

ANEXO 4

**Gobierno del Estado de Coahuila de Zaragoza
Presupuesto de Egresos 2018
Vigencia 2018**

TABULADOR VIGENTE PERSONAL TECNICO OPERATIVO

PUESTO	CATEGORIA	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%)				
PROFESIONALES	PRO1	2,864.62	1,170.54	100.26	200.52	7,807.97	400.00	1,896.15	11,497.41	252.17	1,621.09	264.98	570.06	13,370.67	160,448.08	15,677.03	188,124.42
PROFESIONALES	PRO2	2,864.62	910.24	100.26	200.52	6,427.22	400.00	1,896.15	10,376.96	225.32	1,448.50	264.98	570.06	12,050.78	144,609.39	14,096.84	169,162.12
PROFESIONALES	PRO3	2,864.62	687.75	100.26	200.52	5,119.48	400.00	1,896.15	9,291.71	199.89	1,285.03	264.98	570.06	10,776.64	129,319.64	12,600.21	151,202.49
ADMINISTRATIVO	AD01	2,864.62	232.08	100.26	200.52	3,536.85	400.00	1,896.15	8,164.75	169.12	1,087.20	264.98	570.06	9,421.07	113,052.90	10,788.98	129,467.70
ADMINISTRATIVO	AD02	2,864.62	92.85	100.26	200.52	2,634.85	400.00	1,896.15	7,401.98	151.58	974.45	264.98	570.06	8,528.02	102,336.19	9,756.69	117,080.24
ADMINISTRATIVO	AD03	2,864.62	-19.74	100.26	200.52	1,877.85	400.00	1,896.15	6,757.57	136.86	879.83	264.98	570.06	7,774.26	93,291.14	8,890.34	106,684.10
TECNICO	TE01	2,487.82	-157.78	87.07	174.15	1,320.07	400.00	1,896.15	6,060.60	119.66	769.25	230.12	495.08	6,939.51	83,274.14	7,768.15	93,217.81
TECNICO	TE02	2,256.11	-247.58	79.26	157.93	576.20	400.00	1,896.15	5,138.85	99.72	641.06	209.48	448.97	5,879.63	70,555.54	6,527.69	78,332.30
TECNICO	TE03	2,256.11	-273.39	79.26	157.93	176.20	400.00	1,896.15	4,764.66	91.94	591.06	209.48	448.97	5,447.66	65,371.93	6,069.91	72,838.97
SERVICIOS Y MANUALES	SM01	2,256.11	-284.66	79.26	157.93		400.00	1,616.51	4,320.09	83.08	534.08	209.48	448.97	4,937.25	59,246.97	5,548.23	66,578.77
SERVICIOS Y MANUALES	SM02	2,256.11	-284.66	79.26	157.93		400.00	1,110.74	3,814.32	73.24	470.86	209.48	448.97	4,358.42	52,301.06	4,969.41	59,632.86
SERVICIOS Y MANUALES	SM03	2,256.11	-284.66	79.26	157.93		400.00	1,110.74	3,814.32	73.24	470.86	209.48	448.97	4,358.42	52,301.06	4,969.41	59,632.86

PR PROFESIONALES
AD ADMINISTRATIVO
TE TECNICO
SM SERVICIOS Y MANUALES

Tipo de seguridad social con la que se cuenta: ISSSTE

**Gobierno del Estado de Coahuila de Zaragoza
Presupuesto de Egresos 2018
Vigencia 2018**

TABULADOR DE PERSONAL DE CONFIANZA (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA	DESCRIPCION	NIVEL	SUELDO BASE	ISR	ISSSTE (3.9%)	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 (15.9%)				
MSE01	GOBERNADOR DEL ESTADO	1	47,692.65	42,079.62	792.65	3,338.49	95,470.85	1,000.00	1,296.15	99,248.70	2,628.36	16,162.18	2,894.85	5,490.84	116,239.27	1,418,871.23	176,635.91	2,112,438.87
MSE00	SECRETARIO DE ESTADO	1	38,904.59	38,653.08	792.65	2,723.32	94,180.05	1,000.00	1,296.15	93,211.82	2,632.48	15,942.31	2,894.85	7,742.01	110,886.54	1,330,638.44	162,892.36	1,954,708.36
MST01	TITULAR DE ORGANISMOS Y HOMOLOGOS	1	38,904.59	31,997.18	792.65	2,723.32	74,682.87	1,000.00	1,296.15	86,291.54	2,251.76	12,867.18	2,894.85	7,742.01	95,410.47	1,144,925.70	140,768.48	1,689,124.82
MMS01	SUBPROCURADOR	2	27,181.45	23,436.85	792.65	1,902.70	61,146.79	1,000.00	1,296.15	64,495.29	1,762.28	10,969.71	2,894.85	5,409.11	76,327.11	915,625.26	109,962.26	1,319,959.12
MMS01	SUBSECRETARIO DE ESTADO	1	19,667.43	16,193.08	688.34	1,376.72	46,462.26	1,000.00	1,296.15	50,127.71	1,330.48	7,602.76	1,819.24	3,913.82	59,062.95	708,751.43	83,891.17	997,644.11
MMS02	DIRECTOR GENERAL "A"	1	19,445.64	13,671.88	688.60	1,361.19	36,390.98	1,000.00	1,296.15	45,119.10	1,188.69	7,841.60	1,798.72	3,689.68	53,949.39	647,362.66	75,631.47	927,577.58
MMS03	DIRECTOR GENERAL "B"	1	17,384.14	11,731.04	604.24	1,338.49	34,113.03	1,000.00	1,296.15	40,119.54	1,043.45	6,707.91	1,596.92	3,435.56	47,870.92	574,450.95	66,447.18	767,366.21
MMS04	DIRECTOR GENERAL "C"	1	15,067.98	9,794.72	528.43	1,056.86	26,514.79	1,000.00	1,296.15	35,618.91	912.12	5,863.62	1,386.98	3,094.92	42,394.64	508,735.74	58,085.71	667,028.57
MM01	DIRECTOR DE AREA "A"	1	14,819.32	8,182.43	518.68	1,037.35	24,752.46	1,000.00	1,296.15	32,118.46	814.15	5,333.49	1,370.74	2,948.94	38,167.05	458,004.58	52,335.32	626,823.80
MM02	DIRECTOR DE AREA "B"	1	12,264.62	5,985.16	429.26	858.52	19,805.60	1,000.00	1,296.15	27,093.44	688.24	4,295.80	1,134.48	2,440.66	32,057.47	384,689.65	42,905.56	514,866.70
MM03	DIRECTOR DE AREA "C"	1	10,460.32	4,850.49	368.11	732.22	16,785.66	1,000.00	1,296.15	23,993.30	574.43	3,692.76	967.58	2,081.60	27,662.49	334,325.85	36,858.49	442,301.52
MM04	SUBDIRECTOR DE AREA "A"	1	9,795.38	3,605.20	341.44	682.87	13,471.92	1,000.00	1,296.15	20,911.49	486.28	3,186.37	902.26	1,940.30	24,280.15	291,361.74	32,953.32	384,626.84
MM05	SUBDIRECTOR DE AREA "B"	1	8,376.26	3,116.95	293.17	586.34	11,498.75	1,000.00	1,296.15	18,084.79	429.36	2,760.15	774.88	1,686.88	21,274.28	255,290.44	27,712.34	332,548.89
MM06	SUBDIRECTOR DE AREA "C"	1	6,853.59	2,258.86	238.88	479.75	8,934.12	1,000.00	1,296.15	15,085.37	351.24	2,257.99	633.76	1,363.86	17,694.60	212,335.18	23,678.91	272,828.89
MM07	JEFE DE DEPARTAMENTO "A"	1	5,615.62	1,680.28	196.51	393.09	7,442.40	1,000.00	1,296.15	13,085.25	298.57	1,819.40	519.44	1,117.51	15,303.21	183,628.58	19,210.89	230,521.84
MM08	JEFE DE DEPARTAMENTO "B"	1	4,294.52	1,441.51	150.31	308.62	5,846.67	1,000.00	1,296.15	12,344.90	276.94	1,379.67	367.24	854.61	14,401.41	172,816.89	17,545.69	210,548.19

Tipo de seguridad social con la que se cuenta: ISSSTE

**Gobierno del Estado de Coahuila de Zaragoza
Presupuesto de Egresos 2018
Vigencia 2018**

TABULADOR VIGENTE DEL PERSONAL SINDICALIZADO D.I.F.

NIVEL	CLAVE DE PUESTO	SUELDO BASE MENSUAL (I102)	SUELDO SOBRESUELDO (I105)	IMPUESTO (I106)	ISSSTE (I107)	PENSIONES (I108)	CANTIDAD ADICIONAL (I109)	MONEDERO (I110)	RECREACIÓN DEPORTE Y CULTURA (I111)	AYUDA DE TRANSPORTE (I112)	NETO TOTAL (I113)	PRIMA VAC. MENSUAL (I114)	AGUINALDO MENSUAL (I115)	REPERCUSIONES		COSTO MENSUAL NETO (I116)	COSTO ANUAL NETO (I117)	COSTO MENSUAL BRUTO (I118)	COSTO ANUAL BRUTO (I119)
														PARTE (I120)	PENSIONES (I121)				
SINDICALIZADO	DA10	5,907.22	2,749.30	1,264.68	302.98	605.96	1,306.78	400	1,900	1,150	11,239.69	712.93	1,660.55	800.73	1,722.65	13,613.17	163,358.06	18,310.16	219,721.87
SINDICALIZADO	DA09	5,819.92	2,665.99	1,131.47	297.01	594.01	853.79	400	1,900	1,150	10,767.20	668.31	1,556.62	784.95	1,688.70	12,992.12	155,905.50	17,488.26	209,859.08
SINDICALIZADO	DA08	5,733.92	2,582.68	1,072.30	291.08	582.16	729.59	400	1,900	1,150	10,550.64	647.30	1,507.70	769.28	1,655.00	12,705.64	152,467.65	17,075.47	204,905.59
SINDICALIZADO	DA07	5,649.19	2,499.36	1,026.95	285.20	570.40	644.54	400	1,900	1,150	10,360.54	629.19	1,465.51	753.74	1,621.56	12,455.25	149,462.95	16,713.10	200,557.16
SINDICALIZADO	DA06	5,593.26	2,416.05	989.17	280.33	560.65	572.99	400	1,900	1,150	10,202.16	614.11	1,430.38	740.96	1,593.85	12,246.65	146,959.83	16,411.51	196,938.17
SINDICALIZADO	DA05	5,537.80	2,332.79	960.38	275.47	550.95	550.96	400	1,900	1,150	10,084.83	602.61	1,403.60	728.04	1,566.26	12,091.05	145,092.56	16,172.15	194,065.79
SINDICALIZADO	DA04	5,459.16	2,289.43	927.54	269.80	539.60	529.76	400	1,900	1,150	9,951.41	589.50	1,373.06	713.04	1,534.01	11,913.97	142,967.65	15,897.97	190,775.61
SINDICALIZADO	DA03	5,380.41	2,166.12	894.84	264.13	528.26	509.39	400	1,900	1,150	9,818.69	576.45	1,342.65	698.05	1,501.76	11,737.79	140,853.42	15,624.82	187,497.88
SINDICALIZADO	DA02	5,301.68	2,082.80	862.30	258.46	516.91	489.79	400	1,900	1,150	9,686.61	563.45	1,312.38	683.06	1,469.51	11,562.43	138,749.21	15,352.68	184,232.19
SINDICALIZADO	DA01	5,249.18	1,999.54	834.59	253.71	507.41	470.95	400	1,900	1,150	9,573.97	552.39	1,286.61	670.51	1,442.50	11,412.96	136,955.57	15,121.67	181,460.08

EN BASE A CORRIENDO 2018

QUINCENIO CANTIDAD

1 76.86
2 139.31
3 286.15
4 572.28
5 118.76

Tipo de seguridad social con la que se cuenta: ISSSTE