



## EXTRAORDINARIO II

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



# PERIODICO OFICIAL

TOMO CXXVII

Saltillo, Coahuila de Zaragoza, miércoles 30 de diciembre de 2020 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 964.- Presupuesto de Egresos del Estado de Coahuila de Zaragoza para el Ejercicio Fiscal 2021.

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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 964.-**

***PRESUPUESTO DE EGRESOS DEL ESTADO DE COAHUILA DE ZARAGOZA  
PARA EL EJERCICIO FISCAL 2021***

**TABULADOR DEL PERSONAL DE CONFIANZA  
MANDOS MEDIOS Y SUPERIORES  
COMISION ESTATAL DE DERECHOS HUMANOS DEL ESTADO DE COAHUILA  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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	30,736.09	912.24	2,723.32	74,119.16	1,000.00	1,641.15	81,293.25	2,249.04	12,851.66	2,410.92	7,742.01	96,393.94	1,156,727.33	140,918.53	1,691,022.34
HMMS01	1	19,667.43	15,400.19	688.36	1,376.72	45,968.43	1,000.00	1,641.15	50,811.74	1,327.61	7,586.33	1,819.24	3,913.82	59,725.68	716,708.22	82,924.01	995,088.11
HMMS02	1	19,445.64	13,212.56	680.60	1,361.19	38,898.12	1,000.00	1,641.15	45,730.56	1,185.82	7,623.11	1,798.72	3,869.68	54,539.49	654,473.89	75,462.25	905,546.95
HMMS03	1	17,264.14	10,971.72	604.24	1,208.49	33,610.16	1,000.00	1,641.15	40,731.00	1,040.58	6,689.43	1,596.93	3,435.56	48,461.00	581,532.06	66,277.96	795,335.48
HMMS04	1	15,097.98	8,945.40	528.43	1,056.86	29,021.93	1,000.00	1,641.15	36,230.37	909.24	5,845.13	1,396.56	3,004.50	42,984.74	515,816.93	57,916.50	694,997.96
HMM01	1	14,819.31	7,433.10	518.68	1,037.35	24,259.58	1,000.00	1,641.15	32,730.92	811.22	5,215.01	1,370.79	2,949.04	38,757.14	465,085.72	52,066.10	624,793.16
HMM02	1	12,264.63	5,620.17	429.26	858.52	19,354.51	1,000.00	1,641.15	27,352.33	666.17	4,282.54	1,134.48	2,440.66	32,301.04	387,612.48	42,784.14	513,409.66
HMM03	1	10,460.31	4,485.51	366.11	732.22	16,334.57	1,000.00	1,641.15	23,852.19	572.37	3,679.50	967.58	2,081.60	28,104.06	337,248.75	36,737.08	440,844.98
HMM04	1	9,755.30	3,574.09	341.44	682.87	13,032.84	1,000.00	1,641.15	20,830.89	494.46	3,178.66	902.37	1,941.30	24,504.01	294,048.14	31,946.08	383,352.96
HMM05	1	8,376.26	2,838.91	293.17	586.34	10,970.04	1,000.00	1,641.15	18,269.03	427.53	2,748.43	774.80	1,666.88	21,444.99	257,339.92	27,605.09	331,261.14
HMM06	1	6,853.59	1,980.82	239.88	479.75	8,475.40	1,000.00	1,641.15	15,269.70	349.42	2,246.27	633.96	1,363.86	17,865.38	214,384.60	22,563.65	270,763.78
HMM07	1	5,615.62	1,402.24	196.55	393.09	7,004.69	1,000.00	1,641.15	13,269.58	296.75	1,907.68	519.44	1,117.51	15,474.01	185,688.12	19,102.85	229,234.16
HMM08	1	4,294.52	1,184.23	150.31	300.62	7,226.34	1,000.00	1,641.15	12,526.86	275.37	1,770.25	397.24	854.61	14,572.48	174,869.77	17,459.49	209,513.83

**TABULADOR DEL PERSONAL DE CONFIANZA  
TÉCNICO OPERATIVO  
COMISION ESTATAL DE DERECHOS HUMANOS DEL ESTADO DE COAHUILA  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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%)				
HPR01	1	2,864.62	961.61	-	129.38	200.52	7,413.93	400.00	2,241.15	11,628.19	251.22	1,614.96	341.94	570.06	13,494.37	161,932.41	15,697.87	188,374.49
HPR02	1	2,864.62	737.37	-	129.38	200.52	6,042.18	400.00	2,241.15	10,480.67	224.54	1,443.49	341.94	570.06	12,148.71	145,784.50	14,127.98	169,535.79
HPR03	1	2,864.62	583.29	-	129.38	200.52	4,756.56	400.00	2,241.15	9,349.14	199.55	1,282.79	341.94	570.06	10,831.48	129,977.72	12,656.66	151,879.94
HAD01	1	2,864.62	111.45	294.63	129.38	200.52	3,127.82	400.00	2,241.15	8,192.24	167.88	1,079.20	341.94	570.06	9,439.31	113,271.73	10,792.66	129,511.91
HAD02	1	2,864.62	15.60	324.87	129.38	200.52	2,238.00	400.00	2,241.15	7,429.47	150.57	967.97	341.94	570.06	8,548.01	102,576.17	9,774.31	117,291.71
HAD03	1	2,864.62	130.91	382.46	129.38	200.52	1,470.76	400.00	2,241.15	6,777.54	135.65	872.07	341.94	570.06	7,785.26	93,423.10	8,896.25	106,754.95
HTE01	1	2,487.82	194.60	392.77	129.38	174.15	1,013.51	400.00	2,241.15	6,033.55	119.44	767.81	341.94	495.08	6,920.80	83,049.59	7,866.74	94,400.87
HTE02	1	2,256.11	273.61	406.83	129.38	157.93	230.42	400.00	2,241.15	5,113.98	99.70	640.96	341.94	448.97	5,854.64	70,255.73	6,659.25	79,910.96
HTE03	1	2,256.11	275.60	406.83	129.38	157.93	199.23	400.00	1,896.15	4,739.79	92.39	593.94	341.94	448.97	5,426.11	65,113.34	6,228.72	74,744.61
HSM01	1	2,256.11	286.88	406.83	129.38	157.93	23.04	400.00	1,616.51	4,295.23	83.53	536.96	341.94	448.97	4,915.72	58,988.59	5,707.05	68,484.55
HSM02	1	2,256.11	286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	473.74	341.94	448.97	4,336.89	52,042.68	5,128.22	61,538.64
HSM03	1	2,256.11	286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	473.74	341.94	448.97	4,336.89	52,042.68	5,128.22	61,538.64

**TABULADOR DEL PERSONAL DE CONFIANZA  
MANDOS MEDIOS Y SUPERIORES  
CONGRESO DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (8.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%)	PENSIONES (19.9%)				
CDIP01	1	19,667.43	17,603.06	688.36	1,376.72	53,305.61	1,000.00	1,641.15	55,946.05	1,470.28	8,401.58	1,819.24	3,913.82	65,817.90	789,814.83	91,219.10	1,094,629.18
CMMS01	1	19,667.43	15,400.19	688.36	1,376.72	45,968.44	1,000.00	1,641.15	50,811.75	1,327.61	7,586.34	1,819.24	3,913.82	59,725.69	716,708.32	82,924.02	995,088.24
CMMS02	1	19,445.64	13,212.56	680.60	1,361.19	38,898.13	1,000.00	1,641.15	45,730.57	1,185.82	6,776.10	1,798.72	3,869.68	53,692.49	644,309.84	74,615.24	895,382.93
CMMS03	1	17,264.14	10,971.72	604.24	1,208.49	33,610.16	1,000.00	1,641.15	40,731.00	1,040.58	5,946.16	1,596.93	3,435.56	47,717.73	572,612.82	65,534.69	786,416.23
CMMS04	1	15,097.98	8,945.40	528.43	1,056.86	29,021.93	1,000.00	1,641.15	36,230.37	909.24	5,195.67	1,396.56	3,004.50	42,335.29	508,023.42	57,267.04	687,204.45
CMM01	1	14,819.31	7,433.10	518.68	1,037.35	24,259.60	1,000.00	1,641.15	32,730.93	811.22	4,635.56	1,370.79	2,949.04	38,177.72	458,132.58	51,486.67	617,840.09
CMM02	1	12,264.63	5,620.17	429.26	858.52	19,354.52	1,000.00	1,641.15	27,352.34	666.17	3,806.70	1,134.48	2,440.66	31,825.21	381,902.54	42,308.31	507,699.75
CMM03	1	10,460.31	4,485.51	366.11	732.22	16,334.57	1,000.00	1,641.15	23,852.19	572.37	3,270.67	967.58	2,081.60	27,695.23	332,342.74	36,328.25	435,938.97
CMM04	1	9,755.30	3,574.09	341.44	682.87	13,032.85	1,000.00	1,641.15	20,830.90	494.46	2,825.48	902.37	1,941.30	24,150.84	289,810.04	31,592.91	379,114.88
CMM05	1	8,376.26	2,838.91	293.17	586.34	10,970.04	1,000.00	1,641.15	18,269.03	427.53	2,443.05	774.80	1,666.88	21,139.61	253,675.35	27,299.71	327,596.56
CMM06	1	6,853.59	1,980.82	239.88	479.75	8,475.42	1,000.00	1,641.15	15,269.71	349.42	1,996.68	633.96	1,363.86	17,615.82	211,389.79	22,314.09	267,769.03
CMM07	1	5,615.62	1,402.25	196.55	393.09	7,004.71	1,000.00	1,641.15	13,269.59	296.75	1,695.72	519.44	1,117.51	15,262.06	183,144.76	18,890.90	226,690.85
CMM08	1	4,294.52	1,184.23	150.31	300.62	7,226.35	1,000.00	1,641.15	12,526.87	275.37	1,573.56	397.24	854.61	14,375.80	172,509.55	17,262.80	207,153.64

**TABULADOR DEL PERSONAL DE CONFIANZA  
TÉCNICO OPERATIVO  
CONGRESO DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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 (19.9%)				
CPR01	1	2,864.62	961.61	-	129.38	200.52	7,413.93	400.00	2,241.15	11,628.19	251.22	1,435.52	341.94	570.06	13,314.93	159,779.13	15,518.43	186,221.20
CPR02	1	2,864.62	737.37	-	129.38	200.52	6,042.18	400.00	2,241.15	10,480.67	224.54	1,283.11	341.94	570.06	11,988.32	143,859.84	13,967.59	167,611.13
CPR03	1	2,864.62	583.29	-	129.38	200.52	4,756.56	400.00	2,241.15	9,349.14	199.55	1,140.26	341.94	570.06	10,688.94	128,267.33	12,514.13	150,169.55
CAD01	1	2,864.62	111.45	294.63	129.38	200.52	3,127.82	400.00	2,241.15	8,192.24	167.88	959.29	341.94	570.06	9,319.40	111,832.80	10,672.75	128,072.98
CAD02	1	2,864.62	- 15.60	324.87	129.38	200.52	2,238.00	400.00	2,241.15	7,429.47	150.57	860.42	341.94	570.06	8,440.46	101,285.54	9,666.76	116,001.08
CAD03	1	2,864.62	- 130.91	382.46	129.38	200.52	1,470.76	400.00	2,241.15	6,777.54	135.65	775.17	341.94	570.06	7,688.36	92,260.34	8,799.35	105,592.20
CTE01	1	2,487.82	- 194.60	392.77	129.38	174.15	1,013.51	400.00	2,241.15	6,033.55	119.44	682.50	341.94	495.08	6,835.49	82,025.85	7,781.43	93,377.12
CTE02	1	2,256.11	- 273.61	406.83	129.38	157.93	230.42	400.00	2,241.15	5,113.98	99.70	569.74	341.94	448.97	5,783.43	69,401.12	6,588.03	79,056.34
CTE03	1	2,256.11	- 275.60	406.83	129.38	157.93	199.23	400.00	1,896.15	4,739.79	92.39	527.94	341.94	448.97	5,360.12	64,321.43	6,162.72	73,952.70
CSM01	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,616.51	4,295.23	83.53	477.30	341.94	448.97	4,856.05	58,272.65	5,647.38	67,768.60
CSM02	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	421.10	341.94	448.97	4,284.25	51,411.03	5,075.58	60,906.99
CSM03	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	421.10	341.94	448.97	4,284.25	51,411.03	5,075.58	60,906.99

**TABULADOR DEL PERSONAL SINDICALIZADO**  
**D.I.F.**  
**VIGENCIA A PARTIR DEL 01 DE ENERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SOBRESUELDO	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	CANTIDAD ADICIONAL	MONEDERO	RECREACION, DEPORTE Y CULTURA	AYUDA DE TRANSPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
														ISSSTE (9.25%)	PENSIONES (19.9%)				
DA10	1	6,896.79	3,209.86	1,447.54	353.73	707.47	1,525.70	600.00	1,950.00	1,200.00	12,873.62	832.36	1,938.73	934.87	2,011.22	15,644.71	187,736.47	21,099.53	253,194.36
DA09	1	6,794.87	3,112.60	1,292.02	346.76	693.52	996.80	600.00	1,950.00	1,200.00	12,321.97	780.26	1,817.38	916.44	1,971.59	14,919.61	179,035.33	20,139.94	241,679.26
DA08	1	6,694.47	3,015.33	1,227.37	339.84	679.69	851.80	600.00	1,950.00	1,200.00	12,064.70	755.74	1,760.27	898.16	1,932.25	14,580.71	174,968.47	19,658.01	235,896.09
DA07	1	6,595.54	2,918.06	1,174.42	332.98	665.95	752.50	600.00	1,950.00	1,200.00	11,842.76	734.60	1,711.02	880.01	1,893.21	14,288.37	171,460.45	19,234.93	230,819.13
DA06	1	6,530.25	2,820.79	1,130.32	327.29	654.57	668.99	600.00	1,950.00	1,200.00	11,657.85	716.99	1,670.00	864.97	1,860.86	14,044.84	168,538.07	18,882.84	226,594.13
DA05	1	6,465.60	2,723.57	1,096.70	321.62	643.24	643.25	600.00	1,950.00	1,200.00	11,520.86	703.56	1,638.74	850.00	1,828.65	13,863.16	166,357.96	18,603.37	223,240.48
DA04	1	6,373.70	2,626.26	1,058.36	315.00	630.00	618.51	600.00	1,950.00	1,200.00	11,365.12	688.26	1,603.08	832.50	1,790.99	13,656.45	163,877.40	18,283.29	219,399.53
DA03	1	6,281.75	2,528.98	1,020.19	308.38	616.75	594.72	600.00	1,950.00	1,200.00	11,210.14	673.01	1,567.57	814.99	1,753.34	13,450.72	161,408.67	17,964.36	215,572.37
DA02	1	6,189.82	2,431.72	982.18	301.75	603.51	571.84	600.00	1,950.00	1,200.00	11,055.93	657.84	1,532.23	797.49	1,715.68	13,246.00	158,951.99	17,646.62	211,759.44
DA01	1	6,128.54	2,334.51	949.84	296.21	592.41	549.84	600.00	1,950.00	1,200.00	10,924.43	644.92	1,502.15	782.83	1,684.15	13,071.49	156,857.94	17,376.93	208,523.19
DA00	1	4,703.28	995.99	274.08	199.47	398.95	210.26	600.00	1,950.00	1,200.00	8,787.03	422.86	984.92	527.18	1,134.16	10,194.82	122,337.82	12,728.66	152,743.91

  

QUINQ.	CANTIDAD
1	76.86
2	139.51
3	286.15
4	572.28
5	858.76

**TABULADOR DEL PERSONAL DE CONFIANZA  
MANDOS MEDIOS Y SUPERIORES  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%)	PENSIONES (19.9%)				
MSE01	1	47,692.65	35,603.51	912.24	3,338.49	79,647.03	1,000.00	1,641.15	90,126.60	2,527.41	14,442.31	2,410.92	9,490.84	107,096.32	1,285,155.82	158,852.31	1,906,227.68
MSS00	1	38,904.59	32,533.28	912.24	2,723.32	79,405.01	1,000.00	1,641.15	84,781.91	2,351.82	13,438.97	2,410.92	7,742.01	100,572.70	1,206,872.43	146,894.48	1,762,733.71
MST01	1	38,904.59	26,890.03	912.24	2,723.32	62,807.23	1,000.00	1,641.15	73,827.38	2,029.09	11,594.77	2,410.92	7,742.01	87,451.24	1,049,414.83	128,129.76	1,537,557.16
MMS01	2	27,181.45	19,531.79	912.24	1,902.70	51,818.87	1,000.00	1,641.15	59,294.74	1,587.47	9,071.27	2,410.92	5,409.11	69,953.49	839,441.84	100,120.25	1,201,442.95
MMS01	1	19,667.43	13,603.20	688.36	1,376.72	39,978.47	1,000.00	1,641.15	46,618.77	1,211.14	6,920.78	1,819.24	3,913.82	54,750.69	657,008.28	76,152.03	913,824.32
MMS02	1	19,445.64	11,790.30	680.60	1,361.19	34,157.25	1,000.00	1,641.15	42,411.95	1,093.63	7,030.51	1,798.72	3,869.68	50,536.09	606,433.08	70,036.58	840,439.00
MMS03	1	17,264.14	9,678.02	604.24	1,208.49	29,297.84	1,000.00	1,641.15	37,712.37	956.73	6,150.39	1,596.93	3,435.56	44,819.49	537,833.88	61,342.75	736,112.95
MMS04	1	15,097.98	7,767.44	528.43	1,056.86	25,095.38	1,000.00	1,641.15	33,481.78	832.89	5,354.31	1,396.56	3,004.50	39,668.99	476,027.89	53,422.78	641,073.34
MM01	1	14,819.31	6,674.82	518.68	1,037.35	21,283.89	1,000.00	1,641.15	30,513.50	753.36	4,843.04	1,370.79	2,949.04	36,109.91	433,318.87	48,660.58	583,927.02
MM02	1	12,264.63	5,123.95	429.26	858.52	17,244.74	1,000.00	1,641.15	25,738.78	625.15	4,018.82	1,134.48	2,440.66	30,382.74	364,592.92	40,369.62	484,435.48
MM03	1	10,460.31	4,043.10	366.11	732.22	14,453.60	1,000.00	1,641.15	22,413.63	535.79	3,444.38	967.58	2,081.60	26,393.80	316,725.61	34,584.42	415,012.99
MM04	1	9,755.30	3,229.93	341.44	682.87	11,421.61	1,000.00	1,641.15	19,563.82	463.13	2,977.26	902.37	1,941.30	23,004.21	276,050.49	30,102.12	361,225.40
MM05	1	8,376.26	2,543.24	293.17	586.34	9,585.80	1,000.00	1,641.15	17,180.46	400.62	2,575.40	774.80	1,666.88	20,156.48	241,877.77	26,020.91	312,250.91
MM06	1	6,853.59	1,725.88	239.88	479.75	7,281.86	1,000.00	1,641.15	14,331.10	326.21	2,097.08	633.96	1,363.86	16,754.38	201,052.60	21,197.71	254,372.50
MM07	1	5,615.62	1,193.58	196.55	393.09	5,957.44	1,000.00	1,641.15	12,430.99	276.39	1,776.78	519.44	1,117.51	14,484.15	173,809.81	17,904.33	214,851.92
MM08	1	4,294.52	1,009.75	150.31	300.62	6,252.66	1,000.00	1,641.15	11,727.66	256.44	1,648.54	397.24	854.61	13,632.64	163,591.70	16,345.16	196,141.96

**TABULADOR DEL PERSONAL DE CONFIANZA  
TÉCNICO OPERATIVO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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	1	2,864.62	961.61	-	129.38	200.52	7,413.93	400.00	2,241.15	11,628.19	251.22	1,614.96	341.94	570.06	13,494.37	161,932.41	15,697.87	188,374.49
PR02	1	2,864.62	737.37	-	129.38	200.52	6,042.18	400.00	2,241.15	10,480.67	224.54	1,443.49	341.94	570.06	12,148.71	145,784.50	14,127.98	169,535.79
PR03	1	2,864.62	583.29	-	129.38	200.52	4,756.56	400.00	2,241.15	9,349.14	199.55	1,282.79	341.94	570.06	10,831.48	129,977.72	12,656.66	151,879.94
AD01	1	2,864.62	111.45	294.63	129.38	200.52	3,127.82	400.00	2,241.15	8,192.24	167.88	1,079.20	341.94	570.06	9,439.31	113,271.73	10,792.66	129,511.91
AD02	1	2,864.62	- 15.60	324.87	129.38	200.52	2,238.00	400.00	2,241.15	7,429.47	150.57	967.97	341.94	570.06	8,548.01	102,576.17	9,774.31	117,291.71
AD03	1	2,864.62	- 130.91	382.46	129.38	200.52	1,470.76	400.00	2,241.15	6,777.54	135.65	872.07	341.94	570.06	7,785.26	93,423.10	8,896.25	106,754.95
TE01	1	2,487.82	- 194.60	392.77	129.38	174.15	1,013.51	400.00	2,241.15	6,033.55	119.44	767.81	341.94	495.08	6,920.80	83,049.59	7,866.74	94,400.87
TE02	1	2,256.11	- 273.61	406.83	129.38	157.93	230.42	400.00	2,241.15	5,113.98	99.70	640.96	341.94	448.97	5,854.64	70,255.73	6,659.25	79,910.96
TE03	1	2,256.11	- 275.60	406.83	129.38	157.93	199.23	400.00	1,896.15	4,739.79	92.39	593.94	341.94	448.97	5,426.11	65,113.34	6,228.72	74,744.61
SM01	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,616.51	4,295.23	83.53	536.96	341.94	448.97	4,915.72	58,988.59	5,707.05	68,484.55
SM02	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	473.74	341.94	448.97	4,336.89	52,042.68	5,128.22	61,538.64
SM03	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	473.74	341.94	448.97	4,336.89	52,042.68	5,128.22	61,538.64



**TABULADOR DEL PERSONAL DE PROGRAMAS  
MANDOS MEDIOS Y SUPERIORES  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%)	PENSIONES (19.9%)				
PMMS01	1	19,667.43	13,603.20	688.36	1,376.72	39,978.47	1,000.00	1,641.15	46,618.77	1,211.14	6,920.78	1,819.24	3,913.82	54,750.69	657,008.28	76,152.03	913,824.32
PMMS02	1	19,445.64	11,790.30	680.60	1,361.19	34,157.25	1,000.00	1,641.15	42,411.95	1,093.63	7,030.51	1,798.72	3,869.68	50,536.09	606,433.08	70,036.58	840,439.00
PMMS03	1	17,264.14	9,678.02	604.24	1,208.49	29,297.84	1,000.00	1,641.15	37,712.37	956.73	6,150.39	1,596.93	3,435.56	44,819.49	537,833.88	61,342.75	736,112.95
PMMS04	1	15,097.98	7,767.44	528.43	1,056.86	25,095.38	1,000.00	1,641.15	33,481.78	832.89	5,354.31	1,396.56	3,004.50	39,668.99	476,027.89	53,422.78	641,073.34
PMM01	1	14,819.31	6,674.82	518.68	1,037.35	21,283.89	1,000.00	1,641.15	30,513.50	753.36	4,843.04	1,370.79	2,949.04	36,109.91	433,318.87	48,660.58	583,927.02
PMM02	1	12,264.63	5,123.95	429.26	858.52	17,244.74	1,000.00	1,641.15	25,738.78	625.15	4,018.82	1,134.48	2,440.66	30,382.74	364,592.92	40,369.62	484,435.48
PMM03	1	10,460.31	4,043.10	366.11	732.22	14,453.60	1,000.00	1,641.15	22,413.63	535.79	3,444.38	967.58	2,081.60	26,393.80	316,725.61	34,584.42	415,012.99
PMM04	1	9,755.30	3,229.93	341.44	682.87	11,421.61	1,000.00	1,641.15	19,563.82	463.13	2,977.26	902.37	1,941.30	23,004.21	276,050.49	30,102.12	361,225.40
PMM05	1	8,376.26	2,543.24	293.17	586.34	9,585.80	1,000.00	1,641.15	17,180.46	400.62	2,575.40	774.80	1,666.88	20,156.48	241,877.77	26,020.91	312,250.91
PMM06	1	6,853.59	1,725.88	239.88	479.75	7,281.86	1,000.00	1,641.15	14,331.10	326.21	2,097.08	633.96	1,363.86	16,754.38	201,052.60	21,197.71	254,372.50
PMM07	1	5,615.62	1,193.58	196.55	393.09	5,957.44	1,000.00	1,641.15	12,430.99	276.39	1,776.78	519.44	1,117.51	14,484.15	173,809.81	17,904.33	214,851.92
PMM08	1	4,294.52	1,009.75	150.31	300.62	6,252.66	1,000.00	1,641.15	11,727.66	256.44	1,648.54	397.24	854.61	13,632.64	163,591.70	16,345.16	196,141.96

**TABULADOR DEL PERSONAL DE PROGRAMAS  
TÉCNICO OPERATIVO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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	1	2,864.62	961.61	-	129.38	200.52	7,413.93	400.00	2,241.15	11,628.19	251.22	1,614.96	341.94	570.06	13,494.37	161,932.41	15,697.87	188,374.49
PPR02	1	2,864.62	737.37	-	129.38	200.52	6,042.18	400.00	2,241.15	10,480.67	224.54	1,443.49	341.94	570.06	12,148.71	145,784.50	14,127.98	169,535.79
PPR03	1	2,864.62	583.29	-	129.38	200.52	4,756.56	400.00	2,241.15	9,349.14	199.55	1,282.79	341.94	570.06	10,831.48	129,977.72	12,656.66	151,879.94
PAD01	1	2,864.62	111.45	294.63	129.38	200.52	3,127.82	400.00	2,241.15	8,192.24	167.88	1,079.20	341.94	570.06	9,439.31	113,271.73	10,792.66	129,511.91
PAD02	1	2,864.62	- 15.60	324.87	129.38	200.52	2,238.00	400.00	2,241.15	7,429.47	150.57	967.97	341.94	570.06	8,548.01	102,576.17	9,774.31	117,291.71
PAD03	1	2,864.62	- 130.91	382.46	129.38	200.52	1,470.76	400.00	2,241.15	6,777.54	135.65	872.07	341.94	570.06	7,785.26	93,423.10	8,896.25	106,754.95
PTE01	1	2,487.82	- 194.60	392.77	129.38	174.15	1,013.51	400.00	2,241.15	6,033.55	119.44	767.81	341.94	495.08	6,920.80	83,049.59	7,866.74	94,400.87
PTE02	1	2,256.11	- 273.61	406.83	129.38	157.93	230.42	400.00	2,241.15	5,113.98	99.70	640.96	341.94	448.97	5,854.64	70,255.73	6,659.25	79,910.96
PTE03	1	2,256.11	- 275.60	406.83	129.38	157.93	199.23	400.00	1,896.15	4,739.79	92.39	593.94	341.94	448.97	5,426.11	65,113.34	6,228.72	74,744.61
PSM01	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,616.51	4,295.23	83.53	536.96	341.94	448.97	4,915.72	58,988.59	5,707.05	68,484.55
PSM02	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	473.74	341.94	448.97	4,336.89	52,042.68	5,128.22	61,538.64
PSM03	1	2,256.11	- 286.88	406.83	129.38	157.93	23.04	400.00	1,110.74	3,789.46	73.69	473.74	341.94	448.97	4,336.89	52,042.68	5,128.22	61,538.64

**TABULADOR DEL PERSONAL DE PROGRAMAS (EVENTUAL)  
MANDOS MEDIOS Y SUPERIORES  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUJEDO BASE	ISR	ISSSTE (3.5%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIÓN		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%)					
PEMMS01	1	19,667.43	13,013.18	688.36	38,011.73	1,000.00	1,641.15	46,618.77	1,172.89	6,702.26	1,819.24	54,493.92	653,927.08	70,014.70	840,176.39	
PEMMS02	1	19,445.64	11,206.93	680.60	32,212.69	1,000.00	1,641.15	42,411.95	1,055.82	6,787.44	1,798.72	50,255.21	603,062.54	63,941.46	767,297.52	
PEMMS03	1	17,264.14	9,160.10	604.24	27,571.42	1,000.00	1,641.15	37,712.37	923.16	5,934.59	1,596.93	44,570.11	534,841.37	55,931.39	671,176.68	
PEMMS04	1	15,097.98	7,314.50	528.43	23,585.58	1,000.00	1,641.15	33,481.78	803.54	5,165.59	1,396.56	39,450.91	473,410.89	48,690.40	584,284.78	
PEMM01	1	14,819.31	6,355.80	518.68	19,927.52	1,000.00	1,641.15	30,513.50	726.99	4,673.50	1,370.79	35,913.99	430,967.82	44,159.25	529,911.03	
PEMM02	1	12,264.63	4,859.93	429.26	16,122.19	1,000.00	1,641.15	25,738.78	603.32	3,878.50	1,134.48	30,220.60	362,647.15	36,644.27	439,731.19	
PEMM03	1	10,460.31	3,825.21	366.11	13,503.50	1,000.00	1,641.15	22,413.63	517.32	3,325.62	967.58	26,256.57	315,078.88	31,415.48	376,985.73	
PEMM04	1	9,755.30	3,044.45	341.44	10,553.26	1,000.00	1,641.15	19,563.82	446.24	2,868.71	902.37	22,878.78	274,545.35	27,167.03	326,004.40	
PEMM05	1	8,376.26	2,383.98	293.17	8,840.20	1,000.00	1,641.15	17,180.46	386.12	2,482.20	774.80	20,048.78	240,585.38	23,500.74	282,008.83	
PEMM06	1	6,853.59	1,595.57	239.88	6,671.81	1,000.00	1,641.15	14,331.10	314.35	2,020.82	633.96	16,666.27	199,995.27	19,135.68	229,628.10	
PEMM07	1	5,615.62	1,107.76	196.55	5,478.53	1,000.00	1,641.15	12,430.99	267.08	1,716.91	519.44	14,414.98	172,979.75	16,238.73	194,864.79	
PEMM08	1	4,294.52	944.11	150.31	5,886.41	1,000.00	1,641.15	11,727.66	249.32	1,602.76	397.24	13,579.74	162,956.84	15,071.40	180,856.82	

**TABULADOR DEL PERSONAL DE PROGRAMAS (EVENTUAL)  
TÉCNICO OPERATIVO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIÓN	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%)				
PEPR01	1	2,864.62	917.83	-	129.38	7,169.63	400.00	2,241.15	11,628.19	246.47	1,584.43	341.94	13,459.08	161,508.98	14,848.23	178,178.72
PEPR02	1	2,864.62	699.18	-	129.38	5,803.46	400.00	2,241.15	10,480.67	219.90	1,413.65	341.94	12,114.23	145,370.70	13,284.72	159,416.65
PEPR03	1	2,864.62	274.31	253.54	129.38	4,247.06	400.00	2,241.15	9,349.14	189.64	1,219.10	341.94	10,757.88	129,094.55	11,503.51	138,042.09
PEAD01	1	2,864.62	86.97	294.63	129.38	2,902.82	400.00	2,241.15	8,192.24	163.50	1,051.07	341.94	9,406.81	112,881.77	9,965.10	119,581.20
PEAD02	1	2,864.62	38.52	324.87	129.38	2,014.56	400.00	2,241.15	7,429.47	146.23	940.04	341.94	8,515.74	102,188.85	8,948.54	107,382.42
PEAD03	1	2,864.62	144.62	382.46	129.38	1,256.53	400.00	2,241.15	6,777.54	131.49	845.29	341.94	7,754.32	93,051.82	8,081.01	96,972.15
PETE01	1	2,487.82	221.31	406.62	129.38	812.66	400.00	2,241.15	6,033.55	115.53	742.70	341.94	6,891.79	82,701.48	7,141.80	85,701.61
PETE02	1	2,256.11	284.41	406.83	129.38	61.69	400.00	2,241.15	5,113.98	96.42	619.87	341.94	5,830.27	69,963.22	6,017.18	72,206.14
PETE03	1	2,256.11	286.40	406.83	129.38	30.51	400.00	1,896.15	4,739.79	89.11	572.85	341.94	5,401.75	64,820.96	5,586.66	67,039.93
PESM01	1	2,256.11	286.88	406.83	129.38	23.12	400.00	1,458.51	4,295.23	80.46	517.22	341.94	4,892.91	58,714.89	5,077.35	60,928.19
PESM02	1	2,256.11	286.79	406.83	129.38	24.43	400.00	951.51	3,789.46	70.62	454.01	341.94	4,314.09	51,769.08	4,498.61	53,983.38
PESM03	1	2,256.11	286.79	406.83	129.38	24.43	400.00	951.51	3,789.46	70.62	454.01	341.94	4,314.09	51,769.08	4,498.61	53,983.38

**TABULADOR DEL PERSONAL DE CONFIANZA  
TÉCNICO OPERATIVO  
SECRETARÍA DE EDUCACIÓN  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIÓN	COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												PENSIONES (19.9%)				
SESMO21	1	2,256.11	- 288.35	406.83	157.93	-	400.00	1,011.04	3,797.58	71.31	458.39	448.97	4,327.28	51,927.32	4,645.82	55,749.78

**TABULADOR DEL PERSONAL DE AGENTES DEL MINISTERIO PÚBLICO  
 VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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%)				
MP01001	1	9,755.30	5,510.41	341.44	682.87	21,397.17	1,000.00	1,641.15	27,258.90	657.10	4,224.20	902.37	1,941.30	32,140.20	385,682.43	41,518.59	498,223.09
MP02001	1	6,853.59	2,772.48	239.88	479.75	12,181.70	1,000.00	1,641.15	18,184.33	421.49	2,709.56	633.96	1,363.86	21,315.37	255,784.46	26,805.30	321,663.63

**TABULADOR DEL SERVICIO POLICIAL DE CARRERA  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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%)				
SP08	3	8,088.18	6,429.92	283.09	566.17	26,973.76	1,000.00	1,641.15	30,423.91	733.12	4,712.89	748.16	1,609.55	35,869.91	430,438.97	45,506.80	546,081.56
SP08	2	8,088.18	5,807.11	283.09	566.17	24,325.76	1,000.00	1,641.15	28,398.72	681.63	4,381.89	748.16	1,609.55	33,462.24	401,546.82	42,476.31	509,715.69
SP08	1	8,088.18	5,268.50	283.09	566.17	22,035.76	1,000.00	1,641.15	26,647.33	637.10	4,095.64	748.16	1,609.55	31,380.07	376,560.78	39,855.53	478,266.36
SP07	3	8,088.18	4,888.42	283.09	566.17	20,419.76	1,000.00	1,641.15	25,411.41	605.68	3,893.64	748.16	1,609.55	29,910.73	358,928.72	38,006.11	456,073.29
SP07	2	8,088.18	4,530.68	283.09	566.17	18,898.76	1,000.00	1,641.15	24,248.15	576.10	3,703.51	748.16	1,609.55	28,527.77	342,333.19	36,265.41	435,184.89
SP07	1	8,088.18	4,173.17	283.09	566.17	17,378.76	1,000.00	1,641.15	23,085.66	546.55	3,513.51	748.16	1,609.55	27,145.71	325,748.57	34,525.85	414,310.22
SP06	3	6,447.84	3,453.16	225.67	451.35	15,774.15	1,000.00	1,641.15	20,732.96	483.45	3,107.89	596.43	1,283.12	24,324.30	291,891.57	30,334.03	364,008.33
SP06	2	6,447.84	2,918.52	225.67	451.35	13,271.15	1,000.00	1,641.15	18,764.60	434.78	2,795.02	596.43	1,283.12	21,994.39	263,932.73	27,469.48	329,633.80
SP06	1	6,447.84	2,396.91	225.67	451.35	10,829.16	1,000.00	1,641.15	16,844.21	387.30	2,489.77	596.43	1,283.12	19,721.28	236,655.37	24,674.76	296,097.14
SP05	3	5,345.79	2,101.49	187.10	374.21	10,548.15	1,000.00	1,641.15	15,872.29	360.40	2,316.89	494.49	1,063.81	18,549.58	222,594.99	22,770.68	273,248.14
SP05	2	5,345.79	1,812.49	187.10	374.21	9,195.15	1,000.00	1,641.15	14,808.29	334.10	2,147.76	494.49	1,063.81	17,290.15	207,481.80	21,222.25	254,666.94
SP05	1	5,345.79	1,523.27	187.10	374.21	7,841.14	1,000.00	1,641.15	13,743.50	307.77	1,978.51	494.49	1,063.81	16,029.78	192,357.33	19,672.66	236,071.87
SP04	3	4,589.46	1,295.29	160.63	321.26	7,530.14	1,000.00	1,641.15	12,983.57	287.01	1,845.09	424.53	913.30	15,115.67	181,388.09	18,230.69	218,768.23
SP04	2	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP04	1	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP03	3	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP03	2	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP03	1	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP02	3	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP02	2	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP02	1	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP01	3	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP01	2	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85
SP01	1	4,589.46	1,135.51	160.63	321.26	6,659.53	1,000.00	1,641.15	12,272.74	270.09	1,736.27	424.53	913.30	14,279.09	171,349.09	17,234.32	206,811.85

**TABULADOR DEL PERSONAL SINDICALIZADO**  
**S.U.T.S.G.E.**  
**VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SOBRESUELDO	ISR	ISSSTE (8.5%)	PENSIONES (7.0%)	NETO MENSUAL	RECREACION, DEPORTE Y CULTURA (EXCENTO)	RECREACION, DEPORTE Y CULTURA (GRAVABLE)	DESPENSA	AYUDA DE TRANSPORTE	NETO TOTAL	PRIMA VACACIONAL MENSUAL	PRIMA VACACIONAL ADICIONAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (9.25%)	PENSIONES (19.9%)				
SO16	1	10,391.42	4,364.40	2,356.40	516.45	1,032.91	10,850.06	1,368.50	931.50	1,200.00	1,400.00	15,750.06	1,514.93	-	2,426.94	1,364.91	2,936.41	19,691.94	236,303.28	27,899.02	334,788.25
SO15	1	10,088.76	4,237.28	2,264.60	501.41	1,002.82	10,557.21	1,368.50	931.50	1,200.00	1,400.00	15,457.21	1,470.81	-	2,356.26	1,325.16	2,850.88	19,284.28	231,411.35	27,229.15	326,749.82
SO14	1	9,455.26	3,971.21	2,072.45	469.93	939.85	9,944.24	1,368.50	931.50	1,200.00	1,400.00	14,844.24	1,378.45	-	2,208.30	1,241.95	2,671.87	18,431.00	221,171.94	25,827.04	309,924.45
SO13	1	8,895.25	3,736.00	1,902.59	442.09	884.19	9,402.38	1,368.50	931.50	1,200.00	1,400.00	14,302.38	1,296.81	-	2,077.51	1,168.39	2,513.62	17,676.70	212,120.41	24,587.58	295,050.98
SO12	1	8,671.15	3,641.88	1,834.62	430.96	861.91	9,185.55	1,368.50	931.50	1,200.00	1,400.00	14,085.55	1,264.14	-	2,025.17	1,138.96	2,450.29	17,374.86	208,498.30	24,091.59	289,099.14
SO11	1	8,279.70	3,477.48	1,715.89	411.50	823.00	8,806.79	1,368.50	931.50	1,200.00	1,400.00	13,706.79	1,207.07	-	1,933.75	1,087.54	2,339.68	16,847.60	202,171.26	23,225.21	278,702.55
SO10	1	7,923.27	3,327.78	1,607.78	393.79	787.57	8,461.91	1,368.50	931.50	1,200.00	1,400.00	13,361.91	1,155.11	-	1,850.50	1,040.72	2,238.96	16,367.52	196,410.26	22,436.34	269,236.09
SO09	1	7,401.38	3,108.58	1,449.48	367.85	735.70	7,956.93	1,368.50	931.50	1,200.00	1,400.00	12,856.93	1,079.02	-	1,728.61	972.17	2,091.48	15,664.56	187,974.77	21,281.24	255,374.90
SO08	1	7,146.49	3,001.53	1,372.17	355.18	710.36	7,710.30	1,368.50	931.50	1,200.00	1,400.00	12,610.30	1,041.86	-	1,669.08	938.69	2,019.45	15,321.25	183,854.97	20,717.10	248,605.24
SO07	1	6,711.49	2,818.82	1,245.33	333.56	667.12	7,284.30	1,368.50	931.50	1,200.00	1,400.00	12,184.30	978.45	-	1,567.49	881.55	1,896.53	14,730.23	176,762.78	19,754.33	237,051.92
SO06	1	6,411.32	2,692.75	1,168.95	318.64	637.29	6,979.20	1,368.50	931.50	1,200.00	1,400.00	11,879.20	934.68	-	1,497.38	842.13	1,811.71	14,311.27	171,735.19	19,089.98	229,079.71

QUINQ.	CANTIDAD
1	53.01
2	133.11
3	266.19
4	532.35
5	798.84
6	931.78



**TABULADOR DEL PERSONAL DE CONFIANZA  
MANDOS MEDIOS Y SUPERIORES  
TRIBUNAL ELECTORAL DEL ESTADO DE COAHUILA  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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%)				
TEMSS00	2	38,904.59	71,966.41	912.24	2,723.32	195,384.81	1,000.00	1,641.15	161,328.58	4,606.98	26,325.62	2,410.92	7,742.01	192,261.18	2,307,134.13	278,016.08	3,336,193.00
TEMSS00	1	38,904.59	70,097.28	912.24	2,723.32	189,887.37	1,000.00	1,641.15	157,700.27	4,500.09	25,714.79	2,410.92	7,742.01	187,915.15	2,254,981.75	271,800.92	3,261,611.06
TEMMS01	1	19,667.43	16,892.75	688.36	1,376.72	50,943.63	1,000.00	1,641.15	54,294.38	1,424.35	8,139.13	1,819.24	3,913.82	63,857.86	766,294.38	88,548.75	1,062,584.99
TEMMS02	1	19,445.64	14,488.39	680.60	1,361.19	43,150.91	1,000.00	1,641.15	48,707.51	1,268.51	7,248.63	1,798.72	3,869.68	57,224.65	686,695.83	79,423.24	953,078.91
TEMMS03	1	17,264.14	12,138.24	604.24	1,208.49	37,498.55	1,000.00	1,641.15	43,452.87	1,116.19	6,378.20	1,596.93	3,435.56	50,947.26	611,367.10	69,930.73	839,168.72
TEMMS04	1	15,097.98	9,951.20	528.43	1,056.86	32,374.60	1,000.00	1,641.15	38,577.24	974.43	5,568.19	1,396.56	3,004.50	45,119.86	541,438.37	61,057.42	732,689.00
TEMMO1	1	14,819.31	8,383.94	518.68	1,037.35	27,429.07	1,000.00	1,641.15	34,949.56	872.85	4,987.73	1,370.79	2,949.04	40,810.14	489,721.65	55,069.94	660,839.26
TEMMO2	1	12,264.63	6,234.89	429.26	858.52	21,968.09	1,000.00	1,641.15	29,351.20	716.99	4,097.10	1,134.48	2,440.66	34,165.29	409,983.44	45,263.10	543,157.18
TEMMO3	1	10,460.31	5,054.03	366.11	732.22	18,751.77	1,000.00	1,641.15	25,700.86	619.37	3,539.25	967.58	2,081.60	29,859.48	358,313.77	39,061.02	468,732.30
TEMMO4	1	9,755.30	4,049.94	341.44	682.87	15,187.67	1,000.00	1,641.15	22,509.88	536.36	3,064.90	902.37	1,941.30	26,111.14	313,333.69	34,029.05	408,348.66
TEMMO5	1	8,376.26	3,254.53	293.17	586.34	12,915.81	1,000.00	1,641.15	19,799.18	465.37	2,659.25	774.80	1,666.88	22,923.80	275,085.54	29,499.51	353,994.15
TEMMO6	1	6,853.59	2,270.27	239.88	479.75	9,830.53	1,000.00	1,641.15	16,335.37	375.77	2,147.25	633.96	1,363.86	18,858.39	226,300.70	23,846.11	286,153.35
TEMMO7	1	5,615.62	1,728.87	196.55	393.09	8,533.84	1,000.00	1,641.15	14,472.10	326.48	1,865.62	519.44	1,117.51	16,664.21	199,970.47	20,619.67	247,436.01
TEMMO8	1	4,294.52	1,392.83	150.31	300.62	8,281.72	1,000.00	1,641.15	13,373.64	295.89	1,690.82	397.24	854.61	15,360.35	184,324.21	18,455.96	221,471.49

**TABULADOR DEL PERSONAL DE CONFIANZA  
TÉCNICO OPERATIVO  
TRIBUNAL ELECTORAL DEL ESTADO DE COAHUILA  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	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%)				
TEPR01	1	2,864.62	1,203.91	-	129.38	200.52	8,766.09	400.00	1,996.15	12,493.04	272.74	1,558.54	341.94	570.06	14,324.33	171,891.92	16,770.14	201,241.67
TEPR02	1	2,864.62	953.36	-	129.38	200.52	7,367.91	400.00	1,996.15	11,345.42	245.56	1,403.19	341.94	570.06	12,994.16	155,929.92	15,189.42	182,273.03
TEPR03	1	2,864.62	714.99	-	129.38	200.52	5,902.30	400.00	1,996.15	10,118.17	217.06	1,240.34	341.94	570.06	11,575.57	138,906.87	13,532.47	162,389.59
TEAD01	1	2,864.62	261.74	253.54	129.38	200.52	4,131.53	400.00	1,996.15	8,800.65	182.63	1,043.59	341.94	570.06	10,026.87	120,322.44	11,530.51	138,366.14
TEAD02	1	2,864.62	124.92	294.63	129.38	200.52	3,251.68	400.00	1,996.15	8,057.62	165.52	945.83	341.94	570.06	9,168.97	110,027.62	10,535.79	126,429.51
TEAD03	1	2,864.62	6.48	324.87	129.38	200.52	2,440.98	400.00	1,996.15	7,365.36	149.76	855.75	341.94	570.06	8,370.87	100,450.45	9,619.25	115,431.01
TETE01	1	2,487.82	129.20	382.46	129.38	174.15	1,874.29	400.00	1,996.15	6,583.93	131.41	750.92	341.94	495.08	7,466.26	89,595.13	8,477.60	101,731.20
TETE02	1	2,256.11	227.96	406.62	129.38	157.93	940.41	400.00	1,996.15	5,533.32	108.75	621.41	341.94	448.97	6,263.47	75,161.69	7,113.73	85,364.71
TETE03	1	2,256.11	251.46	406.62	129.38	157.93	573.26	400.00	1,996.15	5,189.67	101.61	580.61	341.94	448.97	5,871.89	70,462.66	6,698.64	80,383.70
TESM01	1	2,256.11	265.31	406.83	129.38	157.93	360.01	400.00	1,616.51	4,610.64	90.08	514.74	341.94	448.97	5,215.45	62,585.41	6,028.35	72,340.16
TESM02	1	2,256.11	268.01	406.83	129.38	157.93	317.86	400.00	1,110.74	4,065.41	79.42	453.86	341.94	448.97	4,598.69	55,184.34	5,408.89	64,906.72
TESM03	1	2,256.11	268.01	406.83	129.38	157.93	317.86	400.00	1,110.74	4,065.41	79.42	453.86	341.94	448.97	4,598.69	55,184.34	5,408.89	64,906.72

**TABULADOR DEL PERSONAL DE CONFIANZA  
MANDOS MEDIOS Y SUPERIORES  
TRIBUNAL DE JUSTICIA ADMINISTRATIVA  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (9.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO EFECTIVO DEL CARGO	ISR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGOS DEL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	ISR PRIMA BRUTA	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (9.25%)	PENSIONES (19.9%)				
TJA01	1	38,904.59	37,322.68	912.24	2,723.32	93,491.48	1,000.00	1,641.15	22,220.35	7,554.92	108,744.41	2,625.72	15,004.14	50,000.00	15,257.63	2,410.92	7,742.01	126,374.27	1,516,491.25	235,040.36	2,820,484.35
TJA02	1	38,904.59	37,322.68	912.24	2,723.32	93,491.48	1,000.00	1,641.15	17,220.35	5,854.92	105,444.41	2,625.72	15,004.14	50,000.00	15,217.69	2,410.92	7,742.01	123,074.27	1,476,891.25	230,040.36	2,760,484.35
TJA03	1	19,667.43	19,510.80	688.36	1,376.72	59,267.30	1,000.00	1,641.15	-	-	60,000.00	1,586.20	9,063.99	20,000.00	5,388.25	1,819.24	3,913.82	70,650.18	847,802.21	117,959.12	1,415,509.44
TJA04	1	19,667.43	15,107.03	688.36	1,376.72	44,991.24	1,000.00	1,641.15	-	-	50,127.71	1,308.61	7,477.76	-	-	1,819.24	3,913.82	58,914.07	706,968.89	81,819.24	981,830.89
TJA05	1	19,445.64	13,065.06	680.60	1,361.19	38,406.45	1,000.00	1,641.15	-	-	45,386.39	1,176.26	7,561.66	-	-	1,798.72	3,869.68	54,124.30	649,491.64	74,899.56	898,794.68
TJA06	1	14,819.31	9,417.20	518.68	1,037.35	30,873.27	1,000.00	1,641.15	-	-	37,360.50	939.82	6,041.72	-	-	1,370.79	2,949.04	44,342.04	532,104.45	59,635.10	715,621.17
TJA07	1	14,819.31	7,171.04	518.68	1,037.35	23,386.07	1,000.00	1,641.15	-	-	32,119.46	794.24	5,105.82	-	-	1,370.79	2,949.04	38,019.51	456,234.15	51,066.41	612,796.96
TJA08	1	12,264.63	6,005.84	429.26	858.52	20,994.27	1,000.00	1,641.15	-	-	28,606.42	698.06	4,487.51	-	-	1,134.48	2,440.66	33,791.98	405,503.80	44,660.75	535,929.03
TJA09	1	12,264.63	5,540.55	429.26	858.52	19,016.00	1,000.00	1,641.15	-	-	27,093.44	659.59	4,240.22	-	-	1,134.48	2,440.66	31,993.25	383,919.02	42,396.73	508,760.79
TJA10	1	10,460.31	4,496.75	366.11	732.22	16,382.37	1,000.00	1,641.15	-	-	23,888.75	573.30	3,685.48	-	-	967.58	2,081.60	28,147.52	337,770.29	36,791.79	441,501.43
TJA11	1	9,755.30	3,509.61	341.44	682.87	12,730.95	1,000.00	1,641.15	-	-	20,593.49	488.59	3,140.93	-	-	902.37	1,941.30	24,223.00	290,675.99	31,600.58	379,207.00
TJA12	1	8,376.26	2,788.85	293.17	586.34	10,735.64	1,000.00	1,641.15	-	-	18,084.70	422.98	2,719.13	-	-	774.80	1,666.88	21,226.80	254,721.64	27,336.84	328,042.04
TJA13	2	6,853.59	2,185.30	239.88	479.75	9,432.73	1,000.00	1,641.15	-	-	16,022.54	368.03	2,365.93	-	-	633.96	1,363.86	18,756.51	225,078.10	23,659.26	283,911.11
TJA13	1	6,853.59	1,942.01	239.88	479.75	8,293.73	1,000.00	1,641.15	-	-	15,126.83	345.89	2,223.56	-	-	633.96	1,363.86	17,696.28	212,355.32	22,355.74	268,268.85

TABULADOR DEL PERSONAL DE CONFIANZA  
TÉCNICO OPERATIVO  
TRIBUNAL DE JUSTICIA ADMINISTRATIVA  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (8.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO EFECTIVO DEL CARGO	ISR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGOS DEL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	ISR PRIMA BRUTA	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (8.25%)	PENSIONES (19.9%)				
TJA14	1	2,864.62	1,440.80	129.38	200.52	9,936.22	1,000.00	1,641.15	-	-	13,671.28	300.26	1,930.25	-	-	341.94	570.06	15,901.79	190,821.49	18,584.49	223,013.93
TJA15	1	2,864.62	1,136.17	129.38	200.52	8,388.05	1,000.00	1,641.15	-	-	12,427.75	270.16	1,736.73	-	-	341.94	570.06	14,434.63	173,215.58	16,812.70	201,752.40
TJA16	1	2,864.62	1,175.01	129.38	200.52	8,604.82	400.00	1,600.00	-	-	11,964.52	261.91	1,683.68	-	-	341.94	570.06	13,910.11	166,921.29	16,327.02	195,924.25
TJA17	1	2,864.62	974.70	129.38	200.52	7,487.02	400.00	1,600.00	-	-	11,047.03	240.17	1,543.96	-	-	341.94	570.06	12,831.16	153,973.88	15,047.76	180,573.13
TJA18	1	2,864.62	874.41	129.38	200.52	6,898.65	400.00	1,600.00	-	-	10,558.96	228.73	1,470.41	-	-	341.94	570.06	12,258.10	147,097.14	14,374.40	172,492.85
TJA19	1	2,864.62	324.96	129.38	200.52	4,382.31	400.00	1,600.00	-	-	8,592.07	179.80	1,155.87	-	-	341.94	570.06	9,927.74	119,132.83	11,494.59	137,935.11
TJA20	1	2,487.82	241.89	129.38	174.15	4,325.88	400.00	700.00	-	-	7,368.28	153.88	989.21	-	-	341.94	495.08	8,511.37	102,136.44	9,893.80	118,725.62
TJA21	1	2,256.11	8.69	129.38	157.93	2,910.06	400.00	700.00	-	-	5,987.55	121.84	783.27	-	-	341.94	448.97	6,892.66	82,711.97	7,962.18	95,546.22
TJA22	1	2,256.11	84.64	129.38	157.93	2,361.20	400.00	700.00	-	-	5,514.64	111.17	714.66	-	-	341.94	448.97	6,340.47	76,085.68	7,334.05	88,008.54
TJA23	1	2,256.11	150.95	129.38	157.93	1,766.20	400.00	700.00	-	-	4,985.95	99.60	640.29	-	-	341.94	448.97	5,725.84	68,710.06	6,653.10	79,837.21

**TABULADOR DEL PERSONAL DE CONFIANZA  
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	PENSIONES COMPLEMENTARIAS (10.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACIÓN BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTEGRADO	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA FAMILIA	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA EDUCACIÓN	REPERCUSIONES			COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (9.25%)	PENSIONES (19.9%)	PENSION COMPLEMENTARIA (20%)		
TM01011	2	47,692.66	84,331.72	912.24	3,338.49	18,471.67	222,965.30	1,000.00	1,641.15	-	166,245.00	5,314.15	30,366.57	-	-	2,410.92	9,490.84	54,659.82	375,541.41	4,506,496.90
TM02011	1	38,904.59	71,938.27	912.24	2,723.32	-	195,302.04	1,000.00	1,641.15	-	161,273.95	4,605.37	26,316.42	-	-	2,410.92	7,742.01	-	277,922.51	3,335,070.08
TM02011	2	38,904.59	71,938.27	912.24	2,723.32	16,127.40	195,302.04	1,000.00	1,641.15	-	145,146.56	4,605.37	26,316.42	-	-	2,410.92	7,742.01	47,369.56	325,292.06	3,903,504.75
TM02011	3	38,904.59	71,938.27	912.24	2,723.32	16,127.40	195,302.04	1,000.00	1,641.15	-	145,146.56	4,605.37	26,316.42	-	-	2,410.92	7,742.01	47,369.56	325,292.06	3,903,504.75
TM03011	1	38,904.59	70,069.15	912.24	2,723.32	-	189,804.63	1,000.00	1,641.15	-	157,645.66	4,498.48	25,705.60	-	-	2,410.92	7,742.01	-	271,707.38	3,260,488.55
TM03011	2	38,904.59	70,069.15	912.24	2,723.32	15,764.57	189,804.63	1,000.00	1,641.15	-	141,881.09	4,498.48	25,705.60	-	-	2,410.92	7,742.01	46,270.07	317,977.45	3,815,729.44
TM03011	3	38,904.59	70,069.15	912.24	2,723.32	15,764.57	189,804.63	1,000.00	1,641.15	-	141,881.09	4,498.48	25,705.60	-	-	2,410.92	7,742.01	46,270.07	317,977.45	3,815,729.44
TM04011	1	38,904.59	71,938.27	912.24	2,723.32	-	195,302.04	1,000.00	1,641.15	-	161,273.95	4,605.37	26,316.42	-	-	2,410.92	7,742.01	-	277,922.51	3,335,070.08
TM04011	2	38,904.59	71,938.27	912.24	2,723.32	16,127.40	195,302.04	1,000.00	1,641.15	-	145,146.56	4,605.37	26,316.42	-	-	2,410.92	7,742.01	47,369.56	325,292.06	3,903,504.75
TM04011	3	38,904.59	71,938.27	912.24	2,723.32	16,127.40	195,302.04	1,000.00	1,641.15	-	145,146.56	4,605.37	26,316.42	-	-	2,410.92	7,742.01	47,369.56	325,292.06	3,903,504.75
TM04021	1	38,904.59	57,299.91	912.24	2,723.32	-	152,248.04	1,000.00	1,641.15	-	132,858.31	3,768.21	21,532.64	-	-	2,410.92	7,742.01	-	229,247.57	2,750,970.82
TM04021	2	38,904.59	57,299.91	912.24	2,723.32	13,285.83	152,248.04	1,000.00	1,641.15	-	119,572.48	3,768.21	21,532.64	-	-	2,410.92	7,742.01	38,758.76	268,006.32	3,216,075.89
TM04021	3	38,904.59	57,299.91	912.24	2,723.32	13,285.83	152,248.04	1,000.00	1,641.15	-	119,572.48	3,768.21	21,532.64	-	-	2,410.92	7,742.01	38,758.76	268,006.32	3,216,075.89
TM04031	1	38,904.59	70,069.15	912.24	2,723.32	-	189,804.63	1,000.00	1,641.15	-	157,645.66	4,498.48	25,705.60	-	-	2,410.92	7,742.01	-	271,707.38	3,260,488.55
TM04031	2	38,904.59	70,069.15	912.24	2,723.32	15,764.57	189,804.63	1,000.00	1,641.15	-	141,881.09	4,498.48	25,705.60	-	-	2,410.92	7,742.01	46,270.07	317,977.45	3,815,729.44
TM04031	3	38,904.59	70,069.15	912.24	2,723.32	15,764.57	189,804.63	1,000.00	1,641.15	-	141,881.09	4,498.48	25,705.60	-	-	2,410.92	7,742.01	46,270.07	317,977.45	3,815,729.44
TM05011	1	17,264.14	28,068.26	604.24	1,208.49	-	87,913.04	1,000.00	1,641.15	-	77,937.34	2,096.47	11,979.81	-	-	1,596.93	3,435.56	-	126,927.11	1,523,125.31
TM05011	2	17,264.14	28,068.26	604.24	1,208.49	7,793.73	87,913.04	1,000.00	1,641.15	-	70,143.61	2,096.47	11,979.81	-	-	1,596.93	3,435.56	21,563.67	148,490.77	1,781,889.30
TM05011	3	17,264.14	28,068.26	604.24	1,208.49	7,793.73	87,913.04	1,000.00	1,641.15	-	70,143.61	2,096.47	11,979.81	-	-	1,596.93	3,435.56	21,563.67	148,490.77	1,781,889.30
TCJ0102	1	14,819.31	16,828.10	518.68	1,037.35	-	55,576.26	1,000.00	1,641.15	-	54,652.59	1,420.16	8,115.19	-	-	1,370.79	2,949.04	-	86,891.90	1,042,702.78
TCJ0102	2	14,819.31	16,828.10	518.68	1,037.35	5,465.26	55,576.26	1,000.00	1,641.15	-	49,187.33	1,420.16	8,115.19	-	-	1,370.79	2,949.04	14,607.34	101,499.24	1,217,990.91
TCJ0102	3	14,819.31	16,828.10	518.68	1,037.35	5,465.26	55,576.26	1,000.00	1,641.15	-	49,187.33	1,420.16	8,115.19	-	-	1,370.79	2,949.04	14,607.34	101,499.24	1,217,990.91
TCJ0201	1	20,000.00	12,548.09	700.00	1,400.00	-	36,128.87	1,000.00	1,641.15	-	44,121.93	1,142.75	6,530.00	-	-	1,850.00	3,980.00	-	72,272.77	867,273.27
TCJ0202	1	15,097.98	13,131.47	528.43	1,056.86	-	37,081.15	1,000.00	1,641.15	5,894.34	45,997.86	1,065.95	6,091.14	-	-	1,396.56	3,004.50	-	72,272.77	867,273.28
TCJ0402	1	12,264.63	8,449.79	429.26	858.52	-	25,688.96	1,000.00	1,641.15	4,514.29	35,371.45	789.34	4,510.53	-	-	1,134.48	2,440.66	-	53,984.04	647,808.46
TCJ0501	1	10,460.31	7,148.51	366.11	732.22	-	21,333.64	1,000.00	1,641.15	6,323.21	32,511.47	669.57	3,826.12	-	-	967.58	2,081.60	-	48,303.18	579,638.21
TCJ0601	1	9,755.30	6,036.77	341.44	682.87	-	16,013.63	1,000.00	1,641.15	7,621.47	28,970.47	552.42	3,156.68	130.75	-	902.37	1,941.30	-	42,715.06	512,580.76
TCJ0602	1	9,755.30	6,036.77	341.44	682.87	-	16,013.63	1,000.00	1,641.15	7,621.47	28,970.47	552.42	3,156.68	130.75	-	902.37	1,941.30	-	42,715.06	512,580.76
TCJ0603	1	9,755.30	6,036.77	341.44	682.87	-	16,013.63	1,000.00	1,641.15	7,621.47	28,970.47	552.42	3,156.68	130.75	-	902.37	1,941.30	-	42,715.06	512,580.76
TCJ0604	1	9,755.30	6,036.77	341.44	682.87	-	16,013.63	1,000.00	1,641.15	7,621.47	28,970.47	552.42	3,156.68	130.75	-	902.37	1,941.30	-	42,715.06	512,580.76
TCJ0605	1	9,755.30	6,036.77	341.44	682.87	-	16,013.63	1,000.00	1,641.15	7,621.47	28,970.47	552.42	3,156.68	130.75	-	902.37	1,941.30	-	42,715.06	512,580.76
TCJ0606	1	9,755.30	6,036.77	341.44	682.87	-	16,013.63	1,000.00	1,641.15	7,621.47	28,970.47	552.42	3,156.68	130.75	-	902.37	1,941.30	-	42,715.06	512,580.76
TCJ0701	1	8,376.26	4,943.07	293.17	586.34	-	13,314.82	1,000.00	1,641.15	7,049.24	25,558.89	473.13	2,703.58	130.75	-	774.80	1,666.88	-	37,130.61	445,567.29
TCJ0702	1	8,376.26	4,943.07	293.17	586.34	-	13,314.82	1,000.00	1,641.15	7,049.24	25,558.89	473.13	2,703.58	130.75	-	774.80	1,666.88	-	37,130.61	445,567.29
TCJ0703	1	8,376.26	4,943.07	293.17	586.34	-	13,314.82	1,000.00	1,641.15	7,049.24	25,558.89	473.13	2,703.58	130.75	-	774.80	1,666.88	-	37,130.61	445,567.29
TCJ0704	1	8,376.26	4,943.07	293.17	586.34	-	13,314.82	1,000.00	1,641.15	7,049.24	25,558.89	473.13	2,703.58	130.75	-	774.80	1,666.88	-	37,130.61	445,567.29

**TABULADOR DEL PERSONAL DE CONFIANZA  
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (8.5%)	PENSIONES (7.0%)	PENSIONES COMPLEMENTARIAS (10.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACION BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTEGRADO	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA FAMILIA	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA EDUCACION	REPERCUSIONES			COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (9.25%)	PENSIONES (9.9%)	PENSION COMPLEMENTARIA (20%)		
TCJ0705	1	8,376.26	4,943.07	293.17	586.34	-	13,314.82	1,000.00	1,641.15	7,049.24	25,558.89	473.13	2,703.58	130.75	-	774.80	1,666.88	-	37,130.61	445,567.29
TCJ0706	1	8,376.26	4,943.07	293.17	586.34	-	13,314.82	1,000.00	1,641.15	7,049.24	25,558.89	473.13	2,703.58	130.75	-	774.80	1,666.88	-	37,130.61	445,567.29
TCJ0707	1	8,376.26	4,943.07	293.17	586.34	-	13,314.82	1,000.00	1,641.15	7,049.24	25,558.89	473.13	2,703.58	130.75	-	774.80	1,666.88	-	37,130.61	445,567.29
TCJ0801	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0802	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0803	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0804	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0805	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0806	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0807	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0808	1	5,615.62	3,843.90	196.55	393.09	-	8,608.29	1,000.00	1,641.15	9,827.37	22,258.89	327.93	1,873.90	130.75	-	519.44	1,117.51	-	30,661.96	367,943.53
TCJ0901	1	4,294.52	3,251.24	150.31	300.62	-	7,100.36	1,000.00	1,641.15	9,881.80	20,215.66	272.92	1,559.56	127.16	-	397.24	854.61	-	27,129.32	325,551.89
TCJ1001	1	3,696.60	1,899.99	129.38	258.76	-	5,149.42	400.00	2,241.15	6,104.59	15,303.62	223.36	1,276.35	127.16	-	341.94	735.62	-	20,296.19	243,554.31
TCJ1002	1	3,696.60	1,899.99	129.38	258.76	-	5,149.42	400.00	2,241.15	6,104.59	15,303.62	223.36	1,276.35	127.16	-	341.94	735.62	-	20,296.19	243,554.31
TCJ1101	1	3,696.60	1,641.56	129.38	258.76	-	5,149.42	400.00	2,241.15	4,894.69	14,352.16	223.36	1,276.35	127.16	-	341.94	735.62	-	19,086.29	229,035.51
TCJ1102	1	3,696.60	1,641.56	129.38	258.76	-	5,149.42	400.00	2,241.15	4,894.69	14,352.16	223.36	1,276.35	127.16	-	341.94	735.62	-	19,086.29	229,035.51
TCJ1103	1	3,696.60	1,641.56	129.38	258.76	-	5,149.42	400.00	2,241.15	4,894.69	14,352.16	223.36	1,276.35	127.16	-	341.94	735.62	-	19,086.29	229,035.51
TCJ1201	1	3,696.60	1,506.69	129.38	258.76	-	5,149.42	400.00	2,241.15	4,263.29	13,855.62	223.36	1,276.35	127.16	-	341.94	735.62	-	18,454.89	221,458.71
TCJ1202	1	3,696.60	1,506.69	129.38	258.76	-	5,149.42	400.00	2,241.15	4,263.29	13,855.62	223.36	1,276.35	127.16	-	341.94	735.62	-	18,454.89	221,458.71
TCJ1301	1	3,696.60	1,189.13	129.38	258.76	-	2,280.24	400.00	2,241.15	5,571.37	12,612.09	167.57	957.55	125.38	-	341.94	735.62	-	16,517.43	198,209.10
TCA0101	1	30,000.00	29,723.01	912.24	2,100.00	-	80,044.09	1,000.00	1,641.15	-	79,950.00	2,191.10	12,520.58	-	-	2,410.92	5,970.00	-	135,777.84	1,629,334.13
TCA0201	1	17,264.14	25,095.22	604.24	1,208.49	-	64,243.39	1,000.00	1,641.15	14,878.50	72,119.23	1,636.22	9,349.85	-	-	1,596.93	3,435.56	-	115,045.75	1,380,549.05
TCA0300	1	15,097.98	12,713.17	528.43	1,056.86	-	37,081.16	1,000.00	1,641.15	4,500.00	45,021.83	1,065.95	6,091.14	-	-	1,396.56	3,004.50	-	70,878.44	850,541.34
TCA0301	1	15,097.98	11,680.16	528.43	1,056.86	-	37,081.16	1,000.00	1,641.15	1,056.63	42,611.47	1,065.95	6,091.14	-	-	1,396.56	3,004.50	-	67,435.07	809,220.90

**TABULADOR DEL PERSONAL DE CONFIANZA  
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (8.5%)	PENSIONES (7.0%)	PENSIONES COMPLEMENTARIAS (10.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACION BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTEGRADO	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA FAMILIA	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA EDUCACION	REPERCUSIONES			COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (9.25%)	PENSIONES (19.9%)	PENSION COMPLEMENTARIA (20%)		
TCA0401	1	14,819.31	10,836.41	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	3,857.14	40,671.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	63,808.53	765,702.39
TCA0402	1	14,819.31	10,836.41	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	3,857.14	40,671.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	63,808.53	765,702.39
TCA0501	1	14,819.31	9,679.27	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	-	37,971.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	59,951.39	719,416.71
TCA0502	1	14,819.31	9,679.27	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	-	37,971.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	59,951.39	719,416.71
TCA0503	1	14,819.31	9,679.27	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	-	37,971.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	59,951.39	719,416.71
TCA0504	1	14,819.31	9,679.27	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	-	37,971.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	59,951.39	719,416.71
TCA0505	1	14,819.31	9,679.27	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	-	37,971.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	59,951.39	719,416.71
TCA0506	1	14,819.31	9,679.27	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	-	37,971.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	59,951.39	719,416.71
TCA0507	1	14,819.31	9,679.27	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	-	37,971.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	59,951.39	719,416.71
TCA0601	1	12,264.63	8,552.65	429.26	858.52	-	25,688.97	1,000.00	1,641.15	4,857.14	35,611.45	789.34	4,510.53	-	-	1,134.48	2,440.66	-	54,326.90	651,922.80
TCA0701	1	10,460.31	7,614.31	366.11	732.22	-	21,328.26	1,000.00	1,641.15	7,894.37	33,611.45	669.47	3,825.52	-	-	967.58	2,081.60	-	49,868.26	598,419.14
TCA0721	1	10,460.31	6,739.47	366.11	732.22	-	21,417.73	1,000.00	1,641.15	4,500.00	31,181.39	671.21	3,835.47	-	-	967.58	2,081.60	-	46,575.04	558,900.51
TCA0731	1	10,460.31	5,916.27	366.11	732.22	-	21,417.73	1,000.00	1,641.15	1,000.00	28,504.59	671.21	3,835.47	-	-	967.58	2,081.60	-	43,075.04	516,900.51
TCA0801	1	9,755.30	4,895.37	341.44	682.87	-	16,013.62	1,000.00	1,641.15	2,768.57	25,258.97	552.42	3,156.67	130.75	-	902.37	1,941.30	-	37,862.15	454,345.83
TCA0802	1	9,755.30	4,895.37	341.44	682.87	-	16,013.62	1,000.00	1,641.15	2,768.57	25,258.97	552.42	3,156.67	130.75	-	902.37	1,941.30	-	37,862.15	454,345.83
TCA0803	1	9,755.30	4,895.37	341.44	682.87	-	16,013.62	1,000.00	1,641.15	2,768.57	25,258.97	552.42	3,156.67	130.75	-	902.37	1,941.30	-	37,862.15	454,345.83
TCA0804	1	9,755.30	4,895.37	341.44	682.87	-	16,013.62	1,000.00	1,641.15	2,768.57	25,258.97	552.42	3,156.67	130.75	-	902.37	1,941.30	-	37,862.15	454,345.83
TCA0805	1	9,755.30	4,895.37	341.44	682.87	-	16,013.62	1,000.00	1,641.15	2,768.57	25,258.97	552.42	3,156.67	130.75	-	902.37	1,941.30	-	37,862.15	454,345.83
TCA0806	1	9,755.30	4,895.37	341.44	682.87	-	16,013.62	1,000.00	1,641.15	2,768.57	25,258.97	552.42	3,156.67	130.75	-	902.37	1,941.30	-	37,862.15	454,345.83
TCA0901	1	8,376.26	4,543.31	293.17	586.34	-	13,314.92	1,000.00	1,641.15	5,349.45	24,258.97	473.13	2,703.59	130.75	-	774.80	1,666.88	-	35,430.93	425,171.17
TCA1001	1	8,376.26	4,199.70	293.17	586.34	-	13,314.92	1,000.00	1,641.15	3,888.52	23,141.65	473.13	2,703.59	130.75	-	774.80	1,666.88	-	33,970.00	407,640.01
TCA1002	1	8,376.26	4,199.70	293.17	586.34	-	13,314.92	1,000.00	1,641.15	3,888.52	23,141.65	473.13	2,703.59	130.75	-	774.80	1,666.88	-	33,970.00	407,640.01
TCA1003	1	8,376.26	4,199.70	293.17	586.34	-	13,314.92	1,000.00	1,641.15	3,888.52	23,141.65	473.13	2,703.59	130.75	-	774.80	1,666.88	-	33,970.00	407,640.01
TCA1101	1	8,376.26	3,928.24	293.17	586.34	-	13,314.92	1,000.00	1,641.15	2,734.39	22,258.97	473.13	2,703.59	130.75	-	774.80	1,666.88	-	32,815.87	393,790.45

TABULADOR DEL PERSONAL DE CONFIANZA  
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	PENSIONES COMPLEMENTARIAS (16.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACION BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTEGRADO	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA FAMILIA	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA EDUCACION	REPERCUSIONES			COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (3.25%)	PENSIONES (19.9%)	PENSION COMPLEMENTARIA (20%)		
TCA1102	1	8,376.26	3,928.24	293.17	586.34	-	13,314.92	1,000.00	1,641.15	2,734.39	22,258.97	473.13	2,703.59	130.75	-	774.80	1,666.88	-	32,815.87	393,790.45
TCA1103	1	8,376.26	3,928.24	293.17	586.34	-	13,314.92	1,000.00	1,641.15	2,734.39	22,258.97	473.13	2,703.59	130.75	-	774.80	1,666.88	-	32,815.87	393,790.45
TCA1104	1	8,376.26	3,928.24	293.17	586.34	-	13,314.92	1,000.00	1,641.15	2,734.39	22,258.97	473.13	2,703.59	130.75	-	774.80	1,666.88	-	32,815.87	393,790.45
TCA1105	1	8,376.26	3,928.24	293.17	586.34	-	13,314.92	1,000.00	1,641.15	2,734.39	22,258.97	473.13	2,703.59	130.75	-	774.80	1,666.88	-	32,815.87	393,790.45
TCA1201	1	6,853.00	3,042.49	239.86	479.71	-	10,281.81	1,000.00	1,641.15	3,164.57	19,178.47	384.53	2,197.33	127.16	-	633.90	1,363.75	-	27,647.20	331,766.41
TCA1202	1	6,853.00	3,042.49	239.86	479.71	-	10,281.81	1,000.00	1,641.15	3,164.57	19,178.47	384.53	2,197.33	127.16	-	633.90	1,363.75	-	27,647.20	331,766.41
TCA1203	1	6,853.00	3,042.49	239.86	479.71	-	10,281.81	1,000.00	1,641.15	3,164.57	19,178.47	384.53	2,197.33	127.16	-	633.90	1,363.75	-	27,647.20	331,766.41
TCA1204	1	6,853.00	3,042.49	239.86	479.71	-	10,281.81	1,000.00	1,641.15	3,164.57	19,178.47	384.53	2,197.33	127.16	-	633.90	1,363.75	-	27,647.20	331,766.41
TCA1301	1	5,615.62	2,736.46	196.55	393.09	-	8,630.09	1,000.00	1,641.15	4,620.93	18,181.69	328.36	1,876.32	127.16	-	519.44	1,117.51	-	25,476.58	305,718.92
TCA1302	1	5,615.62	2,736.46	196.55	393.09	-	8,630.09	1,000.00	1,641.15	4,620.93	18,181.69	328.36	1,876.32	127.16	-	519.44	1,117.51	-	25,476.58	305,718.92
TCA1303	1	5,615.62	2,736.46	196.55	393.09	-	8,630.09	1,000.00	1,641.15	4,620.93	18,181.69	328.36	1,876.32	127.16	-	519.44	1,117.51	-	25,476.58	305,718.92
TCA1401	1	5,615.62	2,490.82	196.55	393.09	-	8,630.09	1,000.00	1,641.15	3,470.92	17,277.32	328.36	1,876.32	127.16	-	519.44	1,117.51	-	24,326.57	291,918.80
TCA1402	1	5,615.62	2,490.82	196.55	393.09	-	8,630.09	1,000.00	1,641.15	3,470.92	17,277.32	328.36	1,876.32	127.16	-	519.44	1,117.51	-	24,326.57	291,918.80
TCA1403	1	5,615.62	2,490.82	196.55	393.09	-	8,630.09	1,000.00	1,641.15	3,470.92	17,277.32	328.36	1,876.32	127.16	-	519.44	1,117.51	-	24,326.57	291,918.80
TCA1404	1	5,615.62	2,490.82	196.55	393.09	-	8,630.09	1,000.00	1,641.15	3,470.92	17,277.32	328.36	1,876.32	127.16	-	519.44	1,117.51	-	24,326.57	291,918.80
TCA1405	1	5,615.62	2,490.82	196.55	393.09	-	8,630.09	1,000.00	1,641.15	3,470.92	17,277.32	328.36	1,876.32	127.16	-	519.44	1,117.51	-	24,326.57	291,918.80
TCA1406	1	5,615.62	2,490.82	196.55	393.09	-	8,630.09	1,000.00	1,641.15	3,470.92	17,277.32	328.36	1,876.32	127.16	-	519.44	1,117.51	-	24,326.57	291,918.80
TCA1501	1	4,294.52	1,827.42	150.31	300.62	-	7,100.35	400.00	2,241.15	3,215.97	14,973.65	272.92	1,559.56	127.16	196.04	397.24	854.61	-	20,659.52	247,914.28
TCA1502	1	4,294.52	1,827.42	150.31	300.62	-	7,100.35	400.00	2,241.15	3,215.97	14,973.65	272.92	1,559.56	127.16	196.04	397.24	854.61	-	20,659.52	247,914.28
TCA1503	1	4,294.52	1,827.42	150.31	300.62	-	7,100.35	400.00	2,241.15	3,215.97	14,973.65	272.92	1,559.56	127.16	196.04	397.24	854.61	-	20,659.52	247,914.28
TCA1504	1	4,294.52	1,827.42	150.31	300.62	-	7,100.35	400.00	2,241.15	3,215.97	14,973.65	272.92	1,559.56	127.16	196.04	397.24	854.61	-	20,659.52	247,914.28
TCA1601	1	3,696.60	1,722.50	129.38	258.76	-	5,149.42	400.00	2,241.15	5,273.60	14,650.13	223.36	1,276.35	127.16	196.04	341.94	735.62	-	19,661.24	235,934.91
TCA1602	1	3,696.60	1,722.50	129.38	258.76	-	5,149.42	400.00	2,241.15	5,273.60	14,650.13	223.36	1,276.35	127.16	196.04	341.94	735.62	-	19,661.24	235,934.91
TCA1701	1	3,696.60	1,086.27	129.38	258.76	-	3,877.92	400.00	2,241.15	3,399.69	12,140.95	198.64	1,135.07	123.29	196.04	341.94	735.62	-	16,345.96	196,151.54



**TABULADOR DEL PERSONAL DE CONFIANZA  
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (9.5%)	PENSIONES (7.0%)	PENSIONES COMPLEMENTARIAS (16.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACION BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTEGRADO	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA FAMILIA	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA EDUCACION	REPERCUSIONES			COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSSTE (9.25%)	PENSIONES (19.9%)	PENSION COMPLEMENTARIA (20%)		
TCA1702	1	3,696.60	1,086.27	129.38	258.76	-	3,877.92	400.00	2,241.15	3,399.69	12,140.95	198.64	1,135.07	123.29	196.04	341.94	735.62	-	16,345.96	196,151.54
TCA1802	1	3,696.60	787.18	129.38	258.76	-	2,313.71	400.00	2,241.15	3,207.80	10,683.93	168.22	961.27	120.20	191.03	341.94	735.62	-	14,377.55	172,530.54
TCA1901	1	3,696.60	263.28	129.38	258.76	-	229.25	400.00	2,241.15	3,084.42	9,000.00	127.69	729.67	135.98	185.12	341.94	735.62	-	11,907.44	142,889.25
TCA1902	1	3,696.60	263.28	129.38	258.76	-	229.25	400.00	2,241.15	3,084.42	9,000.00	127.69	729.67	135.98	185.12	341.94	735.62	-	11,907.44	142,889.25
TCA1903	1	3,696.60	263.28	129.38	258.76	-	229.25	400.00	2,241.15	3,084.42	9,000.00	127.69	729.67	135.98	185.12	341.94	735.62	-	11,907.44	142,889.25
TCA1904	1	3,696.60	263.28	129.38	258.76	-	229.25	400.00	2,241.15	3,084.42	9,000.00	127.69	729.67	135.98	185.12	341.94	735.62	-	11,907.44	142,889.25
TCA2001	1	3,696.60	623.81	129.38	258.76	-	229.25	400.00	1,618.29	4,067.81	9,000.00	115.58	660.46	115.82	186.56	341.94	735.62	-	12,167.93	146,015.15
TCA2002	1	3,696.60	623.81	129.38	258.76	-	229.25	400.00	1,618.29	4,067.81	9,000.00	115.58	660.46	115.82	186.56	341.94	735.62	-	12,167.93	146,015.15
TCA2003	1	3,696.60	623.81	129.38	258.76	-	229.25	400.00	1,618.29	4,067.81	9,000.00	115.58	660.46	115.82	186.56	341.94	735.62	-	12,167.93	146,015.15
TCA2004	1	3,696.60	623.81	129.38	258.76	-	229.25	400.00	1,618.29	4,067.81	9,000.00	115.58	660.46	115.82	186.56	341.94	735.62	-	12,167.93	146,015.15
TCA2005	1	3,696.60	623.81	129.38	258.76	-	229.25	400.00	1,618.29	4,067.81	9,000.00	115.58	660.46	115.82	186.56	341.94	735.62	-	12,167.93	146,015.15
TCA2101	1	3,696.60	595.43	129.38	258.76	-	229.25	400.00	850.77	3,806.95	8,000.00	100.66	575.18	114.50	186.02	341.94	735.62	-	11,037.49	132,449.82
TCA2102	1	3,696.60	595.43	129.38	258.76	-	229.25	400.00	850.77	3,806.95	8,000.00	100.66	575.18	114.50	186.02	341.94	735.62	-	11,037.49	132,449.82
TCA2103	1	3,696.60	595.43	129.38	258.76	-	229.25	400.00	850.77	3,806.95	8,000.00	100.66	575.18	114.50	186.02	341.94	735.62	-	11,037.49	132,449.82
TCA2301	1	3,696.60	311.46	129.38	258.76	-	229.25	400.00	176.75	3,197.00	7,000.00	87.55	500.29	132.99	185.27	341.94	735.62	-	9,683.26	116,199.10
TCA2302	1	3,696.60	311.46	129.38	258.76	-	229.25	400.00	176.75	3,197.00	7,000.00	87.55	500.29	132.99	185.27	341.94	735.62	-	9,683.26	116,199.10
TCA2303	1	3,696.60	311.46	129.38	258.76	-	229.25	400.00	176.75	3,197.00	7,000.00	87.55	500.29	132.99	185.27	341.94	735.62	-	9,683.26	116,199.10
TCA2401	1	3,696.60	311.46	129.38	258.76	-	229.25	400.00	176.75	3,197.00	7,000.00	87.55	500.29	132.99	185.27	341.94	735.62	-	9,683.26	116,199.10
TID0101	1	14,819.31	10,836.41	518.68	1,037.35	-	31,746.82	1,000.00	1,641.15	3,857.14	40,671.98	956.81	5,467.48	-	-	1,370.79	2,949.04	-	63,808.53	765,702.39
TID0201	1	9,755.30	5,730.88	341.44	682.87	-	16,013.63	1,000.00	1,641.15	6,320.92	27,975.81	552.42	3,156.68	130.75	-	902.37	1,941.30	-	41,414.51	496,974.16
TID0301	1	6,853.00	4,311.98	239.86	479.71	-	10,255.20	1,000.00	1,641.15	8,948.90	23,666.70	384.02	2,194.37	130.75	-	633.90	1,363.75	-	33,405.04	400,860.44
TID0401	1	5,615.62	3,524.47	196.55	393.09	-	8,630.09	1,000.00	1,641.15	8,310.13	21,082.88	328.36	1,876.32	127.16	-	519.44	1,117.51	-	29,165.78	349,989.32
TID0501	1	6,853.00	3,319.08	239.86	479.71	-	10,281.81	1,000.00	1,641.15	4,459.44	20,196.76	384.53	2,197.33	127.16	-	633.90	1,363.75	-	28,942.07	347,304.85
TID0601	1	5,615.62	2,737.17	196.55	393.09	-	8,630.08	1,000.00	1,641.15	4,624.29	18,184.33	328.36	1,876.32	127.16	-	519.44	1,117.51	-	25,479.93	305,759.10

**TABULADOR DEL PERSONAL DE CONFIANZA  
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSTE (8.5%)	PENSIONES (7.0%)	PENSIONES COMPLEMENTARIAS (10.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACION BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTEGRADO	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA FAMILIA	APOYO BRUTO MENSUAL PARA EL FOMENTO A LA EDUCACION	REPERCUSIONES			COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSTE (9.25%)	PENSIONES (19.9%)	PENSION COMPLEMENTARIA (20%)		
TID0602	1	5,615.62	2,737.17	196.55	393.09	-	8,630.08	1,000.00	1,641.15	4,624.29	18,184.33	328.36	1,876.32	127.16	-	519.44	1,117.51	-	25,479.93	305,759.10
TID0701	1	5,615.62	1,732.38	196.55	393.09	-	6,897.09	1,000.00	1,641.15	1,653.18	14,485.02	294.66	1,683.76	127.16	-	519.44	1,117.51	-	20,549.57	246,594.89
TID0702	1	5,615.62	1,732.38	196.55	393.09	-	6,897.09	1,000.00	1,641.15	1,653.18	14,485.02	294.66	1,683.76	127.16	-	519.44	1,117.51	-	20,549.57	246,594.89
TID0801	1	3,696.60	1,113.05	129.38	258.76	-	3,877.92	400.00	2,241.15	3,549.12	12,263.60	198.64	1,135.07	123.84	196.04	341.94	735.62	-	16,495.94	197,951.30
TID0901	1	3,696.60	882.31	129.38	258.76	-	3,883.03	400.00	2,241.15	2,232.99	11,183.32	198.74	1,135.64	121.36	193.25	341.94	735.62	-	15,180.32	182,163.82
TID0903	1	3,696.60	882.31	129.38	258.76	-	3,883.03	400.00	2,241.15	2,232.99	11,183.32	198.74	1,135.64	121.36	193.25	341.94	735.62	-	15,180.32	182,163.82
TID1001	1	3,696.60	595.52	129.38	258.76	-	1,456.94	400.00	2,241.15	2,580.12	9,391.14	151.56	866.08	114.38	185.98	341.94	735.62	-	12,770.37	153,244.43
TID1101	1	3,696.60	263.28	129.38	258.76	-	1,148.25	400.00	2,241.15	2,165.42	9,000.00	145.56	831.78	135.98	185.12	341.94	735.62	-	12,027.42	144,329.01
TID1201	1	3,696.60	263.28	129.38	258.76	-	229.25	400.00	2,241.15	3,084.42	9,000.00	127.69	729.67	135.98	185.12	341.94	735.62	-	11,907.44	142,889.25
TID1401	1	3,696.60	192.55	129.38	258.76	-	229.25	400.00	820.52	2,434.32	7,000.00	100.07	571.82	135.92	180.53	341.94	735.62	-	9,646.59	115,759.03
TID1402	1	3,696.60	192.55	129.38	258.76	-	229.25	400.00	820.52	2,434.32	7,000.00	100.07	571.82	135.92	180.53	341.94	735.62	-	9,646.59	115,759.03
TID1501	1	3,696.60	192.55	129.38	258.76	-	229.25	400.00	820.52	2,434.32	7,000.00	100.07	571.82	135.92	180.53	341.94	735.62	-	9,646.59	115,759.03
TID1601	1	3,696.60	192.55	129.38	258.76	-	229.25	400.00	820.52	2,434.32	7,000.00	100.07	571.82	135.92	180.53	341.94	735.62	-	9,646.59	115,759.03