162.04	145,944.51	14,096.84	169,162.12
PPR03	2,864.62	622.77		100.26	200.52	5,119.48	400.00	1,896.15	9,356.69	199.89	1,285.03	264.98	570.06	10,841.62	130,099.40	12,600.21	151,202.49
PAD01	2,864.62	197.04	253.54	100.26	200.52	3,536.85	400.00	1,896.15	8,199.79	169.12	1,087.20	264.98	570.06	9,456.11	113,473.38	10,788.98	129,467.70
PAD02	2,864.62	57.81	294.63	100.26	200.52	2,634.85	400.00	1,896.15	7,437.02	151.58	974.45	264.98	570.06	8,563.06	102,756.67	9,756.69	117,080.24
PAD03	2,864.62	-47.26	324.87	100.26	200.52	1,877.85	400.00	1,896.15	6,785.09	136.86	879.83	264.98	570.06	7,801.78	93,621.38	8,890.34	106,684.10
PTE01	2,487.82	-161.47	382.46	92.78	174.15	1,370.07	400.00	1,896.15	6,048.58	119.66	769.25	245.20	495.08	6,937.50	83,249.97	7,783.23	93,398.73
PTE02	2,256.11	-251.26	406.62	92.78	157.93	576.20	400.00	1,896.15	5,129.02	99.72	641.06	245.20	448.97	5,869.79	70,437.54	6,563.41	78,760.88
PTE03	2,256.11	-277.07	406.83	92.78	157.93	176.20	400.00	1,896.15	4,754.83	91.94	591.06	245.20	448.97	5,437.83	65,253.93	6,105.63	73,267.54
PSM01	2,256.11	-288.35	406.83	92.78	157.93		400.00	1,616.51	4,310.27	83.08	534.08	245.20	448.97	4,927.42	59,129.08	5,583.94	67,007.34
PSM02	2,256.11	-288.35	406.83	92.78	157.93		400.00	1,110.74	3,804.50	73.24	470.86	245.20	448.97	4,348.60	52,183.18	5,005.12	60,061.43
PSM03	2,256.11	-288.35	406.83	92.78	157.93		400.00	1,110.74	3,804.50	73.24	470.86	245.20	448.97	4,348.60	52,183.18	5,005.12	60,061.43

ANEXO 4

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		100.26	200.52	7,807.97	400.00	1,896.15	11,635.74	252.17	1,621.09	264.98	570.06	13,509.00	162,108.05	15,677.03	188,124.42
PR02	2,864.62	798.98		100.26	200.52	6,427.22	400.00	1,896.15	10,488.22	225.32	1,448.50	264.98	570.06	12,162.04	145,944.51	14,096.84	169,162.12
PR03	2,864.62	622.77		100.26	200.52	5,119.48	400.00	1,896.15	9,356.69	199.89	1,285.03	264.98	570.06	10,841.62	130,099.40	12,600.21	151,202.49
AD01	2,864.62	197.04	253.54	100.26	200.52	3,536.85	400.00	1,896.15	8,199.79	169.12	1,087.20	264.98	570.06	9,456.11	113,473.38	10,788.98	129,467.70
AD02	2,864.62	57.81	294.63	100.26	200.52	2,634.85	400.00	1,896.15	7,437.02	151.58	974.45	264.98	570.06	8,563.06	102,756.67	9,756.69	117,080.24
AD03	2,864.62	-47.26	324.87	100.26	200.52	1,877.85	400.00	1,896.15	6,785.09	136.86	879.83	264.98	570.06	7,801.78	93,621.38	8,890.34	106,684.10
TE01	2,487.82	-161.47	382.46	92.78	174.15	1,370.07	400.00	1,896.15	6,048.58	119.66	769.25	245.20	495.08	6,937.50	83,249.97	7,783.23	93,398.73
TE02	2,256.11	-251.26	406.62	92.78	157.93	576.20	400.00	1,896.15	5,129.02	99.72	641.06	245.20	448.97	5,869.79	70,437.54	6,563.41	78,760.88
TE03	2,256.11	-277.07	406.83	92.78	157.93	176.20	400.00	1,896.15	4,754.83	91.94	591.06	245.20	448.97	5,437.83	65,253.93	6,105.63	73,267.54
SM01	2,256.11	-288.35	406.83	92.78	157.93		400.00	1,616.51	4,310.27	83.08	534.08	245.20	448.97	4,927.42	59,129.08	5,583.94	67,007.34
SM02	2,256.11	-288.35	406.83	92.78	157.93		400.00	1,110.74	3,804.50	73.24	470.86	245.20	448.97	4,348.60	52,183.18	5,005.12	60,061.43
SM03	2,256.11	-288.35	406.83	92.78	157.93		400.00	1,110.74	3,804.50	73.24	470.86	245.20	448.97	4,348.60	52,183.18	5,005.12	60,061.43

TABULADOR DE PERSONAL DE CONFIANZA (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	DESCRIPCION	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
MSE01	GOBERNADOR DEL ESTADO	1	47,692.65	35,768.30	846.30	3,338.49	80,131.73	1,000.00	1,296.15	90,167.44	2,530.12	14,457.84	2,236.65	9,490.84	107,155.40	1,285,864.82	158,835.98	1,906,031.71
MSS00	SECRETARIO DE ESTADO	1	38,904.59	32,698.07	846.30	2,723.32	79,889.71	1,000.00	1,296.15	84,822.75	2,354.54	13,454.49	2,236.65	7,742.01	100,631.78	1,207,581.39	146,878.14	1,762,537.65
MST01	TITULAR DE ORGANISMOS Y HOMOLOGOS	1	38,904.59	27,054.83	846.30	2,723.32	63,291.93	1,000.00	1,296.15	73,868.22	2,031.80	11,610.30	2,236.65	7,742.01	87,510.32	1,050,123.83	128,113.43	1,537,361.21
MMS01	SUBPROCURADOR	2	27,181.45	19,682.33	846.30	1,902.70	52,289.31	1,000.00	1,296.15	59,335.58	1,589.91	9,085.21	2,236.65	5,409.11	70,010.71	840,128.46	100,087.80	1,201,053.54
MMS01	SUBSECRETARIO DE ESTADO	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	DIRECTOR GENERAL "A"	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	DIRECTOR GENERAL "B"	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	DIRECTOR GENERAL "C"	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	39,609.35	476,284.16	53,591.99	643,103.83
MM01	DIRECTOR DE AREA "A"	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	DIRECTOR DE AREA "B"	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	DIRECTOR DE AREA "C"	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	SUBDIRECTOR DE AREA "A"	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	SUBDIRECTOR DE AREA "B"	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	313,533.72
MM06	SUBDIRECTOR DE AREA "C"	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	JEFE DE DEPARTAMENTO "A"	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	JEFE DE DEPARTAMENTO "B"	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

CLAVE DE PUESTO	SUELDO BASE MENSUAL (1102)	OBRESUELDO (1105)	IMPUESTO	ISSSTE (3.5%) (1103)	ENSIENES ADICIONALES (7.0%) (1104)	CANTIDAD	MONEDERO	RECREACION, DEPORTE Y CULTURA	AYUDA DE TRANSPORTE (1108)	NETO TOTAL (1106)	PRIMA VACACIONAL MENSUAL (1107)	AGUINALDO MENSUAL (1109)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
													ISSSTE (9.25%) (1401)	PENSIONES (19.9%) (1408)				
DA10	6,232.11	2,900.51	1,209.39	319.64	639.28	1,378.66	400.00	1,900.00	1,150.00	11,792.96	752.14	1,751.88	844.77	1,817.39	14,296.99	171,563.82	19,127.46	229,529.51
DA09	6,140.01	2,812.62	1,091.49	313.34	626.68	900.74	400.00	1,900.00	1,150.00	11,271.85	705.06	1,642.23	828.12	1,781.57	13,619.15	163,429.75	18,260.35	219,124.24
DA08	6,049.28	2,724.72	1,036.00	307.09	614.18	769.71	400.00	1,900.00	1,150.00	11,036.44	682.91	1,590.62	811.60	1,746.03	13,309.96	159,719.57	17,824.85	213,898.26
DA07	5,959.89	2,636.83	988.15	300.89	601.77	679.98	400.00	1,900.00	1,150.00	10,835.89	663.80	1,546.12	795.20	1,710.75	13,045.81	156,549.73	17,442.56	209,310.72
DA06	5,900.89	2,548.93	948.30	295.74	591.49	604.51	400.00	1,900.00	1,150.00	10,668.80	647.89	1,509.06	781.61	1,681.51	12,825.74	153,908.90	17,124.40	205,492.74
DA05	5,842.47	2,461.09	917.93	290.62	581.25	581.26	400.00	1,900.00	1,150.00	10,545.02	635.76	1,480.80	768.08	1,652.41	12,661.58	151,938.93	16,871.87	202,462.43
DA04	5,759.42	2,373.15	886.92	284.64	569.28	558.90	400.00	1,900.00	1,150.00	10,400.63	621.92	1,448.58	752.26	1,618.38	12,471.13	149,653.58	16,582.62	198,991.39
DA03	5,676.34	2,285.25	856.12	278.66	557.31	537.40	400.00	1,900.00	1,150.00	10,256.90	608.15	1,416.50	736.45	1,584.36	12,281.55	147,378.62	16,294.44	195,533.30
DA02	5,593.27	2,197.36	825.46	272.67	545.34	516.73	400.00	1,900.00	1,150.00	10,113.88	594.44	1,384.56	720.63	1,550.34	12,092.88	145,114.58	16,007.33	192,087.92
DA01	5,537.89	2,109.52	799.36	267.66	535.32	496.85	400.00	1,900.00	1,150.00	9,991.92	582.77	1,357.38	707.39	1,521.83	11,932.07	143,184.79	15,763.62	189,163.48
DA00	4,250.00	900.00	206.67	180.25	360.50	190.00	400.00	1,900.00	1,150.00	8,042.58	382.11	890.00	476.38	1,024.85	9,314.69	111,776.24	11,563.33	138,759.98

QUINQUENIO CANTIDAD

100	76.86
2.00	139.51
3.00	286.15
4.00	572.28
5.00	858.76

ANEXO 4

TABULADOR VIGENTE SERVICIO NACIONAL DEL EMPLEO

NIVEL	SUELDO BASE	IMPUESTO	ISSSTE (3.5%)	NETO MENSUAL	AGUINALDO MENSUAL	REPERCUSION ISSSTE 9.25%	CMB	CAB
PESNEC1	14,535.00	1,811.22	508.73	12,215.06	1,615.00	1,344.49	17,494.49	209,933.85
PESNEA1	11,865.00	1,245.90	415.28	10,203.83	1,318.33	1,097.51	14,280.85	171,370.15
PESNEA2	10,501.00	1,001.47	367.54	9,132.00	1,166.78	971.34	12,639.12	151,669.44

PERSONAL SINDICALIZADO SUTSGE

CLAVE DE PUESTO	SUELDO BASE MENSUAL (110.2)	SOBRESUELDO (42 % (110.5)	IMPUESTO	ISSTE (3.5 %)	PENSIONES (7.8 %)	NETO MENSUAL	RECREACION DEPORTE Y CULTURA (EXCENTO)	DESPENSA (MONEDERO)	RECREACION DEPORTE Y CULTURA (GRAVABLE)	AYUDA DE TRANSPORTE (110.8)	NETO TOTAL (130.6)	PRIMA VAC. MENSUAL (130.6)	PRIMA ADICIONAL	AGUINALDO MENSUAL (130.8)	REPERCUSIONES ISSTE (9.25 % (140.1)	PENSIONES (140.8)	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
SO16	9,327.46	3,917.53	1958.26	463.57	927.15	9,896.01	15216.3	700.00	778.37	1200.00	14,096.01	1359.82	0.00	2,207.50	1225.36	2,635.75	17,663.33	21059.99	24,873.23	298,478.73
SO15	9,055.79	3,803.43	1875.85	450.07	900.15	9,633.14	15216.3	700.00	778.37	1200.00	13,833.14	1320.21	0.00	2,143.20	1,189.48	2,558.98	17,296.56	207,558.73	24,271.09	291,253.13
SO14	8,487.15	3,564.60	1,703.38	421.81	843.62	9,082.94	15216.3	700.00	778.37	1200.00	13,282.94	1237.31	0.00	2,008.62	1,114.79	2,398.30	16,528.87	198,346.50	23,010.77	276,129.27
SO13	7,984.48	3,353.48	1,550.91	396.83	793.66	8,596.56	15216.3	700.00	778.37	1200.00	12,796.56	1,164.03	0.00	1,889.66	1,048.76	2,256.25	15,850.25	190,202.98	21,896.66	262,759.94
SO12	7,783.32	3,268.99	1,489.90	386.83	773.66	8,401.92	15216.3	700.00	778.37	1200.00	12,601.92	1,184.70	0.00	1,842.05	1,022.34	2,289.41	15,578.68	186,944.17	21,450.82	257,409.87
SO11	7,431.96	3,121.42	1,383.33	369.37	738.74	8,061.95	15216.3	700.00	778.37	1200.00	12,261.95	1,083.48	0.00	1,758.90	976.10	2,200.12	15,204.32	181,251.86	20,672.06	248,061.75
SO10	7,102.02	2,987.05	1,286.29	353.47	706.93	7,752.38	15216.3	700.00	778.37	1200.00	11,952.38	1,036.84	0.00	1,683.10	934.16	2,009.71	14,672.40	176,608.78	19,962.96	239,555.58
SO09	6,643.56	2,790.29	1,164.76	330.18	660.37	7,278.54	15216.3	700.00	778.37	1200.00	11,478.54	968.54	0.00	1,572.31	872.63	1,877.34	14,010.30	168,232.66	18,924.67	227,096.07
SO08	6,414.77	2,694.20	1,106.54	318.81	637.63	7,045.99	15216.3	700.00	778.37	1200.00	11,245.99	935.19	0.00	1,518.16	842.58	1,812.69	13,699.34	164,392.12	18,417.60	221,011.14
SO07	6,024.30	2,530.21	1,007.18	299.41	598.82	6,649.10	15216.3	700.00	778.37	1200.00	10,849.10	878.26	0.00	1,425.75	791.29	1,702.35	13,153.12	157,837.41	17,552.16	210,625.95
SO06	5,754.88	2,417.05	938.62	286.02	572.03	6,375.25	15216.3	700.00	778.37	1200.00	10,575.25	838.98	0.00	1,361.99	755.90	1,626.21	12,776.22	153,314.62	16,955.01	203,460.12

ANEXO 4

TRIBUNAL DE JUSTICIA ADMINISTRATIVA

PROPIEDAD	DESCRIPCION	NIVEL	SUELDO BASE	ISR	ISSTE (3.5 %)	PENSIONES (7 %)	RENTIVO	MONEDERO	RECREACION CULTURA Y DEPORTE	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO DE TITULO DEL CARGO	ISR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGO POTENCIAL DE CARGO (PAGO TRIMESTRAL)	IMPUESTO	PRIMA BRUTA MENSUAL POR RIESGO POTENCIAL DE CARGO (PAGO TRIMESTRAL)	REPERCUSIONES ISSTE (9.25 %)	PENSIONES (15.3 %)	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
MANDOS SUPERIORES																					
TIA01	MAGISTRADO PRESIDENTE	1	38,904.59	37,691.55	846.30	2,723.32	94,576.41	1,000.00	900.00	22,220.35	7,554.92	108,785.26	2,632.41	15,042.33	50,000.00	15,266.60	34,733.40	2,236.65	7,742.01	235,254.76	2,823,057.06
TIA02	MAGISTRADO	1	38,904.59	37,691.55	846.30	2,723.32	94,576.41	1,000.00	900.00	17,220.35	5,854.92	106,485.26	2,632.41	15,042.33	50,000.00	15,227.06	34,772.84	2,236.65	7,742.01	230,254.76	2,763,057.06
TIA03	OFICIAL MAYOR	1	19,667.43	19,600.00	688.35	1,376.72	59,546.07	1,000.00	1,451.58			60,000.00	1,587.83	9,073.80	20,000.00	5,392.28	14,607.72	1,819.24	3,913.82	118,059.96	1,416,719.52
TIA04	DIRECTOR GENERAL "A"	1	19,667.43	15,188.27	688.35	1,376.72	45,262.05	1,000.00	1,451.58			50,127.71	1,310.15	7,486.78				1,819.24	3,913.82	81,911.08	982,932.98
TIA05	DIRECTOR GENERAL "B" / SECRETARIO GENERAL DE ACUERDOS	1	19,445.68	13,146.30	680.60	1,361.19	38,677.26	1,000.00	1,451.58			45,336.39	1,177.84	7,571.81				1,798.72	3,869.68	74,992.53	899,810.40
TIA06	DIRECTOR GENERAL "C"	1	14,819.31	9,488.44	518.68	1,087.35	31,144.08	1,000.00	1,451.58			37,369.50	941.40	5,051.87				1,370.70	2,849.04	59,728.07	715,736.85
MANDOS MEDIOS																					
TIA07	DIRECTOR DE AREA "A" / SECRETARIO DE ES	1	14,819.31	7,252.28	518.68	1,087.35	23,856.88	1,000.00	1,451.58			32,119.48	795.82	5,115.87				1,370.70	2,849.04	51,159.30	613,912.64
TIA08	DIRECTOR DE AREA "B" / SECRETARIO DE AC	1	12,264.69	6,064.13	429.26	858.52	21,242.12	1,000.00	1,451.58			28,696.42	699.13	4,494.79				1,134.48	2,440.68	44,727.46	536,728.48
TIA09	DIRECTOR DE AREA "C"	1	12,264.69	5,598.85	429.26	858.52	19,267.86	1,000.00	1,451.58			27,093.44	650.72	4,247.51				1,134.48	2,440.64	42,463.45	509,561.37
TIA10	DIRECTOR DE AREA "D"	1	10,460.31	4,555.04	366.11	732.27	16,630.23	1,000.00	1,451.58			23,888.75	574.43	3,692.76				967.50	2,081.60	36,858.43	442,301.92
TIA11	SUBDIRECTOR DE AREA "A" / ABOGADO	1	8,755.30	3,561.10	341.44	682.87	12,972.00	1,000.00	1,451.58			20,593.48	489.59	3,147.36				902.36	1,941.31	31,659.52	379,814.20
TIA12	SUBDIRECTOR DE AREA "B"	1	8,376.28	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
TIA13	SUBDIRECTOR DE AREA "C" / ACTUARIO / O	2	6,853.59	2,238.15	239.88	479.75	9,575.15	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
TIA13	SUBDIRECTOR DE AREA "C" / ACTUARIO / O	1	6,853.59	1,993.50	239.88	479.75	8,534.79	1,000.00	1,451.58			15,126.83	346.83	2,230.00				633.96	1,363.86	22,414.67	268,976.00
TIA14	JEFE DE DEPARTAMENTO "A"	1	2,864.62	1,486.43	100.26	200.52	10,148.85	1,000.00	1,451.58			13,678.83	300.73	1,933.26				264.98	570.06	18,535.07	222,420.86
TIA15	JEFE DE DEPARTAMENTO "B"	1	2,864.62	1,172.84	100.26	200.52	8,592.73	1,000.00	1,451.58			12,435.30	270.45	1,738.62				264.98	570.06	16,753.03	201,096.41
TECNICO OPERATIVO																					
TIA16	AUXILIAR DE SISTEMAS	1	2,864.62	1,192.13	100.26	200.52	8,700.37	400.00	1,900.00			11,972.07	261.80	1,689.12				264.98	570.06	16,244.97	194,939.64
TIA17	ENLACE	1	2,864.62	991.82	100.26	200.52	7,589.57	400.00	1,900.00			11,054.53	240.08	1,549.40				264.98	570.06	14,995.71	179,988.52
TIA18	ANALISTA FINANCIERO	1	2,864.62	889.95	100.26	200.52	6,993.05	400.00	1,900.00			10,566.51	228.60	1,469.58				264.98	570.06	14,289.87	171,478.43
TIA19	ANALISTA DE INFORMACION	1	2,864.62	394.53	100.26	200.52	4,470.32	400.00	1,900.00			8,599.62	179.57	1,154.97				264.98	570.06	11,409.91	136,946.95
TIA20	MENSAJERO	1	2,487.82	261.46	92.78	174.15	4,413.88	400.00	600.00			7,383.31	153.64	987.71				245.20	448.93	9,789.33	117,399.98
TIA21	SECRETARIA	1	2,256.11	0.00	92.78	157.93	2,890.06	400.00	600.00			6,002.58	121.61	781.77				245.20	448.93	7,853.72	94,200.50
TIA22	CHOFER / VIGILANTE	1	2,256.11	-79.27	92.78	157.93	2,449.00	400.00	600.00			5,529.67	110.08	712.64				245.20	448.93	7,218.77	86,625.32
TIA23	LIMPIEZA	1	2,256.11	-345.58	92.78	157.93	1,890.00	400.00	600.00			5,000.90	99.20	638.26				245.20	448.93	5,537.83	78,453.89

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

LABORADOR VIGENTE																								
Clave puesto	Nivel	Salario Base (2012)	ISR/SUBSIDIO UNO	ISSTE (1.5%)	Pensión a IPTe (%)	Pensiones complementarias (10%)	Incentivo (104)	MONEDERO	RECREACION DEPORT E Y CULTURA	Neto mensual nominal	Asignación bruta para gastos de representación para el ejercicio efectivo del cargo	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual (206)	Aguijalado mensual (208)	Prima bruta trimestral por riesgos por el ejercicio efectivo del cargo	Asignación bruta para el fomento a la familia	Asignación bruta para el fomento a la familia	ISSTE	Pensiones IPTe	Pension complementaria	Costo mensual bruto	Costo anual bruto
TM01011	2	47,692.65	40,217.50	857.58	3,338.49	7,871.74	35,217.62	1,000.00	900.00	90,524.96	23,800.00	0	8,092.00	106,232.96	2,776.87	15,867.81	58,179.67	0.00	0.00	2,266.47	3,490.84	28,562.05	283,754.18	3,405,050.13
TM02011	1	38,904.59	37,691.55	857.58	2,723.32		34,576.41	1,000.00	900.00	94,108.54	18,800.00	0	8,092.00	109,816.54	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	23,864.23	236,864.23	2,942,370.72
TM02011	2	38,904.59	37,691.55	857.58	2,723.32	7,528.68	34,576.41	1,000.00	900.00	86,579.86	18,800.00	0	8,092.00	102,287.86	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	263,940.43	3,167,285.12
TM02011	3	38,904.59	37,691.55	857.58	2,723.32	9,410.85	34,576.41	1,000.00	900.00	84,697.69	18,800.00	0	8,092.00	100,405.69	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	263,940.43	3,167,285.12
TM03011	1	38,904.59	37,691.55	857.58	2,723.32		34,576.41	1,000.00	900.00	94,108.54	18,800.00	0	6,392.00	106,516.54	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	23,864.23	236,864.23	2,942,370.72
TM03011	2	38,904.59	37,691.55	857.58	2,723.32	7,528.68	34,576.41	1,000.00	900.00	86,579.86	18,800.00	0	6,392.00	98,987.86	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	258,940.43	3,107,285.12
TM03011	3	38,904.59	37,691.55	857.58	2,723.32	9,410.85	34,576.41	1,000.00	900.00	84,697.69	18,800.00	0	6,392.00	97,105.69	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	258,940.43	3,107,285.12
TM04011	1	38,904.59	37,691.55	857.58	2,723.32		34,576.41	1,000.00	900.00	94,108.54	18,800.00	0	8,092.00	109,816.54	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	23,864.23	236,864.23	2,942,370.72
TM04011	2	38,904.59	37,691.55	857.58	2,723.32	7,528.68	34,576.41	1,000.00	900.00	86,579.86	18,800.00	0	8,092.00	102,287.86	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	263,940.43	3,167,285.12
TM04011	3	38,904.59	37,691.55	857.58	2,723.32	9,410.85	34,576.41	1,000.00	900.00	84,697.69	18,800.00	0	8,092.00	100,405.69	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	263,940.43	3,167,285.12
TM04021	1	38,904.59	37,691.55	857.58	2,723.32		34,576.41	1,000.00	900.00	94,108.54	0.00	0	8,092.00	94,108.54	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	236,864.23	2,556,770.72
TM04021	2	38,904.59	37,691.55	857.58	2,723.32	7,528.68	34,576.41	1,000.00	900.00	86,579.86	0.00	0	8,092.00	86,579.86	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	240,140.43	2,881,685.12
TM04021	3	38,904.59	37,691.55	857.58	2,723.32	9,410.85	34,576.41	1,000.00	900.00	84,697.69	0.00	0	8,092.00	84,697.69	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	240,140.43	2,881,685.12
TM04031	1	38,904.59	37,691.55	857.58	2,723.32		34,576.41	1,000.00	900.00	94,108.54	18,800.00	0	6,392.00	106,516.54	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	23,864.23	236,864.23	2,942,370.72
TM04031	2	38,904.59	37,691.55	857.58	2,723.32	7,528.68	34,576.41	1,000.00	900.00	86,579.86	18,800.00	0	6,392.00	98,987.86	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	258,940.43	3,107,285.12
TM04031	3	38,904.59	37,691.55	857.58	2,723.32	9,410.85	34,576.41	1,000.00	900.00	84,697.69	18,800.00	0	6,392.00	97,105.69	2,632.41	15,042.33	50,000.00	0.00	0.00	2,266.47	7,742.01	27,076.20	258,940.43	3,107,285.12
TM05011	1	17,264.14	14,009.52	604.24	1,208.49		43,736.18	1,000.00	900.00	47,078.07	0.00	0	8,092.00	47,078.07	1,223.06	6,988.92	20,000.00	0.00	0.00	1,596.39	3,435.56	12,580.06	96,144.88	1,153,737.64
TM05011	2	17,264.14	14,009.52	604.24	1,208.49	3,766.25	43,736.18	1,000.00	900.00	43,311.82	0.00	0	8,092.00	43,311.82	1,223.06	6,988.92	20,000.00	0.00	0.00	1,596.39	3,435.56	12,580.06	108,724.87	1,304,698.40
TM05011	3	17,264.14	14,009.52	604.24	1,208.49	4,707.81	43,736.18	1,000.00	900.00	42,370.26	0.00	0	8,092.00	42,370.26	1,223.06	6,988.92	20,000.00	0.00	0.00	1,596.39	3,435.56	12,580.06	108,724.87	1,304,698.40
TC01012	1	14,819.31	9,996.90	518.68	1,037.35		32,805.60	1,000.00	900.00	37,971.98	0.00	8895.4	2,668.62	44,138.76	962.98	5,502.77	0.00	0.00	0.00	1,370.79	2,949.04	69,205.88	690,470.69	

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

TABULADOR VIGENTE																							
Clave puesto	Niv el	Salido Base (2012)	ISR/SUBSIDIO UNO	ISSTE (1.5%)	Pensión a IPTe (%)	Pensiones complementarias (10%)	Incentivo (104)	MONEDERO	RECREACION DEPORT E Y CULTURA	Neto mensual nominal	Asignación bruta para gastos de representaci on para el ejercicio efectivo del cargo	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual (206)	Aguijalado mensual (208)	Prima bruta trimestral por riesgos por el ejercicio efectivo del cargo	Asignación bruta para el fomento a la familia	Asignación bruta para el fomento a la familia	Repercusiones	Costo mensual bruto	Costo anual bruto	
TC01012	2	14,819.31	9,996.90	518.68	1,037.35	3,037.76	32,805.60	1,000.00	900.00	34,934.22	8895.4	2,668.62	44,161.00	962.98	5,502.77	0.00	0.00	0.00	1,370.79	2,949.04	9,904.98	79,110.87	949,330.48
TC01012	3	14,819.31	9,996.90	518.68	1,037.35	3,797.20	32,805.60	1,000.00	900.00	34,174.78	8895.4	2,668.62	40,401.56	962.98	5,502.77	0.00	0.00	0.00	1,370.79	2,949.04	9,904.98	79,110.87	949,330.48
TC02011	1	20,000.00	12,865.72	700.00	1,400.00	0.00	37,187.66	1,000.00	900.00	44,121.94	8895.4	2,668.62	44,121.94	1,148.93	6,565.30	0.00	0.00	0.00	1,850.00	3,980.00	72,631.88	871,582.59	
TC02012	1	15,097.98	11,680.80	528.43	1,056.86	0.00	38,139.94	1,000.00	900.00	41,871.83	5894.34	1,768.30	45,997.87	1,072.13	6,126.44	0.00	0.00	0.00	1,396.56	3,004.50	72,631.88	871,582.60	
TC04012	1	12,264.63	7,413.14	429.26	858.52	0.00	26,747.75	1,000.00	900.00	32,211.45	4,514.29	1,354.29	35,371.45	795.52	4,545.82	0.00	0.00	0.00	1,134.48	2,440.66	54,343.15	652,117.78	
TC05011	1	10,460.31	5,908.99	366.11	732.22	0.00	22,886.81	1,000.00	900.00	27,739.80	6,323.21	1,551.53	32,511.48	675.64	3,860.79	0.00	0.00	0.00	967.58	2,081.60	48,655.94	583,871.28	
TC06011	1	8,755.30	4,472.12	341.44	682.87	0.00	16,962.70	1,000.00	900.00	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	0.00	902.37	1,941.30	42,965.90	515,590.78	
TC06012	1	8,755.30	4,472.12	341.44	682.87	0.00	16,962.70	1,000.00	900.00	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	0.00	902.37	1,941.30	42,965.90	515,590.78	
TC06013	1	8,755.30	4,472.12	341.44	682.87	0.00	16,962.70	1,000.00	900.00	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	0.00	902.37	1,941.30	42,965.90	515,590.78	
TC06014	1	8,755.30	4,472.12	341.44	682.87	0.00	16,962.70	1,000.00	900.00	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	0.00	902.37	1,941.30	42,965.90	515,590.78	
TC06015	1	8,755.30	4,472.12	341.44	682.87	0.00	16,962.70	1,000.00	900.00	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	0.00	902.37	1,941.30	42,965.90	515,590.78	
TC06016	1	8,755.30	4,472.12	341.44	682.87	0.00	16,962.70	1,000.00	900.00	23,141.57	7,621.47	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	0.00	902.37	1,941.30	42,965.90	515,590.78	
TC07011	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	0.00	774.80	1,666.88	37,379.91	448,558.88	
TC07012	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	0.00	774.80	1,666.88	37,379.91	448,558.88	
TC07013	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	0.00	774.80	1,666.88	37,379.91	448,558.88	
TC07014	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	0.00	774.80	1,666.88	37,379.91	448,558.88	
TC07015	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	0.00	774.80	1,666.88	37,379.91	448,558.88	
TC07016	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	0.00	774.80	1,666.88	37,379.91	448,558.88	
TC07017	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	7,049.24	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	0.00	774.80	1,666.88	37,379.91	448,558.88	
TC08011	1	6,615.62	1,950.73	196.55	399.09	0.00	9,572.55	1,000.00	900.00	14,547.80	8,827.37	2,116.27	22,258.90	332.27	1,898.69	0.00	120.70	0.00	519.44	1,117.15	30,904.15	370,849.76	
TC08012	1	6,615.62	1,950.73	196.55	399.09	0.00	9,572.55	1,000.00	900.00	14,547.80	8,827.37	2,116.27	22,258.90	332.27	1,898.69	0.00	120.70	0.00	519.44	1,117.15	30,904.15	370,849.76	

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Clave puesto	Niv el	Sueldo Base (S02)	ISR/SUBSIDIO UNO	ISSTE (3.5%)	Pensión s IPTF (%)	Pensiones complementarias (30%)	Incentivo (S04)	MONEDE RO	RECREACION DEPORT E Y CULTUR A	Neto mensual nominal	Apoyo bruto para gastos de representación para el ejercicio efectivo del cargo	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual (S06)	Aguinaldo mensual (S08)	Prima bruta trimestral por riesgos por el ejercicio efectivo del cargo	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
																				ISSTE	Pensiones IPTF	Pensión completa		
TCOA502	1	14,819.31	9,996.90	518.68	1,037.35	0.00	52,805.60	1,000.00	900.00	37,971.98		0.00		37,971.98	962.98	5,502.77	0.00	0.00	0.00	1,370.73	2,949.04		60,310.49	723,725.89
TCOA503	1	14,819.31	9,996.90	518.68	1,037.35	0.00	52,805.60	1,000.00	900.00	37,971.98		0.00		37,971.98	962.98	5,502.77	0.00	0.00	0.00	1,370.73	2,949.04		60,310.49	723,725.89
TCOA504	1	14,819.31	9,996.90	518.68	1,037.35	0.00	52,805.60	1,000.00	900.00	37,971.98		0.00		37,971.98	962.98	5,502.77	0.00	0.00	0.00	1,370.73	2,949.04		60,310.49	723,725.89
TCOA505	1	14,819.31	9,996.90	518.68	1,037.35	0.00	52,805.60	1,000.00	900.00	37,971.98		0.00		37,971.98	962.98	5,502.77	0.00	0.00	0.00	1,370.73	2,949.04		60,310.49	723,725.89
TCOA506	1	14,819.31	9,996.90	518.68	1,037.35	0.00	52,805.60	1,000.00	900.00	37,971.98		0.00		37,971.98	962.98	5,502.77	0.00	0.00	0.00	1,370.73	2,949.04		60,310.49	723,725.89
TCOA507	1	14,819.31	9,996.90	518.68	1,037.35	0.00	52,805.60	1,000.00	900.00	37,971.98		0.00		37,971.98	962.98	5,502.77	0.00	0.00	0.00	1,370.73	2,949.04		60,310.49	723,725.89
TCOA601	1	12,264.63	7,413.14	429.26	858.52	0.00	26,747.75	1,000.00	900.00	32,211.45	4,857.14	1,457.14	35,611.45	795.52	4,545.82	0.00	0.00	0.00	1,134.48	2,440.66		54,696.00	656,231.98	
TCOA701	1	10,460.31	5,908.99	366.11	732.22	0.00	22,386.81	1,000.00	900.00	27,739.80	7,894.37	2,022.88	33,611.29	675.64	3,860.79	0.00	0.00	0.00	967.58	2,081.60		50,227.10	602,725.20	
TCOA801	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	2,768.57	651.17	25,298.97	556.85	3,182.00	0.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19	
TCOA802	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	2,768.57	651.17	25,298.97	556.85	3,182.00	0.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19	
TCOA803	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	2,768.57	651.17	25,298.97	556.85	3,182.00	0.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19	
TCOA804	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	2,768.57	651.17	25,298.97	556.85	3,182.00	0.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19	
TCOA805	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	2,768.57	651.17	25,298.97	556.85	3,182.00	0.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19	
TCOA806	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	2,768.57	651.17	25,298.97	556.85	3,182.00	0.00	122.51	0.00	902.37	1,941.30		38,111.60	457,339.19	
TCOA901	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		35,679.91	428,158.90	
TCOA1001	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		35,679.91	428,158.90	
TCOA1002	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		35,679.91	428,158.90	
TCOA1003	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		35,679.91	428,158.90	
TCOA1101	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		35,679.91	428,158.90	
TCOA1102	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		35,679.91	428,158.90	
TCOA1103	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		35,679.91	428,158.90	

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Clave puesto	Niv el	Sueldo Base (S02)	ISR/SUBSIDIO UNO	ISSTE (3.5%)	Pensión s IPTF (%)	Pensiones complementarias (30%)	Incentivo (S04)	MONEDE RO	RECREACION DEPORT E Y CULTUR A	Neto mensual nominal	Apoyo bruto para gastos de representación para el ejercicio efectivo del cargo	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual (S06)	Aguinaldo mensual (S08)	Prima bruta trimestral por riesgos por el ejercicio efectivo del cargo	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
																				ISSTE	Pensiones IPTF	Pension complementaria		
TCOA1104	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		33,063.84	396,766.06	
TCOA1105	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	5,349.45	1,224.46	24,258.89	477.56	2,728.91	0.00	121.14	0.00	774.80	1,666.88		33,063.84	396,766.06	
TCOA1201	1	6,853.00	2,567.84	239.86	479.71	0.00	11,224.27	1,000.00	900.00	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	0.00	118.98	0.00	633.90	1,363.75		27,866.61	334,399.33	
TCOA1202	1	6,853.00	2,567.84	239.86	479.71	0.00	11,224.27	1,000.00	900.00	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	0.00	118.98	0.00	633.90	1,363.75		27,866.61	334,399.33	
TCOA1203	1	6,853.00	2,567.84	239.86	479.71	0.00	11,224.27	1,000.00	900.00	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	0.00	118.98	0.00	633.90	1,363.75		27,866.61	334,399.33	
TCOA1204	1	6,853.00	2,567.84	239.86	479.71	0.00	11,224.27	1,000.00	900.00	16,689.87	3,164.57	675.96	19,178.48	388.45	2,219.70	0.00	118.98	0.00	633.90	1,363.75		27,866.61	334,399.33	
TCOA1301	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1302	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1303	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1401	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1402	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1403	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1404	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1405	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1406	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,620.98	987.03	18,181.70	332.27	1,898.69	0.00	118.32	0.00	519.44	1,117.51		25,695.33	308,343.98	
TCOA1501	1	4,294.52	1,341.80	150.31	300.62	0.00	6,842.82	400.00	1,500.00	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	0.00	116.10	0.00	397.24	854.61		20,680.02	248,160.27	
TCOA1502	1	4,294.52	1,341.80	150.31	300.62	0.00	6,842.82	400.00	1,500.00	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	0.00	116.10	0.00	397.24	854.61		20,680.02	248,160.27	
TCOA1503	1	4,294.52	1,341.80	150.31	300.62	0.00	6,842.82	400.00	1,500.00	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	0.00	116.22	179.17	397.24	854.61		20,859.31	250,311.71	
TCOA1504	1	4,294.52	1,341.80	150.31	300.62	0.00	6,842.82	400.00	1,500.00	12,444.62	3,215.97	686.93	14,973.66	276.84	1,581.93	0.00	116.22	179.17	397.24	854.61		20,859.31	250,311.71	
TCOA1601	1	2,864.62	862.20	100.26	200.52	0.00	6,822.37	400.00	1,500.00	10,424.00	5,273.60	1,039.92	14,657.68	225.30	1,287.44	0.00	115.59	178.20	264.98	570.06		19,502.17	234,025.95	
TCOA1602	1	2,864.62	862.20	100.26	200.52	0.00	6,822.37	400.00	1,500.00	10,424.00	5,273.60	1,039.92	14,657.68	225.30	1,287.44	0.00	115.59	178.20	264.98	570.06		19,502.17	234,025.95	

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Clave puesto	Nivel	Sueldo Base (1002)	ISR/SUBSIDIO UNO	ISSTE (3.5%)	Pensiones IPTF (7%)	Pensiones complementarias (5%)	Incentivo (104)	MONEDERO	RECREACION DEPORTES Y CULTURA	Neto mensual nominal	Apoyo bruto para gastos de representación para el ejercicio efectivo del cargo	Asignación bruta para el ejercicio efectivo del cargo	ISR DOS	Neto mensual integrado	Prima vacacional mensual (1005)	Aguinaldo mensual (1008)	Prima bruta trimestral por riesgos por el ejercicio efectivo del cargo	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
																				ISSTE	Pensiones IPTF	Pensiones complementaria		
TID0401	1	\$,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80		8,310.13	1,775.05	21,082.88	332.27	1,898.69	0.00	120.15	0.00	519.44	1,117.51		29,386.36	352,636.27
TID0501	1	\$,853.00	2,567.84	239.86	479.71	0.00	11,224.27	1,000.00	900.00	16,689.97		4,459.44	952.54	20,196.77	388.45	2,219.70	0.00	119.95	0.00	633.90	1,363.75		29,162.43	349,949.39
TID0601	1	\$,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80		4,624.29	987.75	18,184.34	332.27	1,898.69	0.00	118.41	0.00	519.44	1,117.51		25,698.77	308,385.29
TID0602	1	\$,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80		4,624.29	987.75	18,184.34	332.27	1,898.69	0.00	118.41	0.00	519.44	1,117.51		25,698.77	308,385.29
TID0701	1	\$,615.62	1,580.56	196.55	393.09	0.00	7,899.55	1,000.00	900.00	13,184.97		1,653.18	353.12	14,485.03	298.57	1,706.13	0.00	116.43	0.00	519.44	1,117.51		20,766.43	249,197.19
TID0702	1	\$,615.62	1,580.56	196.55	393.09	0.00	7,899.55	1,000.00	900.00	13,184.97		1,653.18	353.12	14,485.03	298.57	1,706.13	0.00	116.43	0.00	519.44	1,117.51		20,766.43	249,197.19
TID0801	1	2,864.62	665.87	100.26	200.52	0.00	5,515.63	400.00	1,500.00	9,313.59		3,549.12	591.56	12,271.15	199.89	1,142.25	0.00	112.54	173.51	264.98	570.06		16,292.60	195,511.21
TID0901	1	2,864.62	665.87	100.26	200.52	0.00	5,515.63	400.00	1,500.00	9,313.59		2,232.99	355.71	11,190.87	199.89	1,142.25	0.00	112.38	173.26	264.98	570.06		14,976.06	179,712.71
TID0903	1	2,864.62	665.87	100.26	200.52	0.00	5,515.63	400.00	1,500.00	9,313.59		2,232.99	355.71	11,190.87	199.89	1,142.25	0.00	112.38	173.26	264.98	570.06		14,976.06	179,712.71
TID1001	1	2,864.62	100.91	100.26	200.52	0.00	3,081.00	400.00	1,500.00	7,393.92		2,580.12	575.35	9,398.69	151.58	866.18	0.00	109.22	168.37	264.98	570.06		12,506.13	150,073.52
TID1101	1	2,864.62	100.91	100.26	200.52	0.00	3,081.00	400.00	1,500.00	7,393.92		0.00		7,393.92	151.58	866.18	0.00	104.35	160.87	264.98	570.06		9,913.63	118,963.59
TID1201	1	2,864.62		100.26	200.52	0.00	2,112.00	400.00	1,500.00	6,575.83		2,032.96	263.20	8,345.59	133.71	764.07	0.00	104.05	160.42	264.98	570.06		10,906.86	130,882.35
TID1401	1	2,256.11		94.02	157.93	0.00	1,804.03	400.00	600.00	4,808.20		1,222.67	4.00	6,026.87	98.39	562.24	0.00	100.00	154.17	248.47	448.97		7,895.04	94,740.48
TID1402	1	2,256.11		94.02	157.93	0.00	1,804.03	400.00	600.00	4,808.20		1,222.67	4.00	6,026.87	98.39	562.24	0.00	100.00	154.17	248.47	448.97		7,895.04	94,740.48
TID1501	1	2,256.11		94.02	157.93	0.00	1,041.35	400.00	600.00	4,045.52		144.32	-212.26	4,402.10	83.56	477.50	0.00	100.00	154.17	248.47	448.97		5,954.44	71,453.26
TID1601	1	2,256.11		94.02	157.93	0.00	476.51	400.00	600.00	3,480.68		247.52	-235.40	4,063.60	72.58	414.74	0.00	100.00	154.17	248.47	448.97		5,513.06	66,228.66

ANEXO 4

TABULADOR TRIBUNAL ESTATAL ELECTORAL (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA PROP.	NIVEL	SUELDO BASE	ISR	ISSTE (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
												ISSTE (3.5%)	PENSIONES (19.9%)				
TEMSS00	1	38,904.59	37,019.72	846.30	2,723.32	92,600.43	1,000.00	1,296.15	93,211.83	2,601.69	14,866.80	2,236.65	7,742.01	110,680.31	1,328,163.76	161,248.32	1,934,979.81
TEMSS00	1	38,904.59	37,019.72	846.30	2,723.32	92,600.43	1,000.00	1,296.15	93,211.83	2,601.69	14,866.80	2,236.65	7,742.01	110,680.31	1,328,163.76	161,248.32	1,934,979.81
TEMMS01	1	19,667.43	15,254.88	688.36	1,376.72	45,484.09	1,000.00	1,296.15	50,127.71	1,311.48	7,494.19	1,819.24	3,913.82	58,933.37	707,200.49	81,986.39	983,836.66
TEMMS03	1	17,264.14	10,857.52	604.24	1,208.49	33,229.51	1,000.00	1,296.15	40,119.54	1,026.47	5,865.53	1,596.93	3,435.56	47,011.55	564,138.55	64,714.30	776,571.57
TEMMS04	1	15,097.98	8,831.20	528.43	1,056.86	28,641.27	1,000.00	1,296.15	35,618.91	895.13	5,115.04	1,396.56	3,004.50	41,629.09	499,549.07	56,446.64	677,359.66
TEMMS02	1	12,264.63	5,646.64	429.26	858.52	19,467.08	1,000.00	1,296.15	27,093.44	661.65	3,780.87	1,134.48	2,440.66	31,535.96	378,431.57	42,045.53	504,546.38
TEMMS03	1	10,460.31	4,511.98	366.11	732.22	16,447.15	1,000.00	1,296.15	23,593.30	567.85	3,244.85	967.58	2,081.60	27,405.99	328,871.87	36,065.48	432,785.78
TEMMS06	1	6,853.59	2,024.45	239.88	479.75	8,679.71	1,000.00	1,296.15	15,085.37	346.68	1,981.05	633.96	1,363.86	17,413.11	208,957.30	22,155.01	265,860.09
TEMMS08	1	4,294.52	1,219.82	150.31	300.62	7,424.98	1,000.00	1,296.15	12,344.90	272.53	1,557.29	397.24	854.61	14,174.72	170,096.69	17,097.32	205,167.85

APOYO BRUTO MENSUAL (P_06)

ISR

23,596.10 8,022.67 VALDES CABELLO VALERIANO

18,596.10 6,322.67 GURIDI MIJARES RAMON

18,596.10 6,322.67 TREVIÑO RAMIREZ ELENA