



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 registrarán 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																	
RMMS02		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
RMMS03		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
RMMS01		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
RMMS04		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
RMMS05		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
RMMS06		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
RMMS07		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
RMMS08		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
NJAO	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
NJBO	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 (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)				
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		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
										ISSSTE (9.25%)	PENSIONES				
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		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
										ISSSTE (9.25%)	PENSIONES				
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%)				
PMMSD01	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
PMMSD02	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
PMMSD03	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
PMMSD04	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
PMM01	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
PMM02	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
PMM03	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
PMM04	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	276,212.88	30,209.35	362,512.15
PMM05	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
PMM06	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
PMM07	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
PMM08	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/PU ESTO	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	SUELDOBASE	ISR	ISSSTE (3.5%)	PENSIONES (%)	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	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	313,537.72
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%)	PENSIONES ADICIONAL (1104)	MONEDERO	RECREACION DEPORTE Y CULTURA	AYUDA DE TRANSPORTE (1108)	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)					
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
1.00	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

ANEXO 4

PERSONAL SINDICALIZADO SUTSGE

CLAVE DE PUESTO ANT	SUELDO BASE MENSUAL (110.2)	SOBRESUELDO (42.5% (110.5))	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0%)	NETO MENSUAL	RECREACION DEPORTE Y CULTURA (EXCENTO)	DESPENSA (MONEDERO)	RECREACION DEPORTE Y CULTURA (GRAVABLE)	AYUDA DE TRANSPORTE (110.8)	NETO TOTAL	PRIMA VAC. MENSUAL (130.6)	PRIMA ADICIONAL	AGUINALDO MENSUAL (130.8)	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
															ISSSTE (9.25% (140.1))	PENSIONES (19.9% (140.8))				
SO16	9,327.46	3,917.53	1,958.26	463.57	927.15	9,896.01	15216.3	700.00	778.37	1,200.00	14,096.01	1,359.82	0.00	2,307.50	1,225.36	2,635.74	17,663.33	2,119,599.99	24,873.23	298,478.73
SO15	9,055.79	3,803.43	1,875.83	450.07	900.15	9,633.14	15216.3	700.00	778.37	1,200.00	13,833.11	1,320.21	0.00	2,443.20	1,189.48	2,558.98	17,296.56	2,075,587.73	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	1,200.00	13,282.94	1,237.31	0.00	2,008.62	1,114.79	2,398.30	16,528.87	1,983,465.50	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	1,200.00	12,796.56	1,164.03	0.00	1,889.66	1,048.76	2,256.25	15,850.25	1,902,209.98	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	1,200.00	12,601.92	1,184.70	0.00	1,842.05	1,022.34	2,299.41	15,578.68	1,869,441.17	21,450.82	257,409.87
SO11	7,431.96	3,021.42	1,383.53	369.37	738.74	8,061.95	15216.3	700.00	778.37	1,200.00	12,261.95	1,083.48	0.00	1,758.90	976.89	2,200.12	15,304.33	1,812,518.66	20,672.06	248,064.75
SO10	7,102.02	2,987.05	1,286.29	353.47	706.93	7,752.38	15216.3	700.00	778.37	1,200.00	11,952.38	1,036.84	0.00	1,683.18	934.16	2,109.71	14,672.40	1,760,687.78	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	1,200.00	11,478.54	968.54	0.00	1,572.31	872.63	1,877.34	14,010.39	1,682,322.66	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	1,200.00	11,245.99	935.49	0.00	1,518.16	842.58	1,812.69	13,699.34	1,643,921.12	18,417.60	221,011.14
SO07	6,024.30	2,530.21	1,007.18	299.41	598.82	6,649.80	15216.3	700.00	778.37	1,200.00	10,849.80	878.26	0.00	1,425.75	791.29	1,702.35	13,153.12	1,578,837.41	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	1,200.00	10,575.25	838.98	0.00	1,361.99	755.90	1,626.21	12,776.22	1,533,314.62	16,955.01	203,460.12

ANEXO 4

TRIBUNAL DE JUSTICIA ADMINISTRATIVA

PROPUESTA	DESCRIPCION	NIVEL	SUELDO BASE	ISR	ISSSTE (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 RIESGOS POTENCIALES DEL CARGO (PAGO TRIMESTRAL)	IMPUESTO	PRIMA BRUTA MENSUAL POR RIESGOS POTENCIALES DEL CARGO (PAGO TRIMESTRAL)	REPERCUSIONES		COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																		ISSSTE (6.25%)	PENSIONES (5.5%)		
MANDOS SUPERIORES																					
TIA01	MAGISTRADO PRESIDENTE	1	38,904.58	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	38,904.58	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	688.36	1,376.72	59,546.07	1,000.00	1,451.58			60,000.00	1,587.93	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	688.36	1,376.72	45,262.05	1,000.00	1,451.58			50,127.71	1,310.15	7,486.76				1,819.24	3,913.82	81,911.08	992,932.98
TIA05	DIRECTOR GENERAL "B"/ SECRETARIO GENERAL DE ACUERDOS	1	19,445.64	13,146.30	680.60	1,361.19	38,672.26	1,000.00	1,451.58			45,386.33	1,177.84	7,571.81				1,798.72	3,869.58	74,992.53	899,910.40
TIA06	DIRECTOR GENERAL "C"	1	14,819.31	9,488.44	518.68	1,037.35	31,144.06	1,000.00	1,451.58			37,380.50	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	1,037.35	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	12,264.63	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	2,440.66	44,727.46	536,729.48
TIA09	DIRECTOR DE AREA "C"	1	12,264.63	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	2,440.66	42,463.45	509,561.37
TIA10	DIRECTOR DE AREA "D"	1	10,460.31	4,555.04	366.11	732.22	16,630.23	1,000.00	1,451.58			23,888.75	574.47	3,692.76				967.58	2,081.60	36,858.43	442,301.92
TIA11	SUBDIRECTOR DE AREA "A" (ABOGADO)	1	9,755.30	3,561.10	341.44	682.87	17,972.00	1,000.00	1,451.58			20,593.44	489.59	3,147.36				902.36	1,941.30	31,659.52	379,614.20
TIA12	SUBDIRECTOR DE AREA "B"	1	8,376.24	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	328,745.17
TIA13	SUBDIRECTOR DE AREA "C" (ACTUARIO / O)	2	6,853.59	2,238.15	239.88	479.75	9,875.15	1,000.00	1,451.58			16,022.54	369.06	2,372.54				633.90	1,363.88	23,719.75	284,636.94
TIA13	SUBDIRECTOR DE AREA "C" (ACTUARIO / O)	1	6,853.59	1,993.50	239.88	479.75	8,334.79	1,000.00	1,451.58			15,126.83	346.85	2,230.00				633.90	1,363.88	22,414.67	268,976.00
TIA14	JEFE DE DEPARTAMENTO "A"	1	2,864.42	1,486.43	100.76	200.52	10,149.85	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	2,864.42	1,172.84	100.76	200.52	8,392.73	1,000.00	1,451.58			12,435.30	270.45	1,738.62				264.98	570.06	16,753.03	201,036.41
TECNICO OPERATIVO																					
TIA16	AUXILIAR DE SISTEMAS	1	2,864.42	1,192.13	100.26	200.52	8,700.37	400.00	1,500.00			11,972.07	261.80	1,683.12				264.98	570.06	16,244.97	194,939.64
TIA17	ENLACE	1	2,864.42	993.82	100.26	200.52	7,583.37	400.00	1,500.00			11,054.58	240.08	1,543.40				264.98	570.06	14,995.71	179,888.52
TIA18	ANALISTA FINANCIERO	1	2,864.42	889.95	100.26	200.52	6,993.05	400.00	1,500.00			10,566.51	228.60	1,469.58				264.98	570.06	14,289.87	171,478.43
TIA19	ANALISTA DE INFORMACION	1	2,864.42	394.53	100.26	200.52	4,470.32	400.00	1,500.00			8,599.62	179.57	1,154.97				264.98	570.06	11,409.91	136,846.95
TIA20	MENSAJERO	1	2,487.82	251.46	92.78	174.15	4,413.88	400.00	600.00			7,383.31	153.64	987.71				245.20	496.08	9,788.33	117,399.98
TIA21	SECRETARIA	1	2,256.11	0.88	92.78	157.93	2,990.06	400.00	600.00			6,002.58	121.61	781.77				245.20	448.97	7,851.72	94,200.93
TIA22	CHOFER VIGILANTE	1	2,256.11	-59.27	92.78	157.93	2,445.00	400.00	600.00			5,529.67	110.85	712.64				245.20	448.97	7,218.77	86,626.22
TIA23	LIMPIEZA	1	2,256.11	-145.58	92.78	157.93	1,890.00	400.00	600.00			5,000.93	99.29	638.26				245.20	448.97	5,537.82	76,453.89

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Clave puesto	Nivel	Sueldo Base (102)	ISR/SUBSIDIO UNO	ISSSTE (1.5%)	Pensión IPTF (%)	Permisos complementarios (10%)	Incentivo (104)	MONEORO	RECREACION DEPORT E 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 (106)	Aguinaldo mensual (108)	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 complemento			
TM01011	2	47,692.65	40,217.50	857.58	3,338.49	7,871.74	95,217.62	1,000.00	900.00	90,524.96	23,800.00	0	8,092.00	106,292.96	2,776.87	15,867.81	58,179.67	0.00	0.00	2,266.47	9,490.84	28,562.05	283,754.18	3,405,050.13	
TM02011	1	38,904.59	37,691.55	857.58	2,723.32		94,576.41	1,000.00	900.00	94,108.54	23,800.00	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	27,076.20	236,864.23	2,842,370.72	
TM03011	3	38,904.59	37,691.55	857.58	2,723.32	7,528.68	94,576.41	1,000.00	900.00	86,579.86	23,800.00	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	94,576.41	1,000.00	900.00	84,697.69	23,800.00	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		94,576.41	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	27,076.20	258,940.43	3,107,285.12	
TM03011	3	38,904.59	37,691.55	857.58	2,723.32	7,528.68	94,576.41	1,000.00	900.00	86,579.86	18,800.00	0	6,392.00	98,387.86	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	94,576.41	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		94,576.41	1,000.00	900.00	94,108.54	23,800.00	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	27,076.20	236,864.23	2,842,370.72	
TM04011	3	38,904.59	37,691.55	857.58	2,723.32	7,528.68	94,576.41	1,000.00	900.00	86,579.86	23,800.00	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	94,576.41	1,000.00	900.00	84,697.69	23,800.00	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		94,576.41	1,000.00	900.00	94,108.54	0.00	0	0	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	213,064.23	2,556,770.72	
TM04021	3	38,904.59	37,691.55	857.58	2,723.32	7,528.68	94,576.41	1,000.00	900.00	86,579.86	0.00	0	0	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	94,576.41	1,000.00	900.00	84,697.69	0.00	0	0	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		94,576.41	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	27,076.20	236,864.23	2,842,370.72	
TM04031	3	38,904.59	37,691.55	857.58	2,723.32	7,528.68	94,576.41	1,000.00	900.00	86,579.86	18,800.00	0	6,392.00	98,387.86	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	94,576.41	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	0	47,078.07	1,223.06	6,988.92	20,000.00	0.00	0.00	1,596.33	3,435.56		96,144.80	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	0	43,311.82	1,223.06	6,988.92	20,000.00	0.00	0.00	1,596.33	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	0	42,370.26	1,223.06	6,988.92	20,000.00	0.00	0.00	1,596.33	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	0	0	37,971.98	2,668.62	44,198.76	962.98	5,502.77	0.00	0.00	1,370.73	2,949.04	9,904.98	79,110.87	949,330.48

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Clave puesto	Nivel	Sueldo Base (102)	ISR/SUBSIDIO UNO	ISSSTE (1.5%)	Pensión IPTF (%)	Permisos complementarios (10%)	Incentivo (104)	MONEORO	RECREACION DEPORT E 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 (106)	Aguinaldo mensual (108)	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 complemento			
TCJ0102	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	0.00	0	0	34,934.22	2,668.62	40,401.56	962.98	5,502.77	0.00	0.00	1,370.73	2,949.04	9,904.98	79,110.87	949,330.48
TCJ0102	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	0.00	0	0	34,174.78	2,668.62	40,401.56	962.98	5,502.77	0.00	0.00	1,370.73	2,949.04	9,904.98	79,110.87	949,330.48
TCJ0201	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	0.00	0	0	44,121.94	1,148.93	6,563.30	0.00	0.00	0.00	0.00	1,850.00	3,980.00		72,691.88	871,582.59
TCJ0202	1	15,097.98	11,680.80	528.43	1,056.96	0.00	38,139.94	1,000.00	900.00	41,871.83	0.00	0	0	41,871.83	1,768.30	45,997.87	1,072.13	6,126.44	0.00	0.00	1,396.56	3,004.50		72,691.88	871,582.59
TCJ0402	1	12,264.63	7,413.14	429.26	858.52	0.00	26,747.75	1,000.00	900.00	32,211.45	0.00	0	0	32,211.45	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
TCJ0501	1	10,460.31	5,908.99	566.11	732.22	0.00	22,886.81	1,000.00	900.00	27,739.80	0.00	0	0	27,739.80	1,551.53	32,511.48	675.64	3,860.79	0.00	0.00	967.58	2,081.60		48,656.94	583,871.28
TCJ0601	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	0.00	0	0	23,141.57	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	902.37	1,941.30		42,965.90	515,590.78
TCJ0602	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	0.00	0	0	23,141.57	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	902.37	1,941.30		42,965.90	515,590.78
TCJ0603	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	0.00	0	0	23,141.57	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	902.37	1,941.30		42,965.90	515,590.78
TCJ0604	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	0.00	0	0	23,141.57	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	902.37	1,941.30		42,965.90	515,590.78
TCJ0605	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	0.00	0	0	23,141.57	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	902.37	1,941.30		42,965.90	515,590.78
TCJ0606	1	9,755.30	4,472.12	341.44	682.87	0.00	16,982.70	1,000.00	900.00	23,141.57	0.00	0	0	23,141.57	1,792.57	28,970.47	556.85	3,182.00	0.00	123.91	902.37	1,941.30		42,965.90	515,590.78
TCJ0701	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	0.00	0	0	20,133.90	1,624.25	25,558.89	477.56	2,728.91	0.00	122.36	774.80	1,666.88		37,379.91	448,558.88
TCJ0702	1	8,376.26	3,546.75	293.17	586.34	0.00	14,283.90	1,000.00	900.00	20,133.90	0.00	0	0	20,133.90	1,624.2										

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Table with columns: Clave puesto, Nivel, Sueldo Base (102), ISR/SUBSIDIO UNO, ISSSTE (1.5%), Pensión IPTF (7%), Permisos complementarios (10%), Incentivo (104), MONEORO, RECREACION DEPORT E 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 (106), Aguinaldo mensual (108), 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 (ISSTE, Pensiones IPTF, Pensión complementaria), Costo mensual bruto, Costo anual bruto.

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Table with columns: Clave puesto, Nivel, Sueldo Base (102), ISR/SUBSIDIO UNO, ISSSTE (1.5%), Pensión IPTF (7%), Permisos complementarios (10%), Incentivo (104), MONEORO, RECREACION DEPORT E 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 (106), Aguinaldo mensual (108), 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 (ISSTE, Pensiones IPTF, Pensión complementaria), Costo mensual bruto, Costo anual bruto.

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Table with columns: Clave puesto, Nivel, Sueldo Base (102), ISR/SUBSIDIO UNO, ISSSTE (1.5%), Pensión IPTF (7%), Permisos complementarios (10%), Incentivo (104), MONEORO, RECREACION DEPORT E 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 (106), Aguinaldo mensual (108), 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 (ISSTE, Pensiones IPTF, Pensión complementaria), Costo mensual bruto, Costo anual bruto.

ANEXO 4

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TABULADOR VIGENTE

Clave puesto	Nivel	Sueldo Base (102)	ISR/SUBSIDIO UNO	ISSSTE (3.5%)	Pensiones IPTF (7%)	Pensiones complementarias (5%)	Incentivo (104)	MONEDERO	RECREACION DEPORT 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 (108)	Aguinaldo mensual (108)	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		
TID0401	1	5,615.62	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	0.00	519.44	1,117.51		29,386.36	352,636.27
TID0501	1	6,853.00	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	0.00	633.93	1,363.73		29,162.43	349,949.39
TID0601	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,624.29	987.75	18,184.34	332.27	1,898.69	0.00	118.41	0.00	0.00	519.44	1,117.51		25,698.77	308,385.29
TID0602	1	5,615.62	1,950.73	196.55	393.09	0.00	9,572.55	1,000.00	900.00	14,547.80	4,624.29	987.75	18,184.34	332.27	1,898.69	0.00	118.41	0.00	0.00	519.44	1,117.51		25,698.77	308,385.29
TID0701	1	5,615.62	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	0.00	519.44	1,117.51		20,766.43	249,197.19
TID0702	1	5,615.62	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	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	5,081.00	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	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	1,804.08	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	1,804.08	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			5,519.06	66,228.66

ANEXO 4

TABULADOR TRIBUNAL ESTATAL ELECTORAL (MANDOS MEDIOS Y SUPERIORES)

CATEGORIA PROP.	NIVEL	SUELDO BASE	ISR	ISSSTE (9.5%)	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
												ISSSTE (9.25%)	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
TEMMO2	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
TEMMO3	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
TEMMO6	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
TEMMO8	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