



QUINTA SECCION

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



PERIODICO OFICIAL

TOMO CXXIX

Saltillo, Coahuila de Zaragoza, martes 27 de diciembre de 2022

número 103

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

**FERNANDO DONATO DE LAS FUENTES
HERNÁNDEZ**

Secretario de Gobierno y Director del Periódico Oficial

GABRIELA ALEJANDRA DE LA CRUZ RIVAS

Subdirectora del Periódico Oficial

I N D I C E

PODER EJECUTIVO DEL ESTADO

DECRETO 403.- Presupuesto de Egresos del Estado de Coahuila de Zaragoza para el Ejercicio Fiscal 2023.
Primera Parte.

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**TABULADOR DEL PERSONAL DE CONFIANZA
MANDOS MEDIOS Y SUPERIORES
COMISION ESTATAL DE DERECHOS HUMANOS DEL ESTADO DE COAHUILA
VIGENCIA A PARTIR DEL 01 DE JULIO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (12%)	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 (25%)				
HMS01	1	38,904.59	31,558.31	1,010.31	4,668.55	79,121.07	1,000.00	1,925.09	83,713.58	2,351.82	13,438.97	2,670.11	9,726.15	99,504.37	1,194,052.42	149,137.79	1,789,653.54
HMS02	2	38,904.59	26,052.15	1,010.31	4,668.55	62,523.29	1,000.00	1,925.09	72,621.96	2,029.09	11,594.77	2,670.11	9,726.15	86,245.82	1,034,949.85	130,373.08	1,564,476.99
HMS03	1	27,181.45	18,834.37	951.35	3,261.77	51,534.93	1,000.00	1,925.09	58,593.98	1,587.47	9,071.27	2,514.28	6,795.36	69,252.73	831,032.71	101,609.86	1,219,318.37
HMS04	1	19,445.64	12,662.39	680.60	2,333.48	38,697.49	1,000.00	1,925.09	45,391.75	1,187.44	7,633.53	1,798.72	4,861.41	54,212.72	650,552.63	76,549.32	918,591.80
HMS05	1	17,264.14	10,421.55	604.24	2,071.70	33,409.52	1,000.00	1,925.09	40,501.26	1,042.20	6,699.84	1,596.93	4,316.04	48,243.30	578,919.59	67,253.76	807,045.12
HMS06	1	15,097.98	8,395.23	528.43	1,811.76	28,821.29	1,000.00	1,925.09	36,108.94	910.86	5,855.55	1,396.56	3,774.50	42,875.35	514,504.16	58,781.83	705,381.91
HMS07	1	14,819.31	7,120.05	518.68	1,778.32	24,058.94	1,000.00	1,925.09	32,386.30	812.84	5,225.42	1,370.79	3,704.83	38,424.56	461,094.72	52,917.21	635,006.57
HMS08	1	12,264.63	5,365.52	429.26	1,471.76	19,153.88	1,000.00	1,925.09	27,077.07	667.79	4,292.95	1,134.48	3,066.16	32,037.81	384,453.70	43,504.98	522,059.74
HMS09	1	10,460.31	4,239.37	366.11	1,255.24	16,133.93	1,000.00	1,925.09	23,658.62	573.99	3,689.92	967.58	2,615.08	27,922.52	335,070.24	37,365.89	448,390.67
HMS10	1	9,755.30	3,383.53	341.44	1,170.64	12,832.21	1,000.00	1,925.09	20,617.00	496.08	3,189.08	902.37	2,438.83	24,302.15	291,625.85	32,538.94	390,467.32
HMS11	1	8,376.26	2,648.35	293.17	1,005.15	10,769.40	1,000.00	1,925.09	18,124.08	429.15	2,758.84	774.80	2,094.07	21,312.08	255,744.94	28,127.62	337,531.40
HMS12	1	6,853.59	1,790.26	239.88	822.43	8,274.78	1,000.00	1,925.09	15,200.90	351.04	2,256.68	633.96	1,713.40	17,808.62	213,703.44	23,008.54	276,102.44
HMS13	1	5,615.62	1,754.55	196.55	673.87	6,858.68	1,000.00	1,925.09	13,774.47	299.43	1,924.97	519.44	1,403.91	15,498.77	185,985.77	19,547.10	234,565.15
HMS14	1	5,500.00	1,083.90	192.50	660.00	6,022.01	1,000.00	1,925.09	12,510.70	280.92	1,805.89	508.75	1,375.00	14,597.50	175,170.01	18,417.65	221,011.84



**TABULADOR DEL PERSONAL DE CONFIANZA
TÉCNICO OPERATIVO
COMISION ESTATAL DE DERECHOS HUMANOS DEL ESTADO DE COAHUILA
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (9%)	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 (25%)				
HPR01	1	5,400.00	946.54	-	189.00	486.00	5,304.90	400.00	2,525.09	12,008.45	265.03	1,703.75	499.50	1,350.00	13,977.23	167,726.75	17,448.27	209,379.20
HPR02	1	5,400.00	724.08	-	189.00	486.00	3,773.29	400.00	2,525.09	10,699.30	235.25	1,512.30	499.50	1,350.00	12,446.85	149,362.16	15,695.42	188,345.09
HPR03	1	5,400.00	584.20	-	189.00	486.00	2,487.67	400.00	2,525.09	9,553.56	210.25	1,351.60	499.50	1,350.00	11,115.40	133,384.82	14,224.10	170,689.24
HAD01	1	5,400.00	243.93	253.54	189.00	486.00	1,690.49	400.00	2,525.09	9,096.65	194.75	1,251.95	499.50	1,350.00	10,543.35	126,520.16	13,311.77	159,741.30
HAD02	1	5,400.00	102.23	294.63	189.00	486.00	765.79	400.00	2,525.09	8,313.65	176.77	1,136.36	499.50	1,350.00	9,626.78	115,521.32	12,253.51	147,042.09
HAD03	1	5,400.00	23.81	294.63	189.00	486.00	26.82	400.00	2,525.09	7,653.10	162.40	1,043.99	499.50	1,350.00	8,859.48	106,313.81	11,407.80	136,893.56
HTE01	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	1,423.09	6,525.99	140.45	902.89	499.50	1,350.00	7,569.33	90,831.95	10,115.93	121,391.10
HTE02	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	890.09	5,992.99	130.09	836.26	499.50	1,350.00	6,959.34	83,512.08	9,505.94	114,071.24
HTE03	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	790.09	5,892.99	128.14	823.76	499.50	1,350.00	6,844.90	82,138.75	9,391.49	112,697.90
HSM01	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	811.26	499.50	1,350.00	6,730.45	80,765.41	9,277.05	111,324.57
HSM02	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	811.26	499.50	1,350.00	6,730.45	80,765.41	9,277.05	111,324.57
HSM03	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	811.26	499.50	1,350.00	6,730.45	80,765.41	9,277.05	111,324.57

PR PROFESIONALES
AD ADMINISTRATIVO
TE TÉCNICO
SM SERVICIO Y MANUALES

ANEXO 4



**TABULADOR DEL PERSONAL DE CONFIANZA
TÉCNICO OPERATIVO
COMISION ESTATAL DE DERECHOS HUMANOS DEL ESTADO DE COAHUILA
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (12%)	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 (25%)				
HPR01	1	5,400.00	946.54	-	189.00	648.00	5,304.90	400.00	2,525.09	11,846.45	265.03	1,703.75	499.50	1,350.00	13,815.23	165,782.75	17,448.27	209,379.20
HPR02	1	5,400.00	724.08	-	189.00	648.00	3,773.29	400.00	2,525.09	10,537.30	235.25	1,512.30	499.50	1,350.00	12,284.85	147,418.16	15,695.42	188,345.09
HPR03	1	5,400.00	584.20	-	189.00	648.00	2,487.67	400.00	2,525.09	9,391.56	210.25	1,351.60	499.50	1,350.00	10,953.40	131,440.82	14,224.10	170,689.24
HAD01	1	5,400.00	243.93	253.54	189.00	648.00	1,690.49	400.00	2,525.09	8,934.65	194.75	1,251.95	499.50	1,350.00	10,381.35	124,576.16	13,311.77	159,741.30
HAD02	1	5,400.00	102.23	294.63	189.00	648.00	765.79	400.00	2,525.09	8,151.65	176.77	1,136.36	499.50	1,350.00	9,464.78	113,577.32	12,253.51	147,042.09
HAD03	1	5,400.00	23.81	294.63	189.00	648.00	26.82	400.00	2,525.09	7,491.10	162.40	1,043.99	499.50	1,350.00	8,697.48	104,369.81	11,407.80	136,893.56
HTE01	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	1,423.09	6,363.99	140.45	902.89	499.50	1,350.00	7,407.33	88,887.95	10,115.93	121,391.10
HTE02	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	890.09	5,830.99	130.09	836.26	499.50	1,350.00	6,797.34	81,568.08	9,505.94	114,071.24
HTE03	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	790.09	5,730.99	128.14	823.76	499.50	1,350.00	6,682.90	80,194.75	9,391.49	112,697.90
HSM01	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	811.26	499.50	1,350.00	6,568.45	78,821.41	9,277.05	111,324.57
HSM02	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	811.26	499.50	1,350.00	6,568.45	78,821.41	9,277.05	111,324.57
HSM03	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	811.26	499.50	1,350.00	6,568.45	78,821.41	9,277.05	111,324.57

PR PROFESIONALES
AD ADMINISTRATIVO
TF TÉCNICO
SM SERVICIO Y MANUALES



**TABULADOR DEL PERSONAL DE CONFIANZA
MANDOS MEDIOS Y SUPERIORES
CONGRESO DEL ESTADO
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (12%)	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 (25%)				
CDIP01	1	19,667.43	17,051.17	688.36	2,360.09	53,104.97	1,000.00	1,925.09	55,597.87	1,471.90	8,410.83	1,819.24	4,916.86	65,480.59	785,767.12	92,316.31	1,107,795.75
CMMS01	1	19,667.43	14,850.02	688.36	2,360.09	45,767.80	1,000.00	1,925.09	50,461.85	1,329.23	7,595.59	1,819.24	4,916.86	59,386.67	712,639.99	84,021.23	1,008,254.81
CMMS02	1	19,445.64	12,662.39	680.60	2,333.48	38,697.49	1,000.00	1,925.09	45,391.75	1,187.44	6,785.36	1,798.72	4,861.41	53,364.55	640,374.59	75,701.15	908,413.77
CMMS03	1	17,264.14	10,421.55	604.24	2,071.70	33,409.52	1,000.00	1,925.09	40,501.26	1,042.20	5,955.42	1,596.93	4,316.04	47,498.87	569,986.46	66,509.33	798,111.99
CMMS04	1	15,097.98	8,395.23	528.43	1,811.76	28,821.29	1,000.00	1,925.09	36,108.94	910.86	5,204.93	1,396.56	3,774.50	42,224.73	506,696.77	58,131.21	697,574.52
CMM01	1	14,819.31	7,120.05	518.68	1,778.32	24,058.94	1,000.00	1,925.09	32,386.30	812.84	4,644.82	1,370.79	3,704.83	37,843.96	454,127.50	52,336.61	628,039.34
CMM02	1	12,264.63	5,365.52	429.26	1,471.76	19,153.88	1,000.00	1,925.09	27,077.07	667.79	3,815.96	1,134.48	3,066.16	31,560.81	378,729.77	43,027.98	516,335.80
CMM03	1	10,460.31	4,239.37	366.11	1,255.24	16,133.93	1,000.00	1,925.09	23,658.62	573.99	3,279.93	967.58	2,615.08	27,512.53	330,150.35	36,955.90	443,470.78
CMM04	1	9,755.30	3,383.53	341.44	1,170.64	12,832.21	1,000.00	1,925.09	20,617.00	496.08	2,834.73	902.37	2,438.83	23,947.81	287,373.75	32,184.60	386,215.22
CMM05	1	8,376.26	2,648.35	293.17	1,005.15	10,769.40	1,000.00	1,925.09	18,124.08	429.15	2,452.31	774.80	2,094.07	21,005.54	252,066.48	27,821.08	333,852.94
CMM06	1	6,853.59	1,790.26	239.88	822.43	8,274.78	1,000.00	1,925.09	15,200.90	351.04	2,005.94	633.96	1,713.40	17,557.88	210,694.53	22,757.79	273,093.53
CMM07	1	5,615.62	1,254.55	196.55	673.87	6,858.68	1,000.00	1,925.09	13,274.42	299.43	1,711.04	519.44	1,403.91	15,284.89	183,418.71	19,333.22	231,998.59
CMM08	1	5,500.00	1,083.90	192.50	660.00	6,022.01	1,000.00	1,925.09	12,510.70	280.92	1,605.23	508.75	1,375.00	14,396.85	172,762.16	18,217.00	218,603.99

ANEXO 4



**TABULADOR DEL PERSONAL DE CONFIANZA
TÉCNICO OPERATIVO
CONGRESO DEL ESTADO
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSTE (3.5%)	PENSIONES (1%)	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
													ISSTE (9.25%)	PENSIONES (25%)				
CPR01	1	5,400.00	946.54	-	189.00	486.00	5,304.90	400.00	2,525.09	12,008.45	265.03	1,514.44	499.50	1,350.00	13,787.92	165,455.09	17,258.96	207,107.53
CPR02	1	5,400.00	724.08	-	189.00	486.00	3,773.29	400.00	2,525.09	10,699.30	235.25	1,344.26	499.50	1,350.00	12,278.81	147,345.77	15,527.39	186,328.69
CPR03	1	5,400.00	584.20	-	189.00	486.00	2,487.67	400.00	2,525.09	9,553.56	210.25	1,201.42	499.50	1,350.00	10,965.22	131,582.69	14,073.93	168,887.11
CAD01	1	5,400.00	243.93	253.54	189.00	486.00	1,690.49	400.00	2,525.09	9,096.65	194.75	1,112.84	499.50	1,350.00	10,404.24	124,850.90	13,172.67	158,072.04
CAD02	1	5,400.00	102.23	294.63	189.00	486.00	765.79	400.00	2,525.09	8,313.65	176.77	1,010.10	499.50	1,350.00	9,500.51	114,006.17	12,127.24	145,526.94
CAD03	1	5,400.00	23.81	294.63	189.00	486.00	26.82	400.00	2,525.09	7,653.10	162.40	927.99	499.50	1,350.00	8,743.49	104,921.83	11,291.80	135,501.58
CTE01	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	1,423.09	6,525.99	140.45	802.57	499.50	1,350.00	7,469.01	89,628.10	10,015.60	120,187.25
CTE02	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	890.09	5,992.99	130.09	743.34	499.50	1,350.00	6,866.42	82,397.07	9,413.02	112,956.22
CTE03	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	790.09	5,892.99	128.14	732.23	499.50	1,350.00	6,753.37	81,040.40	9,299.96	111,599.55
CSM01	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	721.12	499.50	1,350.00	6,640.31	79,683.73	9,186.91	110,242.89
CSM02	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	721.12	499.50	1,350.00	6,640.31	79,683.73	9,186.91	110,242.89
CSM03	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	721.12	499.50	1,350.00	6,640.31	79,683.73	9,186.91	110,242.89

PR PROFESIONALES
AD ADMINISTRATIVO
TE TÉCNICO
SM SERVICIO Y MANUALES



**TABULADOR DEL PERSONAL DE CONFIANZA
TÉCNICO OPERATIVO
CONGRESO DEL ESTADO
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSTE (3.5%)	PENSIONES (12%)	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
													ISSTE (9.25%)	PENSIONES (25%)				
CPR01	1	5,400.00	946.54	-	189.00	648.00	5,304.90	400.00	2,525.09	11,846.45	265.03	1,514.44	499.50	1,350.00	13,625.92	163,511.09	17,258.96	207,107.53
CPR02	1	5,400.00	724.08	-	189.00	648.00	3,773.29	400.00	2,525.09	10,537.30	235.25	1,344.26	499.50	1,350.00	12,116.81	145,401.77	15,527.39	186,328.69
CPR03	1	5,400.00	584.20	-	189.00	648.00	2,487.67	400.00	2,525.09	9,391.56	210.25	1,201.42	499.50	1,350.00	10,803.22	129,638.69	14,073.93	168,887.11
CAD01	1	5,400.00	243.93	253.54	189.00	648.00	1,690.49	400.00	2,525.09	8,934.65	194.75	1,112.84	499.50	1,350.00	10,242.24	122,906.90	13,172.67	158,072.04
CAD02	1	5,400.00	102.23	294.63	189.00	648.00	765.79	400.00	2,525.09	8,151.65	176.77	1,010.10	499.50	1,350.00	9,338.51	112,062.17	12,127.24	145,526.94
CAD03	1	5,400.00	23.81	294.63	189.00	648.00	26.82	400.00	2,525.09	7,491.10	162.40	927.99	499.50	1,350.00	8,581.49	102,977.83	11,291.80	135,501.58
CTE01	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	1,423.09	6,363.99	140.45	802.57	499.50	1,350.00	7,307.01	87,684.10	10,015.60	120,187.25
CTE02	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	890.09	5,830.99	130.09	743.34	499.50	1,350.00	6,704.42	80,453.07	9,413.02	112,956.22
CTE03	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	790.09	5,730.99	128.14	732.23	499.50	1,350.00	6,591.37	79,096.40	9,299.96	111,599.55
CSM01	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	721.12	499.50	1,350.00	6,478.31	77,739.73	9,186.91	110,242.89
CSM02	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	721.12	499.50	1,350.00	6,478.31	77,739.73	9,186.91	110,242.89
CSM03	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	721.12	499.50	1,350.00	6,478.31	77,739.73	9,186.91	110,242.89

PR PROFESIONALES
AD ADMINISTRATIVO
TE TÉCNICO
SM SERVICIO Y MANUALES

ANEXO 4



TABULADOR DEL PERSONAL SINDICALIZADO
D.I.F.
VIGENCIA A PARTIR DEL 01 DE ENERO DE 2022

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SOBRESUELDO	ISR	ISSTE (3.5%)	PENSIONES (12.0%)	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
														ISSTE (9.25%)	PENSIONES (25%)				
DA10	1	7,538.18	3,508.37	1,541.57	386.63	994.19	1,667.59	650.00	1,950.00	1,250.00	13,910.34	909.77	2,119.02	1,021.81	2,761.64	16,339.13	196,069.54	23,376.36	280,516.28
DA09	1	7,426.78	3,402.07	1,378.93	379.01	974.60	1,089.50	650.00	1,950.00	1,250.00	12,710.95	852.82	1,986.39	1,001.67	2,707.21	15,550.17	186,601.98	22,316.44	267,797.32
DA08	1	7,317.05	3,295.75	1,311.81	371.45	955.15	931.02	650.00	1,950.00	1,250.00	12,437.02	826.02	1,923.97	981.68	2,653.20	15,187.02	182,244.23	21,778.70	261,344.37
DA07	1	7,208.91	3,189.44	1,253.93	363.94	935.85	822.48	650.00	1,950.00	1,250.00	12,205.15	802.91	1,870.14	961.85	2,599.59	14,878.20	178,538.37	21,305.30	255,663.62
DA06	1	7,137.55	3,083.12	1,205.73	357.72	919.86	731.20	650.00	1,950.00	1,250.00	12,011.93	783.67	1,825.31	945.41	2,555.17	14,620.91	175,450.96	20,911.43	250,937.16
DA05	1	7,066.89	2,976.85	1,168.99	351.53	903.94	703.07	650.00	1,950.00	1,250.00	11,871.05	768.99	1,791.14	929.05	2,510.94	14,431.18	173,174.14	20,596.93	247,163.15
DA04	1	6,966.44	2,870.50	1,127.08	344.29	885.32	676.03	650.00	1,950.00	1,250.00	11,711.16	752.26	1,752.16	909.92	2,459.23	14,215.58	170,586.96	20,236.54	242,838.46
DA03	1	6,865.94	2,764.17	1,085.36	337.05	866.71	650.02	650.00	1,950.00	1,250.00	11,552.10	735.60	1,713.35	890.78	2,407.53	14,001.06	168,012.69	19,877.39	238,528.68
DA02	1	6,765.46	2,657.86	1,043.82	329.82	848.10	625.02	650.00	1,950.00	1,250.00	11,393.91	719.01	1,674.72	871.66	2,355.83	13,787.64	165,451.72	19,519.57	234,234.78
DA01	1	6,698.49	2,551.62	1,009.92	323.75	832.51	600.97	650.00	1,950.00	1,250.00	11,257.38	704.90	1,641.85	855.63	2,312.53	13,604.13	163,249.54	19,215.98	230,591.75
DA00	1	5,140.67	1,088.61	564.77	218.03	560.64	229.81	650.00	1,950.00	1,250.00	8,778.79	462.18	1,076.52	576.21	1,557.32	10,317.49	123,809.89	13,981.33	167,776.01

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



TABULADOR DEL PERSONAL SINDICALIZADO
D.I.F.
VIGENCIA A PARTIR DEL 01 DE ENERO DE 2022

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SOBRESUELDO	ISR	ISSTE (3.5%)	PENSIONES (12.0%)	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
														ISSTE (9.25%)	PENSIONES (25%)				
DA10	1	7,538.18	3,508.37	1,541.57	386.63	1,325.59	1,667.59	650.00	1,950.00	1,250.00	13,910.34	909.77	2,119.02	1,021.81	2,761.64	16,339.13	196,069.54	23,376.36	280,516.28
DA09	1	7,426.78	3,402.07	1,378.93	379.01	1,299.46	1,089.50	650.00	1,950.00	1,250.00	12,710.95	852.82	1,986.39	1,001.67	2,707.21	15,550.17	186,601.98	22,316.44	267,797.32
DA08	1	7,317.05	3,295.75	1,311.81	371.45	1,273.54	931.02	650.00	1,950.00	1,250.00	12,437.02	826.02	1,923.97	981.68	2,653.20	15,187.02	182,244.23	21,778.70	261,344.37
DA07	1	7,208.91	3,189.44	1,253.93	363.94	1,247.80	822.48	650.00	1,950.00	1,250.00	12,205.15	802.91	1,870.14	961.85	2,599.59	14,878.20	178,538.37	21,305.30	255,663.62
DA06	1	7,137.55	3,083.12	1,205.73	357.72	1,226.48	731.20	650.00	1,950.00	1,250.00	12,011.93	783.67	1,825.31	945.41	2,555.17	14,620.91	175,450.96	20,911.43	250,937.16
DA05	1	7,066.89	2,976.85	1,168.99	351.53	1,205.25	703.07	650.00	1,950.00	1,250.00	11,871.05	768.99	1,791.14	929.05	2,510.94	14,431.18	173,174.14	20,596.93	247,163.15
DA04	1	6,966.44	2,870.50	1,127.08	344.29	1,180.43	676.03	650.00	1,950.00	1,250.00	11,711.16	752.26	1,752.16	909.92	2,459.23	14,215.58	170,586.96	20,236.54	242,838.46
DA03	1	6,865.94	2,764.17	1,085.36	337.05	1,155.61	650.02	650.00	1,950.00	1,250.00	11,552.10	735.60	1,713.35	890.78	2,407.53	14,001.06	168,012.69	19,877.39	238,528.68
DA02	1	6,765.46	2,657.86	1,043.82	329.82	1,130.80	625.02	650.00	1,950.00	1,250.00	11,393.91	719.01	1,674.72	871.66	2,355.83	13,787.64	165,451.72	19,519.57	234,234.78
DA01	1	6,698.49	2,551.62	1,009.92	323.75	1,110.01	600.97	650.00	1,950.00	1,250.00	11,257.38	704.90	1,641.85	855.63	2,312.53	13,604.13	163,249.54	19,215.98	230,591.75
DA00	1	5,140.67	1,088.61	564.77	218.03	747.51	229.81	650.00	1,950.00	1,250.00	8,778.79	462.18	1,076.52	576.21	1,557.32	10,317.49	123,809.89	13,981.33	167,776.01

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

TIPO DE SEGURIDAD SOCIAL CON QUE SE CUENTA: I.S.S.T.E

AUTORIZACIÓN DE ACUERDO AL ARTÍCULO 22 FRACCIONES XXVIII, XXIX y XXX DE LA LEY ORGÁNICA DE LA ADMINISTRACIÓN PÚBLICA DEL ESTADO DE COAHUILA DE ZARAGOZA



TABULADOR DEL PERSONAL SINDICALIZADO
S.U.T.S.G.E.
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SOBRESUELDO	ISR	ISSTE (3.5%)	PENSIONES (5%)	RECREACION, DEPORTE Y CULTURA (EXCENTO)	RECREACION, DEPORTE Y CULTURA (GRAVABLE)	DESPENSA	AYUDA DE TRANSPORTE	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	PRIMA VACACIONAL ADICIONAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
															ISSTE (9.25%)	PENSIONES (25%)				
SO16	1	11,445.43	4,807.08	2,494.93	568.84	1,462.73	1,525.09	774.91	1,400.00	1,400.00	16,826.01	1,668.59	-	2,708.75	1,503.36	4,063.13	21,203.35	254,440.25	31,296.33	375,556.01
SO15	1	11,112.07	4,667.07	2,393.82	552.27	1,420.12	1,525.09	774.91	1,400.00	1,400.00	16,512.93	1,619.99	-	2,629.86	1,459.57	3,944.78	20,762.77	249,153.28	30,533.34	366,400.09
SO14	1	10,414.31	4,374.01	2,182.18	517.59	1,330.95	1,525.09	774.91	1,400.00	1,400.00	15,857.60	1,518.27	-	2,464.72	1,367.92	3,697.08	19,840.59	238,087.04	28,936.31	347,235.70
SO13	1	9,797.50	4,114.95	1,995.10	486.94	1,252.12	1,525.09	774.91	1,400.00	1,400.00	15,278.30	1,428.34	-	2,318.74	1,286.90	3,478.11	19,025.38	228,304.60	27,524.55	330,294.58
SO12	1	9,550.66	4,011.28	1,920.23	474.67	1,220.57	1,525.09	774.91	1,400.00	1,400.00	15,046.47	1,392.36	-	2,260.32	1,254.48	3,390.49	18,699.15	224,389.85	26,959.59	323,515.07
SO11	1	9,119.51	3,830.20	1,789.45	453.24	1,165.47	1,525.09	774.91	1,400.00	1,400.00	14,641.54	1,329.50	-	2,158.28	1,197.85	3,237.43	18,129.33	217,551.95	25,972.77	311,673.28
SO10	1	8,726.93	3,665.31	1,670.38	433.73	1,115.30	1,525.09	774.91	1,400.00	1,400.00	14,272.83	1,272.27	-	2,065.37	1,146.28	3,098.06	17,610.48	211,325.70	25,074.23	300,890.73
SO09	1	8,152.10	3,423.88	1,496.03	405.16	1,041.84	1,525.09	774.91	1,400.00	1,400.00	13,732.96	1,188.47	-	1,929.33	1,070.78	2,894.00	16,850.76	202,209.06	23,758.55	285,102.64
SO08	1	7,871.36	3,305.97	1,411.88	391.21	1,005.96	1,525.09	774.91	1,400.00	1,400.00	13,468.28	1,147.54	-	1,862.89	1,033.90	2,794.33	16,478.71	197,744.50	23,115.99	277,391.84
SO07	1	7,392.23	3,104.74	1,289.96	367.39	944.73	1,525.09	774.91	1,400.00	1,400.00	12,994.89	1,077.69	-	1,749.49	970.97	2,624.24	15,822.07	189,864.83	22,019.36	264,232.30
SO06	1	7,061.62	2,965.88	1,205.83	350.96	902.48	1,525.09	774.91	1,400.00	1,400.00	12,668.23	1,029.49	-	1,671.25	927.54	2,506.88	15,368.97	184,427.69	21,262.66	255,151.94



TABULADOR DEL PERSONAL SINDICALIZADO
S.U.T.S.G.E.
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022
PARA PERSONAL QUE INGRESA A PARTIR DEL 16 DE ENERO DE 2022

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SOBRESUELDO	ISR	ISSTE (3.5%)	PENSIONES (12%)	RECREACION, DEPORTE Y CULTURA (EXCENTO)	RECREACION, DEPORTE Y CULTURA (GRAVABLE)	DESPENSA	AYUDA DE TRANSPORTE	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	PRIMA VACACIONAL ADICIONAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
															ISSTE (9.25%)	PENSIONES (25%)				
SO16	1	11,445.43	4,807.08	2,494.93	568.84	1,950.30	1,525.09	774.91	1,400.00	1,400.00	16,338.44	1,668.59	-	2,708.75	1,503.36	4,063.13	20,715.78	248,589.35	31,296.33	375,556.01
SO15	1	11,112.07	4,667.07	2,393.82	552.27	1,893.50	1,525.09	774.91	1,400.00	1,400.00	16,039.55	1,619.99	-	2,629.86	1,459.57	3,944.78	20,289.40	243,472.79	30,533.34	366,400.09
SO14	1	10,414.31	4,374.01	2,182.18	517.59	1,774.60	1,525.09	774.91	1,400.00	1,400.00	15,413.95	1,518.27	-	2,464.72	1,367.92	3,697.08	19,396.94	232,763.24	28,936.31	347,235.70
SO13	1	9,797.50	4,114.95	1,995.10	486.94	1,669.49	1,525.09	774.91	1,400.00	1,400.00	14,860.92	1,428.34	-	2,318.74	1,286.90	3,478.11	18,608.01	223,296.12	27,524.55	330,294.58
SO12	1	9,550.66	4,011.28	1,920.23	474.67	1,627.43	1,525.09	774.91	1,400.00	1,400.00	14,639.61	1,392.36	-	2,260.32	1,254.48	3,390.49	18,292.30	219,507.55	26,959.59	323,515.07
SO11	1	9,119.51	3,830.20	1,789.45	453.24	1,553.97	1,525.09	774.91	1,400.00	1,400.00	14,253.05	1,329.50	-	2,158.28	1,197.85	3,237.43	17,740.84	212,890.06	25,972.77	311,673.28
SO10	1	8,726.93	3,665.31	1,670.38	433.73	1,487.07	1,525.09	774.91	1,400.00	1,400.00	13,901.06	1,272.27	-	2,065.37	1,146.28	3,098.06	17,238.71	206,864.49	25,074.23	300,890.73
SO09	1	8,152.10	3,423.88	1,496.03	405.16	1,389.12	1,525.09	774.91	1,400.00	1,400.00	13,385.68	1,188.47	-	1,929.33	1,070.78	2,894.00	16,503.48	198,041.71	23,758.55	285,102.64
SO08	1	7,871.36	3,305.97	1,411.88	391.21	1,341.28	1,525.09	774.91	1,400.00	1,400.00	13,132.96	1,147.54	-	1,862.89	1,033.90	2,794.33	16,143.39	193,720.66	23,115.99	277,391.84
SO07	1	7,392.23	3,104.74	1,289.96	367.39	1,259.64	1,525.09	774.91	1,400.00	1,400.00	12,679.98	1,077.69	-	1,749.49	970.97	2,624.24	15,507.16	186,085.92	22,019.36	264,232.30
SO06	1	7,061.62	2,965.88	1,205.83	350.96	1,203.30	1,525.09	774.91	1,400.00	1,400.00	12,367.41	1,029.49	-	1,671.25	927.54	2,506.88	15,068.15	180,817.79	21,262.66	255,151.94

TIPO DE SEGURIDAD SOCIAL CON QUE SE CUENTA: I.S.S.T.E.
AUTORIZACIÓN DE ACUERDO AL ARTÍCULO 22 FRACCIONES XXVIII, XXIX y XXX DE LA LEY ORGÁNICA DE LA ADMINISTRACIÓN PÚBLICA DEL ESTADO DE COAHUILA DE ZARAGOZA

ANEXO 4



**TABULADOR DEL PERSONAL DE CONFIANZA
MANDOS MEDIOS Y SUPERIORES
TRIBUNAL ELECTORAL DEL ESTADO DE COAHUILA
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (12.0%)	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 (25%)				
TEMSS00	2	38,904.59	7,184.57	1,010.31	4,668.55	195,668.88	1,000.00	1,925.09	160,635.13	4,618.03	26,388.73	2,670.11	9,726.15	191,641.89	2,299,702.64	280,901.57	3,370,818.83
TEMSS00	1	38,904.59	69,315.44	1,010.31	4,668.55	190,171.45	1,000.00	1,925.09	157,006.83	4,511.13	25,777.90	2,670.11	9,726.15	187,295.86	2,247,550.36	274,686.42	3,296,237.03
TEMMS01	2	27,181.45	20,690.78	951.35	3,261.77	57,492.16	1,000.00	1,925.09	62,694.79	1,703.31	9,733.19	2,514.28	6,795.36	74,131.29	889,575.48	108,344.84	1,300,138.12
TEMMS01	1	19,667.43	16,251.07	688.36	2,360.09	50,437.96	1,000.00	1,925.09	53,730.96	1,420.04	8,114.50	1,819.24	4,916.86	63,265.49	759,185.92	89,301.11	1,071,613.32
TEMMS02	1	19,445.64	13,938.23	680.60	2,333.48	42,950.27	1,000.00	1,925.09	48,368.70	1,270.13	7,257.89	1,798.72	4,861.41	56,896.72	682,760.63	80,509.15	966,109.81
TEMMS03	1	17,264.14	11,572.40	604.24	2,071.70	37,245.69	1,000.00	1,925.09	43,186.58	1,116.79	6,381.66	1,596.93	4,316.04	50,685.02	608,220.29	70,846.34	850,156.03
TEMMS04	1	15,097.98	9,433.56	528.43	1,811.76	32,282.39	1,000.00	1,925.09	38,531.71	978.16	5,589.50	1,396.56	3,774.50	45,099.37	541,192.40	62,044.18	744,530.11
TEMM01	1	14,819.31	7,865.51	518.68	1,778.32	27,228.43	1,000.00	1,925.09	34,810.33	874.47	4,996.98	1,370.79	3,704.83	40,681.78	488,181.35	55,919.90	671,038.76
TEMM02	1	12,264.63	6,002.64	429.26	1,471.76	21,862.75	1,000.00	1,925.09	29,148.81	720.46	4,116.94	1,134.48	3,066.16	33,986.22	407,834.59	46,090.51	553,086.14
TEMM03	1	10,460.31	4,799.37	366.11	1,255.24	18,551.13	1,000.00	1,925.09	25,515.81	620.99	3,548.50	967.58	2,615.08	29,685.30	356,223.60	39,688.68	476,264.13
TEMM04	1	9,755.30	3,843.80	341.44	1,170.64	14,987.03	1,000.00	1,925.09	22,311.55	537.98	3,074.16	902.37	2,438.83	25,923.69	311,084.24	34,620.75	415,448.95
TEMM05	1	8,376.26	3,063.97	298.17	1,005.15	12,715.17	1,000.00	1,925.09	19,654.23	466.99	2,668.50	774.80	2,094.07	22,789.72	273,476.69	30,020.88	360,250.55
TEMM06	1	6,853.59	2,152.48	239.88	822.43	9,970.59	1,000.00	1,925.09	16,534.48	384.01	2,194.36	633.96	1,713.40	19,112.86	229,354.32	24,675.00	296,100.02
TEMM07	1	5,615.62	1,538.30	196.55	673.87	8,333.20	1,000.00	1,925.09	14,465.19	328.10	1,874.88	519.44	1,403.91	16,668.17	200,018.01	21,000.24	252,002.91
TEMM08	1	5,500.00	1,343.57	192.50	660.00	7,471.07	1,000.00	1,925.09	13,700.09	309.09	1,766.24	508.75	1,375.00	15,775.42	189,305.02	19,855.24	238,262.90



**TABULADOR DEL PERSONAL DE CONFIANZA
TECNICO OPERATIVO
TRIBUNAL ELECTORAL DEL ESTADO DE COAHUILA
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (9%)	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 (25%)				
TEPR01	1	5,400.00	946.54	-	189.00	486.00	5,304.90	400.00	2,525.09	12,008.45	265.03	1,514.44	499.50	1,350.00	13,787.92	165,455.09	17,258.96	207,107.53
TEPR02	1	5,400.00	724.08	-	189.00	486.00	3,773.29	400.00	2,525.09	10,699.30	235.25	1,344.26	499.50	1,350.00	12,278.81	147,345.77	15,527.39	186,328.69
TEPR03	1	5,400.00	584.20	-	189.00	486.00	2,487.67	400.00	2,525.09	9,553.56	210.25	1,201.42	499.50	1,350.00	10,965.22	131,582.69	14,073.93	168,887.11
TEAD01	1	5,400.00	243.93	253.54	189.00	486.00	1,690.49	400.00	2,525.09	9,096.65	194.75	1,112.84	499.50	1,350.00	10,404.24	124,850.90	13,172.67	158,072.04
TEAD02	1	5,400.00	102.23	294.63	189.00	486.00	765.79	400.00	2,525.09	8,313.65	176.77	1,010.10	499.50	1,350.00	9,500.51	114,006.17	12,127.24	145,526.94
TEAD03	1	5,400.00	23.81	294.63	189.00	486.00	26.82	400.00	2,525.09	7,653.10	162.40	927.99	499.50	1,350.00	8,743.49	104,921.83	11,291.80	135,501.58
TETE01	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	1,423.09	6,525.99	140.45	802.57	499.50	1,350.00	7,469.01	89,628.10	10,015.60	120,187.25
TETE02	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	890.09	5,992.99	130.09	743.34	499.50	1,350.00	6,866.42	82,397.07	9,413.02	112,956.22
TETE03	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	790.09	5,892.99	128.14	732.23	499.50	1,350.00	6,753.37	81,040.40	9,299.96	111,599.55
TESM01	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	721.12	499.50	1,350.00	6,640.31	79,683.73	9,186.91	110,242.89
TESM02	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	721.12	499.50	1,350.00	6,640.31	79,683.73	9,186.91	110,242.89
TESM03	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	690.09	5,792.99	126.20	721.12	499.50	1,350.00	6,640.31	79,683.73	9,186.91	110,242.89

ANEXO 4



**TABULADOR DEL PERSONAL DE CONFIANZA
TECNICO OPERATIVO
TRIBUNAL ELECTORAL DEL ESTADO DE COAHUILA
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSTE (3.5%)	PENSIONES (12%)	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
													ISSTE (9.25%)	PENSIONES (25%)				
TEPR01	1	5,400.00	946.54	-	189.00	648.00	5,304.90	400.00	2,525.09	11,846.45	265.03	1,514.44	499.50	1,350.00	13,625.92	163,511.09	17,258.96	207,107.53
TEPR02	1	5,400.00	724.08	-	189.00	648.00	3,773.29	400.00	2,525.09	10,537.30	235.25	1,344.26	499.50	1,350.00	12,116.81	145,401.77	15,527.39	186,328.69
TEPR03	1	5,400.00	584.20	-	189.00	648.00	2,487.67	400.00	2,525.09	9,391.56	210.25	1,201.42	499.50	1,350.00	10,803.22	129,638.69	14,073.93	168,887.11
TEAD01	1	5,400.00	243.93	253.54	189.00	648.00	1,690.49	400.00	2,525.09	8,934.65	194.75	1,112.84	499.50	1,350.00	10,242.24	122,906.90	13,172.67	158,072.04
TEAD02	1	5,400.00	102.23	294.63	189.00	648.00	765.79	400.00	2,525.09	8,151.65	176.77	1,010.10	499.50	1,350.00	9,338.51	112,062.17	12,127.24	145,526.94
TEAD03	1	5,400.00	23.81	294.63	189.00	648.00	26.82	400.00	2,525.09	7,491.10	162.40	927.99	499.50	1,350.00	8,581.49	102,977.83	11,291.80	135,501.58
TETE01	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	1,423.09	6,363.99	140.45	802.57	499.50	1,350.00	7,307.01	87,684.10	10,015.60	120,187.25
TETE02	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	890.09	5,830.99	130.09	743.34	499.50	1,350.00	6,704.42	80,453.07	9,413.02	112,956.22
TETE03	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	790.09	5,730.99	128.14	732.23	499.50	1,350.00	6,591.37	79,096.40	9,299.96	111,599.55
TESM01	1	5,100.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	721.12	499.50	1,350.00	6,478.31	77,739.73	9,186.91	110,242.89
TESM02	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	721.12	499.50	1,350.00	6,478.31	77,739.73	9,186.91	110,242.89
TESM03	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	690.09	5,630.99	126.20	721.12	499.50	1,350.00	6,478.31	77,739.73	9,186.91	110,242.89



**TABULADOR DEL PERSONAL DE CONFIANZA
MANDOS MEDIOS Y SUPERIORES
TRIBUNAL DE JUSTICIA ADMINISTRATIVA
VIGENCIA A PARTIR DEL 01 DE MARZO DE 2022**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSTE (3.5%)	PENSIONES (12%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	APOYO BRUTO PARA GASTOS DE REPRESENTACIÓN PARA EL EJERCICIO EFECTIVO DEL CARGO	ISR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RESERVA DEL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	ISR PRIMA BRUTA	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																ISSTE (9.25%)	PENSIONES (25%)				
TJA01	1	56,904.59	56,347.71	1,010.51	4,668.55	95,207.54	1,000.00	1,925.09	22,220.55	7,554.92	107,676.08	2,625.72	15,004.14	50,000.00	17,000.00	2,670.11	9,726.15	125,505.94	1,505,671.24	257,285.60	2,647,404.18
TJA02	1	38,904.59	36,347.71	1,010.51	4,668.55	93,207.54	1,000.00	1,925.09	17,220.55	5,854.92	104,376.08	2,625.72	15,004.14	50,000.00	17,000.00	2,670.11	9,726.15	122,005.94	1,464,071.24	232,283.60	2,787,404.18
TJA03	1	19,667.43	18,814.69	688.36	2,360.09	58,983.36	1,000.00	1,925.09	-	-	59,712.74	1,586.20	9,063.99	20,000.00	6,348.79	1,819.24	4,916.86	70,362.92	844,355.07	118,962.16	1,427,545.91
TJA04	1	19,667.43	14,531.87	688.36	2,360.09	44,707.30	1,000.00	1,925.09	-	-	49,719.50	1,308.61	7,477.76	-	-	1,819.24	4,916.86	58,505.86	702,070.34	82,822.28	993,067.36
TJA05	1	19,445.64	12,489.90	680.60	2,333.48	38,122.51	1,000.00	1,925.09	-	-	44,989.27	1,176.26	7,561.66	-	-	1,786.72	4,861.41	53,727.18	644,726.16	75,891.28	910,695.41
TJA06	1	14,819.31	8,842.05	518.68	1,778.32	30,589.33	1,000.00	1,925.09	-	-	37,194.69	939.82	6,041.72	-	-	1,370.79	3,704.83	44,176.23	530,114.77	60,390.88	724,690.59
TJA07	1	14,819.31	6,895.01	518.68	1,778.32	23,102.13	1,000.00	1,925.09	-	-	31,654.53	794.24	5,105.82	-	-	1,370.79	3,704.83	37,554.59	450,655.03	51,822.20	621,066.38
TJA08	1	12,264.63	5,731.59	429.26	1,471.76	20,710.33	1,000.00	1,925.09	-	-	28,267.44	698.06	4,487.51	-	-	1,134.48	3,066.16	33,453.00	401,436.03	45,286.25	543,434.98
TJA09	1	12,264.63	5,266.30	429.26	1,471.76	18,732.06	1,000.00	1,925.09	-	-	26,754.46	659.59	4,240.22	-	-	1,134.48	3,066.16	31,654.27	379,851.25	43,022.23	516,266.74
TJA10	1	10,460.31	4,231.78	366.11	1,255.24	16,098.43	1,000.00	1,925.09	-	-	23,630.70	573.30	3,685.48	-	-	967.58	2,615.08	27,889.47	334,673.70	37,325.26	447,903.14
TJA11	1	9,755.30	3,301.25	341.44	1,170.64	12,447.01	1,000.00	1,925.09	-	-	20,314.08	488.59	3,140.93	-	-	902.37	2,438.83	23,943.59	287,323.11	32,098.10	385,177.24
TJA12	1	8,376.26	2,580.49	293.17	1,005.15	10,451.70	1,000.00	1,925.09	-	-	17,874.24	422.98	2,719.13	-	-	774.80	2,094.07	21,016.35	252,196.19	27,764.03	333,168.32
TJA13	2	6,853.59	1,976.94	239.88	822.43	9,148.79	1,000.00	1,925.09	-	-	15,888.22	368.03	2,365.93	-	-	633.96	1,713.40	18,622.19	223,466.25	24,008.79	288,105.51
TJA13	1	6,853.59	1,733.65	239.88	822.43	8,009.79	1,000.00	1,925.09	-	-	14,992.51	345.89	2,223.56	-	-	633.96	1,713.40	17,561.96	210,743.46	22,705.27	272,463.24

ANEXO 4



TABULADOR DEL PERSONAL DE CONFIANZA
PERSONAL TECNICO OPERATIVO
TRIBUNAL DE JUSTICIA ADMINISTRATIVA
VIGENCIA A PARTIR DEL 01 DE MARZO DE 2022

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SR	CREDITO AL SALARIO (INFORMATIVO)	ESSTE (15%)	PENSIONES (5%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO EFECTIVO DEL CARGO	SR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGO DEL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	SR PRIMA BRUTA	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																	ESSTE (9.25%)	PENSIONES (25%)				
TJA14	1	5,400.00	1,321.69	-	189.00	486.00	7,448.93	400.00	2,525.09	-	-	13,777.33	306.72	1,971.75	-	-	499.50	1,350.00	16,055.80	192,669.64	19,901.99	238,823.87
TJA15	1	5,400.00	1,044.22	-	189.00	486.00	5,900.56	400.00	2,525.09	-	-	12,506.45	276.61	1,778.21	-	-	499.50	1,350.00	14,561.27	174,735.21	18,129.99	217,559.87
TJA16	1	5,400.00	972.36	-	189.00	486.00	5,466.27	400.00	2,525.09	-	-	12,144.00	268.17	1,723.92	-	-	499.50	1,350.00	14,136.08	169,633.07	17,632.95	211,595.34
TJA17	1	5,400.00	792.95	-	189.00	486.00	4,345.01	400.00	2,525.09	-	-	11,202.15	246.36	1,583.76	-	-	499.50	1,350.00	13,032.27	156,387.25	16,349.73	196,196.71
TJA18	1	5,400.00	718.64	-	189.00	486.00	3,723.33	400.00	2,525.09	-	-	10,654.78	234.27	1,506.05	-	-	499.50	1,350.00	12,395.11	148,741.27	15,638.25	187,658.97
TJA19	1	5,400.00	191.32	253.54	189.00	486.00	1,206.99	400.00	2,525.09	-	-	8,665.76	185.35	1,191.51	-	-	499.50	1,350.00	10,042.61	120,511.35	12,758.44	153,101.23
TJA20	1	5,400.00	96.70	294.63	189.00	486.00	714.91	400.00	2,525.09	-	-	8,268.30	175.78	1,130.00	-	-	499.50	1,350.00	9,574.08	114,888.99	12,195.28	146,343.33
TJA21	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	2,312.08	-	-	7,414.98	157.73	1,014.01	-	-	499.50	1,350.00	8,586.73	103,040.74	11,133.32	133,599.90
TJA22	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	1,828.59	-	-	6,931.49	148.33	953.57	-	-	499.50	1,350.00	8,033.40	96,400.81	10,580.00	126,959.97
TJA23	1	5,400.00	22.10	294.63	189.00	486.00	-	400.00	1,329.26	-	-	6,432.16	136.62	891.16	-	-	499.50	1,350.00	7,461.95	89,543.35	10,008.54	120,102.50



TABULADOR DEL PERSONAL DE CONFIANZA
PERSONAL TECNICO OPERATIVO
TRIBUNAL DE JUSTICIA ADMINISTRATIVA
VIGENCIA A PARTIR DEL 01 DE MARZO DE 2022

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SR	CREDITO AL SALARIO (INFORMATIVO)	ESSTE (15%)	PENSIONES (5%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	APOYO BRUTO PARA GASTOS DE REPRESENTACION PARA EL EJERCICIO EFECTIVO DEL CARGO	SR ADICIONAL	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	PRIMA BRUTA MENSUAL POR RIESGO DEL EJERCICIO EFECTIVO DEL CARGO (PAGO TRIMESTRAL)	SR PRIMA BRUTA	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
																	ESSTE (9.25%)	PENSIONES (25%)				
TJA14	1	5,400.00	1,321.69	-	189.00	648.00	7,448.93	400.00	2,525.09	-	-	13,615.33	306.72	1,971.75	-	-	499.50	1,350.00	15,893.80	190,725.64	19,901.99	238,823.87
TJA15	1	5,400.00	1,044.22	-	189.00	648.00	5,900.56	400.00	2,525.09	-	-	12,344.45	276.61	1,778.21	-	-	499.50	1,350.00	14,399.27	172,791.21	18,129.99	217,559.87
TJA16	1	5,400.00	972.36	-	189.00	648.00	5,466.27	400.00	2,525.09	-	-	11,982.00	268.17	1,723.92	-	-	499.50	1,350.00	13,974.09	167,689.07	17,632.95	211,595.34
TJA17	1	5,400.00	792.95	-	189.00	648.00	4,345.01	400.00	2,525.09	-	-	11,040.15	246.36	1,583.76	-	-	499.50	1,350.00	12,870.27	154,443.25	16,349.73	196,196.71
TJA18	1	5,400.00	718.64	-	189.00	648.00	3,723.33	400.00	2,525.09	-	-	10,492.78	234.27	1,506.05	-	-	499.50	1,350.00	12,233.11	146,797.27	15,638.25	187,658.97
TJA19	1	5,400.00	191.32	253.54	189.00	648.00	1,206.99	400.00	2,525.09	-	-	8,503.76	185.35	1,191.51	-	-	499.50	1,350.00	9,880.61	118,567.35	12,758.44	153,101.23
TJA20	1	5,400.00	96.70	294.63	189.00	648.00	714.91	400.00	2,525.09	-	-	8,106.30	175.78	1,130.00	-	-	499.50	1,350.00	9,412.08	112,944.99	12,195.28	146,343.33
TJA21	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	2,312.08	-	-	7,252.98	157.73	1,014.01	-	-	499.50	1,350.00	8,424.73	101,096.74	11,133.32	133,599.90
TJA22	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	1,828.59	-	-	6,769.49	148.33	953.57	-	-	499.50	1,350.00	7,871.40	94,456.81	10,580.00	126,959.97
TJA23	1	5,400.00	22.10	294.63	189.00	648.00	-	400.00	1,329.26	-	-	6,270.16	136.62	891.16	-	-	499.50	1,350.00	7,299.95	87,599.35	10,008.54	120,102.50

ANEXO 4



TABULADOR DEL PERSONAL DE CONFIANZA TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO MANDOS MEDIOS Y SUPERIORES VIGENCIA A PARTIR DEL 01 DE SEPTIEMBRE DE 2022



CLAVE DE PUESTO	NIVEL	SUELDO BASE	BR	ESORTE (1.25%)	PERSONAS (25%)	PERSONAS COMPLEMENTARIAS (25.25%)	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
																ESORTE (1.25%)	PENSIONES (25%)	PENSION COMPLEMENTARIA (25%)		
TM01011	2	43,876.32	83,356.77	1,010.31	5,265.16	18,366.69	226,497.74	1,000.00	1,925.09	-	165,300.22	5,314.15	30,366.57	-	-	2,670.11	10,969.08	54,659.83	377,278.89	4,527,346.65
TM02011	1	38,904.59	70,963.32	1,010.31	4,668.55	-	195,018.14	1,000.00	1,925.09	-	160,206.64	4,605.37	26,316.42	-	-	2,670.11	9,726.15	-	280,165.87	3,361,990.45
TM02011	2	38,904.59	70,963.32	1,010.31	4,668.55	16,020.56	195,018.14	1,000.00	1,925.09	-	144,185.08	4,605.37	26,316.42	-	-	2,670.11	9,726.15	47,369.56	327,535.44	3,930,425.22
TM02011	3	38,904.59	70,963.32	1,010.31	4,668.55	16,020.56	195,018.14	1,000.00	1,925.09	-	144,185.08	4,605.37	26,316.42	-	-	2,670.11	9,726.15	47,369.56	327,535.44	3,930,425.22
TM03011	1	38,904.59	69,094.20	1,010.31	4,668.55	-	189,520.73	1,000.00	1,925.09	-	136,577.35	4,498.48	25,705.60	-	-	2,670.11	9,726.15	46,270.08	320,220.83	3,842,649.91
TM03011	2	38,904.59	69,094.20	1,010.31	4,668.55	15,657.74	189,520.73	1,000.00	1,925.09	-	140,919.62	4,498.48	25,705.60	-	-	2,670.11	9,726.15	46,270.08	320,220.83	3,842,649.91
TM03011	3	38,904.59	69,094.20	1,010.31	4,668.55	15,657.74	189,520.73	1,000.00	1,925.09	-	140,919.62	4,498.48	25,705.60	-	-	2,670.11	9,726.15	46,270.08	320,220.83	3,842,649.91
TM04011	1	38,904.59	70,963.32	1,010.31	4,668.55	-	195,018.14	1,000.00	1,925.09	-	160,206.64	4,605.37	26,316.42	-	-	2,670.11	9,726.15	-	280,165.87	3,361,990.45
TM04011	2	38,904.59	70,963.32	1,010.31	4,668.55	16,020.56	195,018.14	1,000.00	1,925.09	-	144,185.08	4,605.37	26,316.42	-	-	2,670.11	9,726.15	47,369.56	327,535.44	3,930,425.22
TM04011	3	38,904.59	70,963.32	1,010.31	4,668.55	16,020.56	195,018.14	1,000.00	1,925.09	-	144,185.08	4,605.37	26,316.42	-	-	2,670.11	9,726.15	47,369.56	327,535.44	3,930,425.22
TM04021	1	38,904.59	56,324.96	1,010.31	4,668.55	-	151,964.14	1,000.00	1,925.09	-	131,790.00	3,768.21	21,532.65	-	-	2,670.11	9,726.15	-	231,490.93	2,777,891.19
TM04021	2	38,904.59	56,324.96	1,010.31	4,668.55	13,179.00	151,964.14	1,000.00	1,925.09	-	118,611.00	3,768.21	21,532.65	-	-	2,670.11	9,726.15	38,758.76	270,249.70	3,242,996.36
TM04021	3	38,904.59	56,324.96	1,010.31	4,668.55	13,179.00	151,964.14	1,000.00	1,925.09	-	118,611.00	3,768.21	21,532.65	-	-	2,670.11	9,726.15	38,758.76	270,249.70	3,242,996.36
TM04031	1	38,904.59	69,094.20	1,010.31	4,668.55	-	189,520.73	1,000.00	1,925.09	-	156,577.35	4,498.48	25,705.60	-	-	2,670.11	9,726.15	-	273,950.74	3,287,408.93
TM04031	2	38,904.59	69,094.20	1,010.31	4,668.55	15,657.74	189,520.73	1,000.00	1,925.09	-	140,919.62	4,498.48	25,705.60	-	-	2,670.11	9,726.15	46,270.08	320,220.83	3,842,649.91
TM04031	3	38,904.59	69,094.20	1,010.31	4,668.55	15,657.74	189,520.73	1,000.00	1,925.09	-	140,919.62	4,498.48	25,705.60	-	-	2,670.11	9,726.15	46,270.08	320,220.83	3,842,649.91
TM05011	1	17,264.14	27,161.08	604.24	2,071.70	-	87,629.14	1,000.00	1,925.09	-	77,981.35	2,096.47	11,979.82	-	-	1,596.93	4,316.04	-	127,807.63	1,533,691.50
TM05011	2	17,264.14	27,161.08	604.24	2,071.70	7,798.14	87,629.14	1,000.00	1,925.09	-	70,183.22	2,096.47	11,979.82	-	-	1,596.93	4,316.04	21,563.67	149,371.30	1,792,455.59
TM05011	3	17,264.14	27,161.08	604.24	2,071.70	7,798.14	87,629.14	1,000.00	1,925.09	-	70,183.22	2,096.47	11,979.82	-	-	1,596.93	4,316.04	21,563.67	149,371.30	1,792,455.59
TC01012	1	14,819.31	16,252.95	518.68	1,778.32	-	55,292.36	1,000.00	1,925.09	-	54,486.81	1,420.16	8,115.20	-	-	1,370.79	3,704.83	-	87,647.73	1,051,772.74
TC01012	2	14,819.31	16,252.95	518.68	1,778.32	5,448.68	55,292.36	1,000.00	1,925.09	-	49,038.13	1,420.16	8,115.20	-	-	1,370.79	3,704.83	14,607.35	102,255.08	1,227,060.97
TC01012	3	14,819.31	16,252.95	518.68	1,778.32	5,448.68	55,292.36	1,000.00	1,925.09	-	49,038.13	1,420.16	8,115.20	-	-	1,370.79	3,704.83	14,607.35	102,255.08	1,227,060.97
TC02011	1	20,000.00	11,972.94	700.00	2,400.00	-	35,844.97	1,000.00	1,925.09	-	43,697.12	1,142.75	6,530.01	-	-	1,850.00	5,000.00	-	73,292.82	879,513.81
TC02012	1	15,097.98	12,536.33	528.43	1,811.76	-	36,797.26	1,000.00	1,925.09	-	35,844.97	1,142.75	6,530.01	-	-	1,396.36	3,774.50	-	73,042.83	876,513.92
TC04002	1	12,264.63	7,897.55	429.26	1,471.76	-	25,405.06	1,000.00	1,925.09	-	4,514.29	3,510.50	789.34	-	-	1,134.48	3,066.16	-	54,609.58	655,314.96
TC05011	1	10,460.31	6,874.27	366.11	1,255.24	-	21,049.74	1,000.00	1,925.09	-	6,523.21	3,262.74	669.57	-	-	967.58	2,835.08	-	48,836.71	586,040.46
TC06011	1	9,755.30	5,762.53	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	-	7,621.47	28,756.99	552.42	-	-	902.37	2,438.83	-	43,212.63	518,551.55
TC06012	1	9,755.30	5,762.53	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	-	7,621.47	28,756.99	552.42	-	-	902.37	2,438.83	-	43,212.63	518,551.55
TC06013	1	9,755.30	5,762.53	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	-	7,621.47	28,756.99	552.42	-	-	902.37	2,438.83	-	43,212.63	518,551.55

ANEXO 4



TABULADOR DEL PERSONAL DE CONFIANZA TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO MANDOS MEDIOS Y SUPERIORES VIGENCIA A PARTIR DEL 01 DE SEPTIEMBRE DE 2022



CLAVE DE PUESTO	NIVEL	SUELDO BASE	BR	ESORTE (1.25%)	PENSIONES (25%)	PENSIONES COMPLEMENTARIAS (25.25%)	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
																ESORTE (1.25%)	PENSIONES (25%)	PENSION COMPLEMENTARIA (25%)		
TC06014	1	9,755.30	5,762.53	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	7,621.47	28,756.99	552.42	3,156.68	130.75	-	902.37	2,438.83	-	43,212.63	518,551.55
TC06015	1	9,755.30	5,762.53	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	7,621.47	28,756.99	552.42	3,156.68	130.75	-	902.37	2,438.83	-	43,212.63	518,551.55
TC06016	1	9,755.30	5,762.53	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	7,621.47	28,756.99	552.42	3,156.68	130.75	-	902.37	2,438.83	-	43,212.63	518,551.55
TC07011	1	8,376.26	4,668.83	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	7,049.24	25,414.36	473.13	2,703.59	130.75	-	774.80	2,094.07	-	37,557.84	450,694.10
TC07012	1	8,376.26	4,668.83	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	7,049.24	25,414.36	473.13	2,703.59	130.75	-	774.80	2,094.07	-	37,557.84	450,694.10
TC07013	1	8,376.26	4,668.83	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	7,049.24	25,414.36	473.13	2,703.59	130.75	-	774.80	2,094.07	-	37,557.84	450,694.10
TC07014	1	8,376.26	4,668.83	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	7,049.24	25,414.36	473.13	2,703.59	130.75	-	774.80	2,094.07	-	37,557.84	450,694.10
TC07015	1	8,376.26	4,668.83	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	7,049.24	25,414.36	473.13	2,703.59	130.75	-	774.80	2,094.07	-	37,557.84	450,694.10
TC07016	1	8,376.26	4,668.83	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	7,049.24	25,414.36	473.13	2,703.59	130.75	-	774.80	2,094.07	-	37,557.84	450,694.10
TC07017	1	8,376.26	4,668.83	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	7,049.24	25,414.36	473.13	2,703.59	130.75	-	774.80	2,094.07	-	37,557.84	450,694.10
TC08011	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC08012	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC08013	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC08014	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC08015	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC08016	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC08017	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC08018	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09011	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09012	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09013	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09014	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09015	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09016	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09017	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09018	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09019	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09020	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09021	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09022	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09023	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09024	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09025	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09026	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09027	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09028	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09029	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09030	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09031	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09032	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09033	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09034	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09035	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09036	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09037	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09038	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09039	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09040	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09041	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09042	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,925.09	9,827.37	22,186.50	327.93	1,873.90	127.16	-	519.44	1,403.91	-	30,944.81	371,337.75
TC09043	1	5,615.62	3,635.55	196.55	673.87	-	8,324.39	1,000.00	1,92											

ANEXO 4



TABULADOR DEL PERSONAL DE CONFIANZA
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
MANDOS MEDIOS Y SUPERIORES
VIGENCIA A PARTIR DEL 01 DE SEPTIEMBRE DE 2022



CLAVE DE PUESTO	NIVEL	SUELDO BASE	BR	ISSTE (1.2%)	PENSIONES (1%)	PENSIONES COMPLEMENTARIAS (20.1%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACIÓN BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTERVENIDO	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
																ISSTE (1.2%)	PENSIONES (1%)	PENSIONES COMPLEMENTARIAS (20.1%)		
TC40502	1	14,819.31	9,104.12	518.68	1,778.32	-	31,462.92	1,000.00	1,925.09	-	37,806.20	956.81	5,467.48	-	-	1,370.79	3,704.83	-	60,707.22	728,486.67
TC40503	1	14,819.31	9,104.12	518.68	1,778.32	-	31,462.92	1,000.00	1,925.09	-	37,806.20	956.81	5,467.48	-	-	1,370.79	3,704.83	-	60,707.22	728,486.67
TC40504	1	14,819.31	9,104.12	518.68	1,778.32	-	31,462.92	1,000.00	1,925.09	-	37,806.20	956.81	5,467.48	-	-	1,370.79	3,704.83	-	60,707.22	728,486.67
TC40505	1	14,819.31	9,104.12	518.68	1,778.32	-	31,462.92	1,000.00	1,925.09	-	37,806.20	956.81	5,467.48	-	-	1,370.79	3,704.83	-	60,707.22	728,486.67
TC40506	1	14,819.31	9,104.12	518.68	1,778.32	-	31,462.92	1,000.00	1,925.09	-	37,806.20	956.81	5,467.48	-	-	1,370.79	3,704.83	-	60,707.22	728,486.67
TC40507	1	14,819.31	9,104.12	518.68	1,778.32	-	31,462.92	1,000.00	1,925.09	-	37,806.20	956.81	5,467.48	-	-	1,370.79	3,704.83	-	60,707.22	728,486.67
TC40601	1	12,264.63	7,978.19	429.26	1,471.76	-	25,405.06	1,000.00	1,925.09	4,857.14	35,572.71	789.34	4,510.53	-	-	1,134.48	3,066.16	-	54,952.43	659,429.16
TC40701	1	10,490.31	7,247.54	366.11	1,255.24	-	21,133.83	1,000.00	1,925.09	4,500.00	30,932.66	671.21	3,835.47	-	-	967.58	2,615.08	-	45,808.56	525,302.76
TC40721	1	10,490.31	7,247.54	366.11	1,255.24	-	21,133.83	1,000.00	1,925.09	4,500.00	30,932.66	671.21	3,835.47	-	-	967.58	2,615.08	-	45,808.56	525,302.76
TC40731	1	10,490.31	7,247.54	366.11	1,255.24	-	21,133.83	1,000.00	1,925.09	4,500.00	30,932.66	671.21	3,835.47	-	-	967.58	2,615.08	-	45,808.56	525,302.76
TC40801	1	9,755.30	4,621.13	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	2,768.57	25,045.49	552.42	3,156.68	130.75	-	902.37	2,438.83	-	38,359.73	460,316.75
TC40802	1	9,755.30	4,621.13	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	2,768.57	25,045.49	552.42	3,156.68	130.75	-	902.37	2,438.83	-	38,359.73	460,316.75
TC40803	1	9,755.30	4,621.13	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	2,768.57	25,045.49	552.42	3,156.68	130.75	-	902.37	2,438.83	-	38,359.73	460,316.75
TC40804	1	9,755.30	4,621.13	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	2,768.57	25,045.49	552.42	3,156.68	130.75	-	902.37	2,438.83	-	38,359.73	460,316.75
TC40805	1	9,755.30	4,621.13	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	2,768.57	25,045.49	552.42	3,156.68	130.75	-	902.37	2,438.83	-	38,359.73	460,316.75
TC40806	1	9,755.30	4,621.13	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	2,768.57	25,045.49	552.42	3,156.68	130.75	-	902.37	2,438.83	-	38,359.73	460,316.75
TC40901	1	8,376.26	4,274.05	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	5,349.45	24,109.35	473.13	2,703.59	130.21	-	774.80	2,094.07	-	35,857.51	430,290.14
TC41001	1	8,376.26	3,962.00	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	3,888.52	22,960.47	473.13	2,703.59	127.16	-	774.80	2,094.07	-	34,393.53	412,722.38
TC41002	1	8,376.26	3,962.00	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	3,888.52	22,960.47	473.13	2,703.59	127.16	-	774.80	2,094.07	-	34,393.53	412,722.38
TC41003	1	8,376.26	3,962.00	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	3,888.52	22,960.47	473.13	2,703.59	127.16	-	774.80	2,094.07	-	34,393.53	412,722.38
TC41101	1	8,376.26	3,715.48	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	2,734.39	22,052.86	473.13	2,703.59	127.16	-	774.80	2,094.07	-	33,239.40	398,872.82
TC41102	1	8,376.26	3,715.48	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	2,734.39	22,052.86	473.13	2,703.59	127.16	-	774.80	2,094.07	-	33,239.40	398,872.82
TC41103	1	8,376.26	3,715.48	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	2,734.39	22,052.86	473.13	2,703.59	127.16	-	774.80	2,094.07	-	33,239.40	398,872.82
TC41104	1	8,376.26	3,715.48	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	2,734.39	22,052.86	473.13	2,703.59	127.16	-	774.80	2,094.07	-	33,239.40	398,872.82
TC41105	1	8,376.26	3,715.48	293.17	1,005.15	-	13,030.92	1,000.00	1,925.09	2,734.39	22,052.86	473.13	2,703.59	127.16	-	774.80	2,094.07	-	33,239.40	398,872.82
TC41201	1	6,853.00	2,834.14	239.66	822.36	-	9,997.91	1,000.00	1,925.09	3,164.57	19,044.21	384.53	2,197.33	127.16	-	633.90	1,713.25	-	27,996.75	335,960.99
TC41202	1	6,853.00	2,834.14	239.66	822.36	-	9,997.91	1,000.00	1,925.09	3,164.57	19,044.21	384.53	2,197.33	127.16	-	633.90	1,713.25	-	27,996.75	335,960.99
TC41203	1	6,853.00	2,834.14	239.66	822.36	-	9,997.91	1,000.00	1,925.09	3,164.57	19,044.21	384.53	2,197.33	127.16	-	633.90	1,713.25	-	27,996.75	335,960.99
TC41204	1	6,853.00	2,834.14	239.66	822.36	-	9,997.91	1,000.00	1,925.09	3,164.57	19,044.21	384.53	2,197.33	127.16	-	633.90	1,713.25	-	27,996.75	335,960.99

ANEXO 4



TABULADOR DEL PERSONAL DE CONFIANZA
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
MANDOS MEDIOS Y SUPERIORES
VIGENCIA A PARTIR DEL 01 DE SEPTIEMBRE DE 2022



CLAVE DE PUESTO	NIVEL	SUELDO BASE	BR	ISSTE (1.2%)	PENSIONES (1.2%)	PENSIONES COMPLEMENTARIAS (20.1%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	ASIGNACIÓN BRUTA PARA EL EJERCICIO EFECTIVO DEL CARGO	NETO MENSUAL INTERVENIDO	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
																ISSTE (1.2%)	PENSIONES (1.2%)	PENSION COMPLEMENTARIA (1.2%)		
TC41301	1	5,615.62	2,528.11	196.55	673.87	-	8,346.19	1,000.00	1,925.09	4,620.93	18,109.30	328.36	1,876.32	127.16	-	519.44	1,403.91	-	25,763.02	309,156.22
TC41302	1	5,615.62	2,528.11	196.55	673.87	-	8,346.19	1,000.00	1,925.09	4,620.93	18,109.30	328.36	1,876.32	127.16	-	519.44	1,403.91	-	25,763.02	309,156.22
TC41303	1	5,615.62	2,528.11	196.55	673.87	-	8,346.19	1,000.00	1,925.09	4,620.93	18,109.30	328.36	1,876.32	127.16	-	519.44	1,403.91	-	25,763.02	309,156.22
TC41401	1	5,615.62	2,282.47	196.55	673.87	-	8,346.19	1,000.00	1,925.09	3,470.92	17,204.93	328.36	1,876.32	127.16	-	519.44	1,403.91	-	24,613.01	295,356.10
TC41402	1	5,615.62	2,282.47	196.55	673.87	-	8,346.19	1,000.00	1,925.09	3,470.92	17,204.93	328.36	1,876.32	127.16	-	519.44	1,403.91	-	24,613.01	295,356.10
TC41403	1	5,615.62	2,282.47	196.55	673.87	-	8,346.19	1,000.00	1,925.09	3,470.92	17,204.93	328.36	1,876.32	127.16	-	519.44	1,403.91	-	24,613.01	295,356.10
TC41404	1	5,615.62	2,282.47	196.55	673.87	-	8,346.19	1,000.00	1,925.09	3,470.92	17,204.93	328.36	1,876.32	127.16	-	519.44	1,403.91	-	24,613.01	295,356.10
TC41405	1	5,615.62	2,282.47	196.55	673.87	-	8,346.19	1,000.00	1,925.09	3,470.92	17,204.93	328.36	1,876.32	127.16	-	519.44	1,403.91	-	24,613.01	295,356.10
TC41406	1	5,615.62	2,282.47	196.55	673.87	-	8,346.19	1,000.00	1,925.09	3,470.92	17,204.93	328.36	1,876.32	127.16	-	519.44	1,403.91	-	24,613.01	295,356.10
TID0101	1	14,819.31	10,261.26	518.68	1,778.32	-	31,462.92	1,000.00	1,925.09	3,857.14	40,506.20	956.81	5,467.48	-	-	1,370.79	3,704.83	-	64,564.36	774,772.35
TID0601	1	9,755.30	4,620.64	341.44	1,170.64	-	15,729.73	1,000.00	1,925.09	2,768.57	25,045.49	552.42	3,156.68	130.75	-	902.37	2,438.83	-	41,914.08	502,944.90
TID0301	1	6,853.00	4,063.99	239.66	822.36	-	9,971.30	1,000.00	1,925.09	8,948.90	25,572.08	384.02	2,194.38	127.89	-	633.90	1,713.25	-	35,751.73	405,020.70
TID0401	1	5,615.62	3,316.12	196.55	673.87	-	8,346.19	1,000.00	1,925.09	8,310.13	21,010.49	328.36	1,876.32	127.16	-	519.44	1,403.91	-	29,452.22	353,426.62
TID0501	1	6,853.00	3,110.73	239.66	822.36	-	9,997.91	1,000.00	1,925.09	4,159.41	20,062.50	384.53	2,197.33	127.16	-	633.90	1,713.25	-	29,204.63	351,199.83
TID0601	1	5,615.62	2,528.83	196.55	673.87	-	8,346.19	1,000.00	1,925.09	4,624.29	18,111.94	328.36	1,876.32	127.16	-	519.44	1,403.91	-	25,766.38	309,196.54
TID0602	1	5,615.62	2,528.83	196.55	673.87	-	8,346.19	1,000.00	1,925.09	4,624.29	18,111.94	328.36	1,876.32	127.16	-	519.44	1,403.91	-	25,766.38	309,196.54
TID0701	1	5,615.62	1,524.03	196.55	673.87	-	6,613.19	1,000.00	1,925.09	1,653.18	14,412.63	294.66	1,683.77	127.16	-	519.44	1,403.91	-	20,836.02	250,032.19
TID0702	1	5,615.62	1,524.03	196.55	673.87	-	6,613.19	1,000.00	1,925.09	1,653.18	14,412.63	294.66	1,683.77	127.16	-	519.44	1,403.91	-	20,836.02	250,032.19

ANEXO 4

TABULADOR DEL PERSONAL DE CONFIANZA TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO TÉCNICO OPERATIVO VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022																				
CLAVE DE PUESTO	NIVEL	SUELDO BASE	BR	ISSTE (0.2%)	PENSIONES (2%)	PENSIONES COMPLEMENTARIAS (10.25%)	INCENTIVO	MONEDERO	REGRESACIÓN, 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
																ISSTE (0.2%)	PENSIONES (2%)	PENSION COMPLEMENTARIA (10.25%)		
TCJ1001	1	5,400.00	1,742.32	189.00	486.00	-	3,399.36	400.00	2,525.09	6,104.59	15,411.72	227.90	1,302.72	127.16	-	499.50	1,350.00	-	21,336.39	256,036.71
TCJ1002	1	5,400.00	1,742.32	189.00	486.00	-	3,399.36	400.00	2,525.09	6,104.59	15,411.72	227.90	1,302.72	127.16	-	499.50	1,350.00	-	21,336.39	256,036.71
TCJ1101	1	5,400.00	1,483.88	189.00	486.00	-	3,399.36	400.00	2,525.09	4,894.69	14,440.26	227.90	1,302.72	127.16	-	499.50	1,350.00	-	20,126.49	241,517.91
TCJ1102	1	5,400.00	1,483.88	189.00	486.00	-	3,399.36	400.00	2,525.09	4,894.69	14,440.26	227.90	1,302.72	127.16	-	499.50	1,350.00	-	20,126.49	241,517.91
TCJ1103	1	5,400.00	1,483.88	189.00	486.00	-	3,399.36	400.00	2,525.09	4,894.69	14,440.26	227.90	1,302.72	127.16	-	499.50	1,350.00	-	20,126.49	241,517.91
TCJ1201	1	5,400.00	1,359.71	189.00	486.00	-	3,397.82	400.00	2,525.09	4,263.29	13,951.49	227.95	1,302.55	125.99	-	499.50	1,350.00	-	19,492.18	233,906.17
TCJ1202	1	5,400.00	1,359.71	189.00	486.00	-	3,397.82	400.00	2,525.09	4,263.29	13,951.49	227.95	1,302.55	125.99	-	499.50	1,350.00	-	19,492.18	233,906.17
TCJ1301	1	5,400.00	1,079.96	189.00	486.00	-	3,208.06	400.00	2,525.09	5,571.57	12,670.16	172.10	903.75	121.83	-	499.50	1,350.00	-	17,552.58	210,628.28
TCJ1501	1	5,400.00	1,657.96	189.00	486.00	-	5,893.05	400.00	2,525.09	3,215.97	15,101.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCJ1502	1	5,400.00	1,657.96	189.00	486.00	-	5,893.05	400.00	2,525.09	3,215.97	15,101.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCJ1503	1	5,400.00	1,657.96	189.00	486.00	-	5,893.05	400.00	2,525.09	3,215.97	15,101.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCJ1504	1	5,400.00	1,657.96	189.00	486.00	-	5,893.05	400.00	2,525.09	3,215.97	15,101.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCJ1601	1	5,400.00	1,564.82	189.00	486.00	-	3,399.36	400.00	2,525.09	5,273.60	14,758.23	227.90	1,302.72	127.16	196.04	499.50	1,350.00	-	20,701.44	248,417.31
TCJ1602	1	5,400.00	1,564.82	189.00	486.00	-	3,399.36	400.00	2,525.09	5,273.60	14,758.23	227.90	1,302.72	127.16	196.04	499.50	1,350.00	-	20,701.44	248,417.31
TCJ1701	1	5,400.00	981.79	189.00	486.00	-	2,125.52	400.00	2,525.09	3,999.69	12,193.51	203.21	1,161.18	121.34	192.40	499.50	1,350.00	-	17,377.93	208,535.10
TCJ1702	1	5,400.00	981.79	189.00	486.00	-	2,125.52	400.00	2,525.09	3,999.69	12,193.51	203.21	1,161.18	121.34	192.40	499.50	1,350.00	-	17,377.93	208,535.10
TCJ1802	1	5,400.00	723.41	189.00	486.00	-	559.34	400.00	2,525.09	3,207.80	10,693.82	172.75	987.16	116.78	186.64	499.50	1,350.00	-	15,405.06	184,860.74
TCJ1901	1	5,400.00	649.13	189.00	486.00	-	-	400.00	1,419.44	3,084.42	8,979.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCJ1902	1	5,400.00	649.13	189.00	486.00	-	-	400.00	1,419.44	3,084.42	8,979.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCJ1903	1	5,400.00	649.13	189.00	486.00	-	-	400.00	1,419.44	3,084.42	8,979.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCJ1904	1	5,400.00	649.13	189.00	486.00	-	-	400.00	1,419.44	3,084.42	8,979.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCJ2001	1	5,400.00	756.12	189.00	486.00	-	-	400.00	558.92	4,067.81	8,995.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCJ2002	1	5,400.00	756.12	189.00	486.00	-	-	400.00	558.92	4,067.81	8,995.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCJ2003	1	5,400.00	756.12	189.00	486.00	-	-	400.00	558.92	4,067.81	8,995.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCJ2004	1	5,400.00	756.12	189.00	486.00	-	-	400.00	558.92	4,067.81	8,995.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCJ2005	1	5,400.00	756.12	189.00	486.00	-	-	400.00	558.92	4,067.81	8,995.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCJ2101	1	5,400.00	727.74	189.00	486.00	-	-	400.00	-	3,806.95	8,204.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TCJ2102	1	5,400.00	727.74	189.00	486.00	-	-	400.00	-	3,806.95	8,204.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TCJ2103	1	5,400.00	727.74	189.00	486.00	-	-	400.00	-	3,806.95	8,204.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47

ANEXO 4



Gobierno de Estado

SEFIN

Coahuila de Zaragoza

TABULADOR DEL PERSONAL DE CONFIANZA

TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO

TÉCNICO OPERATIVO

VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022



PODER JUDICIAL

DEL ESTADO DE COAHUILA DE ZARAGOZA

CLAVE DE PUESTO	NIVEL	SUELDO BASE	BR	ISSTE (0.25%)	PENSIONES (2%)	PENSIONES COMPLEMENTARIAS (10.25%)	INCENTIVO	MONEDERO	REGRESACIÓN, 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
																ISSTE (0.25%)	PENSIONES (2%)	PENSION COMPLEMENTARIA (10.25%)		
TCA2301	1	5,400.00	661.38	189.00	486.00	-	-	400.00	-	3,197.00	7,660.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TCA2302	1	5,400.00	661.38	189.00	486.00	-	-	400.00	-	3,197.00	7,660.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TCA2303	1	5,400.00	661.38	189.00	486.00	-	-	400.00	-	3,197.00	7,660.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TCA2401	1	5,400.00	661.38	189.00	486.00	-	-	400.00	-	3,197.00	7,660.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TID0801	1	5,400.00	1,005.70	189.00	486.00	-	2,125.52	400.00	2,525.09	3,549.12	12,319.05	203.21	1,161.18	121.63	192.95	499.50	1,350.00	-	17,528.20	210,338.34
TID0901	1	5,400.00	795.93	189.00	486.00	-	2,130.63	400.00	2,525.09	2,232.99	11,217.78	203.31	1,161.75	119.08	188.06	499.50	1,350.00	-	16,210.40	194,524.83
TID0903	1	5,400.00	795.93	189.00	486.00	-	2,130.63	400.00	2,525.09	2,232.99	11,217.78	203.31	1,161.75	119.08	188.06	499.50	1,350.00	-	16,210.40	194,524.83
TID1001	1	5,400.00	594.26	189.00	486.00	-	-	400.00	2,360.02	2,680.12	9,370.88	156.72	805.56	112.21	182.72	499.50	1,350.00	-	13,836.88	166,042.20
TID1101	1	5,400.00	549.14	189.00	486.00	-	-	400.00	2,230.45	2,365.42	8,979.73	156.30	893.16	112.21	179.96	499.50	1,350.00	-	13,395.00	160,740.05
TID1201	1	5,400.00	649.13	189.00	486.00	-	-	400.00	1,419.44	3,084.42	8,979.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TID1401	1	5,400.00	727.74	189.00	486.00	-	-	400.00	-	3,806.95	8,204.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TID1402	1	5,400.00	727.74	189.00	486.00	-	-	400.00	-	3,806.95	8,204.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TID1501	1	5,400.00	578.40	189.00	486.00	-	-	400.00	679.70	2,434.32	7,660.62	125.99	719.97	112.21	181.68	499.50	1,350.00	-	11,903.37	142,840.45
TID1601	1	5,400.00	578.40	189.00	486.00	-	-	400.00	679.70	2,434.32	7,660.62	125.99	719.97	112.21	174.36	499.50	1,350.00	-	11,896.05	142,752.61

ANEXO 4



TABULADOR DEL PERSONAL DE CONFIANZA
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TÉCNICO OPERATIVO
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022



CLAVE DE PUESTO	NIVEL	SUELDO BASE	SR	ESORTE (1.2%)	PENSIONES (1.2%)	PENSIONES COMPLEMENTARIAS (10.1%)	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
																ESORTE (0.25%)	PENSIONES (2%)	PENSION COMPLEMENTARIA (2%)		
TCJ1001	1	5,400.00	1,742.32	109.00	648.00	-	3,399.36	400.00	2,525.09	6,104.59	15,249.72	227.90	1,302.72	127.16	-	499.50	1,350.00	-	21,336.39	256,036.71
TCJ1002	1	5,400.00	1,742.32	109.00	648.00	-	3,399.36	400.00	2,525.09	6,104.59	15,249.72	227.90	1,302.72	127.16	-	499.50	1,350.00	-	21,336.39	256,036.71
TCJ1101	1	5,400.00	1,483.08	109.00	648.00	-	3,399.36	400.00	2,525.09	4,894.69	14,290.26	227.90	1,302.72	127.16	-	499.50	1,350.00	-	20,126.49	241,517.91
TCJ1102	1	5,400.00	1,483.08	109.00	648.00	-	3,399.36	400.00	2,525.09	4,894.69	14,290.26	227.90	1,302.72	127.16	-	499.50	1,350.00	-	20,126.49	241,517.91
TCJ1103	1	5,400.00	1,483.08	109.00	648.00	-	3,399.36	400.00	2,525.09	4,894.69	14,290.26	227.90	1,302.72	127.16	-	499.50	1,350.00	-	20,126.49	241,517.91
TCJ1201	1	5,400.00	1,359.71	109.00	648.00	-	3,397.82	400.00	2,525.09	4,263.29	13,789.49	227.95	1,302.55	125.99	-	499.50	1,350.00	-	19,492.18	233,906.17
TCJ1202	1	5,400.00	1,359.71	109.00	648.00	-	3,397.82	400.00	2,525.09	4,263.29	13,789.49	227.95	1,302.55	125.99	-	499.50	1,350.00	-	19,492.18	233,906.17
TCJ1301	1	5,400.00	1,079.96	109.00	648.00	-	528.66	400.00	2,525.09	5,571.37	12,508.16	172.16	983.75	121.83	-	499.50	1,350.00	-	17,552.36	210,628.28
TCA1501	1	5,400.00	1,657.96	109.00	648.00	-	5,893.05	400.00	2,525.09	3,215.97	14,939.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCA1502	1	5,400.00	1,657.96	109.00	648.00	-	5,893.05	400.00	2,525.09	3,215.97	14,939.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCA1503	1	5,400.00	1,657.96	109.00	648.00	-	5,893.05	400.00	2,525.09	3,215.97	14,939.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCA1504	1	5,400.00	1,657.96	109.00	648.00	-	5,893.05	400.00	2,525.09	3,215.97	14,939.15	276.46	1,579.79	127.16	196.04	499.50	1,350.00	-	21,463.07	257,556.81
TCA1601	1	5,400.00	1,564.82	109.00	648.00	-	3,399.36	400.00	2,525.09	5,273.60	14,596.23	227.90	1,302.72	127.16	196.04	499.50	1,350.00	-	20,701.44	248,417.31
TCA1602	1	5,400.00	1,564.82	109.00	648.00	-	3,399.36	400.00	2,525.09	5,273.60	14,596.23	227.90	1,302.72	127.16	196.04	499.50	1,350.00	-	20,701.44	248,417.31
TCA1701	1	5,400.00	981.79	109.00	648.00	-	2,125.52	400.00	2,525.09	3,999.69	12,031.51	203.21	1,161.18	121.34	192.40	499.50	1,350.00	-	17,377.93	208,535.10
TCA1702	1	5,400.00	981.79	109.00	648.00	-	2,125.52	400.00	2,525.09	3,999.69	12,031.51	203.21	1,161.18	121.34	192.40	499.50	1,350.00	-	17,377.93	208,535.10
TCA1802	1	5,400.00	723.41	109.00	648.00	-	559.34	400.00	2,525.09	3,207.80	10,531.82	172.75	987.16	116.78	186.64	499.50	1,350.00	-	15,405.06	184,980.74
TCA1901	1	5,400.00	649.13	109.00	648.00	-	-	400.00	1,419.44	3,084.42	8,817.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCA1902	1	5,400.00	649.13	109.00	648.00	-	-	400.00	1,419.44	3,084.42	8,817.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCA1903	1	5,400.00	649.13	109.00	648.00	-	-	400.00	1,419.44	3,084.42	8,817.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCA1904	1	5,400.00	649.13	109.00	648.00	-	-	400.00	1,419.44	3,084.42	8,817.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TCA2001	1	5,400.00	756.12	109.00	648.00	-	-	400.00	558.92	4,067.81	8,833.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCA2002	1	5,400.00	756.12	109.00	648.00	-	-	400.00	558.92	4,067.81	8,833.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCA2003	1	5,400.00	756.12	109.00	648.00	-	-	400.00	558.92	4,067.81	8,833.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCA2004	1	5,400.00	756.12	109.00	648.00	-	-	400.00	558.92	4,067.81	8,833.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCA2005	1	5,400.00	756.12	109.00	648.00	-	-	400.00	558.92	4,067.81	8,833.61	123.65	706.55	118.30	187.26	499.50	1,350.00	-	13,411.98	160,943.79
TCA2101	1	5,400.00	727.74	109.00	648.00	-	-	400.00	-	3,806.95	8,042.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TCA2102	1	5,400.00	727.74	109.00	648.00	-	-	400.00	-	3,806.95	8,042.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TCA2103	1	5,400.00	727.74	109.00	648.00	-	-	400.00	-	3,806.95	8,042.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47

ANEXO 4



TABULADOR DEL PERSONAL DE CONFIANZA
TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO
TÉCNICO OPERATIVO
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2022



CLAVE DE PUESTO	NIVEL	SUELDO BASE	SR	ESORTE (1.2%)	PENSIONES (1.2%)	PENSIONES COMPLEMENTARIAS (10.1%)	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
																ESORTE (0.25%)	PENSIONES (2%)	PENSION COMPLEMENTARIA (2%)		
TCA2301	1	5,400.00	661.38	109.00	648.00	-	-	400.00	-	3,197.00	7,496.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TCA2302	1	5,400.00	661.38	109.00	648.00	-	-	400.00	-	3,197.00	7,496.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TCA2303	1	5,400.00	661.38	109.00	648.00	-	-	400.00	-	3,197.00	7,496.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TCA2401	1	5,400.00	661.38	109.00	648.00	-	-	400.00	-	3,197.00	7,496.62	112.78	644.44	113.88	185.46	499.50	1,350.00	-	11,903.06	142,836.75
TID0801	1	5,400.00	1,005.70	109.00	648.00	-	2,125.52	400.00	2,525.09	3,549.12	12,157.03	203.21	1,161.18	121.63	192.95	499.50	1,350.00	-	17,528.20	210,338.34
TID0901	1	5,400.00	795.93	109.00	648.00	-	2,130.63	400.00	2,525.09	2,232.99	11,055.78	203.31	1,161.75	119.08	188.06	499.50	1,350.00	-	16,210.40	194,524.83
TID0903	1	5,400.00	795.93	109.00	648.00	-	2,130.63	400.00	2,525.09	2,232.99	11,055.78	203.31	1,161.75	119.08	188.06	499.50	1,350.00	-	16,210.40	194,524.83
TID1001	1	5,400.00	549.14	109.00	648.00	-	-	400.00	2,238.45	2,165.42	8,817.73	156.30	893.16	112.21	179.96	499.50	1,350.00	-	13,395.00	160,740.05
TID1201	1	5,400.00	649.13	109.00	648.00	-	-	400.00	1,419.44	3,084.42	8,817.73	140.38	802.16	113.31	185.23	499.50	1,350.00	-	13,394.44	160,733.26
TID1401	1	5,400.00	727.74	109.00	648.00	-	-	400.00	-	3,806.95	8,042.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TID1402	1	5,400.00	727.74	109.00	648.00	-	-	400.00	-	3,806.95	8,042.21	112.78	644.44	116.98	186.72	499.50	1,350.00	-	12,517.37	150,208.47
TID1501	1	5,400.00	578.40	109.00	648.00	-	-	400.00	679.70	2,434.32	7,496.62	125.99	719.97	112.21	181.68	499.50	1,350.00	-	11,903.37	142,840.45
TID1601	1	5,400.00	578.40	109.00	648.00	-	-	400.00	679.70	2,434.32	7,496.62	125.99	719.97	112.21	174.36	499.50	1,350.00	-	11,896.05	142,752.61