



**TABULADOR DE SUELDOS DE PERSONAL DE CONFIANZA, (MANDOS SUPERIORES Y HOMOLOGOS)  
VIGENCIA A PARTIR DEL 01 DE ENERO DEL 2012**



| CLAVE DEL NIVEL DEL PUESTO | SUELDO BASE MENSUAL (1102) | CANTIDAD ADICIONAL (1104) | INCENTIVO MENSUAL (1106) | DESPENSA (1107) | AYUDA DE TRANSPORTE (1108) | I.S.P.T  | ISSSTE (3.5%) | PENSIONES (7.0%) | CUOTA ACCION SOCIAL | NETO TOTAL | PRIMA VAC. MENSUAL (1306) | AGUINALDO MENSUAL (1308) | REPERCUSIONES         |                          | COSTO MENSUAL NETO | COSTO ANUAL NETO | COSTO MENSUAL BRUTO | COSTO ANUAL BRUTO |
|----------------------------|----------------------------|---------------------------|--------------------------|-----------------|----------------------------|----------|---------------|------------------|---------------------|------------|---------------------------|--------------------------|-----------------------|--------------------------|--------------------|------------------|---------------------|-------------------|
|                            |                            |                           |                          |                 |                            |          |               |                  |                     |            |                           |                          | ISSSTE (9.25%) (1401) | PENSIONES (10.5%) (1408) |                    |                  |                     |                   |
| DIP01                      | 19,667.43                  | 21,509.44                 | 20,919.60                | 0.00            | 0.00                       | 5,091.63 | 628.11        | 1,376.72         | 120.00              | 54,880.01  | 1,207.43                  | 6,899.61                 | 1,660.01              | 2,065.08                 | 62,987.05          | 755,844.54       | 73,928.59           | 887,143.05        |
| MMS01                      | 19,667.43                  | 21,509.44                 | 15,919.60                | 0.00            | 0.00                       | 5,091.63 | 628.11        | 1,376.72         | 120.00              | 49,880.01  | 1,110.21                  | 6,344.05                 | 1,660.01              | 2,065.08                 | 57,334.27          | 688,011.21       | 68,275.82           | 819,309.66        |
| MM01                       | 14,819.31                  | 13,572.60                 | 8,380.05                 | 0.00            | 0.00                       | 3,215.93 | 518.68        | 1,037.35         | 120.00              | 31,880.00  | 715.01                    | 4,085.77                 | 1,370.79              | 1,556.03                 | 36,680.78          | 440,169.37       | 44,499.56           | 533,994.65        |
| MM02                       | 12,264.63                  | 11,512.75                 | 7,004.66                 | 0.00            | 0.00                       | 2,494.26 | 429.26        | 858.52           | 120.00              | 26,880.00  | 598.54                    | 3,420.23                 | 1,134.48              | 1,287.79                 | 30,898.76          | 370,785.17       | 37,223.08           | 446,676.95        |
| MM03                       | 10,460.31                  | 10,046.82                 | 6,074.83                 | 0.00            | 0.00                       | 1,983.61 | 366.11        | 732.22           | 120.00              | 23,380.02  | 516.87                    | 2,953.55                 | 967.58                | 1,098.33                 | 26,850.44          | 322,205.26       | 32,118.29           | 385,419.34        |
| MM04                       | 9,755.30                   | 8,833.70                  | 4,664.68                 | 0.00            | 0.00                       | 1,729.37 | 341.44        | 682.87           | 120.00              | 20,380.00  | 452.15                    | 2,583.74                 | 902.36                | 1,024.31                 | 23,415.90          | 280,990.76       | 28,216.24           | 338,594.92        |
| MM05                       | 8,376.26                   | 7,603.90                  | 4,229.07                 | 0.00            | 0.00                       | 1,329.73 | 293.17        | 586.34           | 120.00              | 17,879.99  | 392.96                    | 2,245.47                 | 774.80                | 879.51                   | 20,518.42          | 246,221.00       | 24,501.96           | 294,023.66        |
| MM06                       | 6,853.59                   | 6,285.28                  | 3,504.62                 | 0.00            | 0.00                       | 923.85   | 239.88        | 479.75           | 120.00              | 14,880.01  | 323.62                    | 1,849.28                 | 633.96                | 719.63                   | 17,052.91          | 204,634.97       | 20,169.98           | 242,039.52        |
| MM07                       | 5,615.62                   | 6,031.56                  | 2,637.31                 | 0.00            | 0.00                       | 694.84   | 196.55        | 393.09           | 120.00              | 12,880.01  | 277.75                    | 1,587.17                 | 519.44                | 589.64                   | 14,744.93          | 176,939.11       | 17,258.49           | 207,101.78        |
| MM08                       | 4,294.52                   | 5,415.83                  | 3,239.49                 | 0.00            | 0.00                       | 238.53   | 150.31        | 300.62           | 120.00              | 12,140.38  | 251.80                    | 1,438.87                 | 397.24                | 450.92                   | 13,831.06          | 165,972.68       | 15,488.68           | 185,863.96        |
| PR01                       | 2,864.62                   | 5,204.12                  | 3,542.99                 | 139.00          | 52.00                      | 89.28    | 100.26        | 200.52           | 120.00              | 11,292.66  | 225.78                    | 1,290.19                 | 264.98                | 300.78                   | 12,808.64          | 153,703.65       | 13,884.46           | 166,613.57        |
| PR02                       | 2,864.62                   | 5,020.37                  | 2,609.49                 | 139.00          | 52.00                      | 79.28    | 100.26        | 200.52           | 120.00              | 10,185.41  | 204.06                    | 1,166.05                 | 264.98                | 300.78                   | 11,555.52          | 138,666.29       | 12,621.35           | 151,456.21        |
| PR03                       | 2,864.62                   | 4,836.63                  | 1,676.03                 | 139.00          | 52.00                      | 39.04    | 100.26        | 200.52           | 120.00              | 9,108.45   | 182.34                    | 1,041.92                 | 264.98                | 300.78                   | 10,332.71          | 123,992.49       | 11,358.29           | 136,299.53        |
| AD01                       | 2,864.62                   | 4,652.90                  | 742.58                   | 139.00          | 52.00                      | 29.05    | 100.26        | 200.52           | 120.00              | 8,001.26   | 160.61                    | 917.79                   | 264.98                | 300.78                   | 9,199.66           | 110,395.97       | 10,095.26           | 121,143.13        |
| AD02                       | 2,864.62                   | 3,932.32                  | 671.40                   | 139.00          | 52.00                      | 0.00     | 100.26        | 200.52           | 120.00              | 7,238.55   | 145.22                    | 829.82                   | 264.98                | 300.78                   | 8,213.59           | 98,563.02        | 9,200.13            | 110,401.58        |
| AD03                       | 2,864.62                   | 3,214.92                  | 745.00                   | 139.00          | 52.00                      | 0.00     | 100.26        | 200.52           | 120.00              | 6,594.75   | 132.70                    | 758.28                   | 264.98                | 300.78                   | 7,485.73           | 89,828.80        | 8,472.28            | 101,667.36        |
| TE01                       | 2,487.82                   | 2,666.35                  | 640.43                   | 139.00          | 52.00                      | 0.00     | 87.07         | 174.15           | 120.00              | 5,604.38   | 112.67                    | 643.84                   | 230.12                | 261.22                   | 6,360.89           | 76,330.71        | 7,233.46            | 86,801.48         |
| TE02                       | 2,256.11                   | 2,067.93                  | 525.00                   | 139.00          | 52.00                      | 0.00     | 78.96         | 157.93           | 120.00              | 4,683.15   | 94.29                     | 538.78                   | 208.69                | 236.89                   | 5,316.22           | 63,794.65        | 6,118.69            | 73,424.34         |
| TE03                       | 2,256.11                   | 1,723.73                  | 470.00                   | 139.00          | 52.00                      | 0.00     | 78.96         | 157.93           | 120.00              | 4,283.95   | 86.52                     | 494.43                   | 208.69                | 236.89                   | 4,864.90           | 58,378.83        | 5,667.38            | 68,008.52         |
| SM01                       | 2,256.11                   | 1,402.03                  | 403.00                   | 139.00          | 52.00                      | 0.00     | 78.96         | 157.93           | 120.00              | 3,895.25   | 78.97                     | 451.24                   | 208.69                | 236.89                   | 4,425.46           | 53,105.47        | 5,227.93            | 62,735.16         |
| SM02                       | 2,256.11                   | 948.46                    | 350.00                   | 139.00          | 52.00                      | 0.00     | 78.96         | 157.93           | 120.00              | 3,388.68   | 69.12                     | 394.95                   | 208.69                | 236.89                   | 3,852.75           | 46,233.00        | 4,655.22            | 55,862.69         |
| SM03                       | 2,256.11                   | 591.38                    | 300.00                   | 139.00          | 52.00                      | 0.00     | 78.96         | 157.93           | 120.00              | 2,981.60   | 61.20                     | 349.72                   | 208.69                | 236.89                   | 3,392.52           | 40,710.28        | 4,195.00            | 50,339.97         |



TABULADOR DE SUELDOS DE PERSONAL DE CONFIANZA, (MANDOS SUPERIORES Y HOMOLOGOS)  
VIGENCIA A PARTIR DEL 01 DE ENERO DEL 2012



| CLAVE<br>DEL<br>NIVEL<br>DEL PUESTO | SUELDO<br>BASE<br>MENSUAL<br>(1102) | SOBRESUELDO<br>(40%)<br>(1105) | I.S.P.T | ISSSTE<br>(3.5%) | PENSIONES<br>(7.0 %) | NETO<br>MENSUAL | DESPENSA<br>(1107) | AYUDA DE<br>TRANSPORTE<br>(1108) | CUOTA<br>ACCION<br>SOCIAL | NETO<br>TOTAL | PRIMA VAC.<br>MENSUAL<br>(1306) | AGUINALDO<br>MENSUAL<br>(1308) | REPERCUSIONES               |                                | COSTO<br>MENSUAL<br>NETO | COSTO<br>ANUAL<br>NETO | COSTO<br>MENSUAL<br>BRUTO | COSTO<br>ANUAL<br>BRUTO |
|-------------------------------------|-------------------------------------|--------------------------------|---------|------------------|----------------------|-----------------|--------------------|----------------------------------|---------------------------|---------------|---------------------------------|--------------------------------|-----------------------------|--------------------------------|--------------------------|------------------------|---------------------------|-------------------------|
|                                     |                                     |                                |         |                  |                      |                 |                    |                                  |                           |               |                                 |                                | ISSSTE<br>(9.25%)<br>(1401) | PENSIONES<br>(10.5%)<br>(1408) |                          |                        |                           |                         |
| SO06                                | 4,026.96                            | 1,691.32                       | 116.65  | 200.14           | 400.28               | 5,001.21        | 1,200.00           | 600.00                           | 120.00                    | 6,681.21      | 587.08                          | 953.05                         | 528.94                      | 600.42                         | 8,341.34                 | 100,096.05             | 10,187.77                 | 122,253.22              |
| SO07                                | 4,215.49                            | 1,770.51                       | 145.78  | 209.51           | 419.02               | 5,211.69        | 1,200.00           | 600.00                           | 120.00                    | 6,891.69      | 614.56                          | 997.67                         | 553.70                      | 628.53                         | 8,623.91                 | 103,486.97             | 10,580.46                 | 126,965.50              |
| SO08                                | 4,488.72                            | 1,885.26                       | 229.08  | 223.09           | 446.18               | 5,475.63        | 1,200.00           | 600.00                           | 120.00                    | 7,155.63      | 654.40                          | 1,062.33                       | 589.59                      | 669.27                         | 8,992.36                 | 107,908.32             | 11,149.57                 | 133,794.84              |
| SO09                                | 4,648.82                            | 1,952.50                       | 253.81  | 231.05           | 462.09               | 5,654.38        | 1,200.00           | 600.00                           | 120.00                    | 7,334.38      | 677.74                          | 1,100.22                       | 610.62                      | 693.14                         | 9,232.33                 | 110,787.98             | 11,483.04                 | 137,796.51              |
| SO10                                | 4,976.62                            | 2,090.18                       | 304.46  | 247.34           | 494.68               | 6,020.33        | 1,200.00           | 600.00                           | 120.00                    | 7,700.33      | 725.52                          | 1,177.80                       | 653.68                      | 742.01                         | 9,723.65                 | 116,683.82             | 12,165.82                 | 145,989.82              |
| SO11                                | 5,200.50                            | 2,184.21                       | 592.59  | 258.46           | 516.93               | 6,016.73        | 1,200.00           | 600.00                           | 120.00                    | 7,696.73      | 758.16                          | 1,230.79                       | 683.09                      | 775.39                         | 9,805.67                 | 117,668.09             | 12,632.14                 | 151,585.67              |
| SO12                                | 5,446.36                            | 2,287.47                       | 647.74  | 270.68           | 541.37               | 6,274.04        | 1,200.00           | 600.00                           | 120.00                    | 7,954.04      | 794.01                          | 1,288.97                       | 715.38                      | 812.05                         | 10,157.02                | 121,884.21             | 13,144.24                 | 157,730.90              |
| SO13                                | 5,587.12                            | 2,346.59                       | 679.72  | 277.68           | 634.70               | 6,341.61        | 1,200.00           | 600.00                           | 120.00                    | 8,021.61      | 814.53                          | 1,322.29                       | 733.87                      | 833.04                         | 10,278.43                | 123,341.12             | 13,437.43                 | 161,249.17              |
| SO14                                | 5,938.86                            | 2,494.32                       | 759.64  | 295.16           | 590.32               | 6,788.06        | 1,200.00           | 600.00                           | 120.00                    | 8,468.06      | 865.81                          | 1,405.53                       | 780.07                      | 885.48                         | 10,859.39                | 130,312.73             | 14,170.07                 | 170,040.86              |