



**TABULADOR DEL PERSONAL DE CONFIANZA  
MANDOS MEDIOS Y SUPERIORES  
CONGRESO DEL ESTADO  
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2021**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%)	PENSIONES (19.9%)				
CDIP01	1	19,667.43	17,111.37	688.36	1,376.72	53,305.61	1,000.00	1,724.45	56,521.04	1,471.90	8,410.83	1,819.24	3,913.82	66,403.77	796,845.27	91,313.27	1,095,759.28
CMMS01	1	19,667.43	14,910.21	688.36	1,376.72	45,968.44	1,000.00	1,724.45	51,385.03	1,329.23	7,595.59	1,819.24	3,913.82	60,309.85	723,718.14	83,018.20	996,218.34
CMMS02	1	19,445.64	12,722.58	680.60	1,361.19	38,898.13	1,000.00	1,724.45	46,303.84	1,187.44	6,785.36	1,798.72	3,869.68	54,276.64	651,319.67	74,709.42	896,513.03
CMMS03	1	17,264.14	10,481.74	604.24	1,208.49	33,610.16	1,000.00	1,724.45	41,304.27	1,042.20	5,955.42	1,596.93	3,435.56	48,301.89	579,622.64	65,628.86	787,546.34
CMMS04	1	15,097.98	8,455.43	528.43	1,056.86	29,021.93	1,000.00	1,724.45	36,803.65	910.86	5,204.93	1,396.56	3,004.50	42,919.44	515,033.25	57,361.21	688,334.55
CMM01	1	14,819.31	7,167.24	518.68	1,037.35	24,259.60	1,000.00	1,724.45	33,080.09	812.84	4,644.82	1,370.79	2,949.04	38,537.75	462,453.02	51,580.85	618,970.20
CMM02	1	12,264.63	5,412.71	429.26	858.52	19,354.52	1,000.00	1,724.45	27,643.11	667.79	3,815.96	1,134.48	2,440.66	32,126.86	385,522.26	42,402.49	508,829.85
CMM03	1	10,460.31	4,282.22	366.11	732.22	16,334.57	1,000.00	1,724.45	24,138.78	573.99	3,279.93	967.58	2,081.60	27,992.69	335,912.25	36,422.42	437,069.07
CMM04	1	9,755.30	3,426.38	341.44	682.87	13,032.85	1,000.00	1,724.45	21,061.91	496.08	2,834.73	902.37	1,941.30	24,392.72	292,712.65	31,687.08	380,244.98
CMM05	1	8,376.26	2,691.21	293.17	586.34	10,970.04	1,000.00	1,724.45	18,500.04	429.15	2,452.31	774.80	1,666.88	21,381.50	256,577.95	27,393.89	328,726.67
CMM06	1	6,853.59	1,833.11	239.88	479.75	8,475.42	1,000.00	1,724.45	15,500.72	351.04	2,005.94	633.96	1,363.86	17,857.70	214,292.40	22,408.26	268,899.13
CMM07	1	5,615.62	1,280.72	196.55	393.09	7,004.71	1,000.00	1,724.45	13,474.42	298.37	1,704.98	519.44	1,117.51	15,477.77	185,733.18	18,985.08	227,820.95
CMM08	1	4,294.52	1,083.70	150.31	300.62	7,226.35	1,000.00	1,724.45	12,710.70	276.99	1,582.81	397.24	854.61	14,570.50	174,846.04	17,356.98	208,283.74

C.P. JAVIER LECHUGA JIMENEZ LABRA  
TESORERO  
DEL CONGRESO DEL ESTADO DE COAHUILA

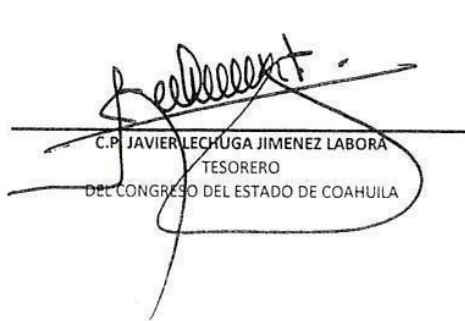
C.P. ROGELIO TORRES MENDOZA  
DIRECTOR DE ADMINISTRACION Y RECURSOS HUMANOS  
DEL CONGRESO DEL ESTADO DE COAHUILA

ING. JOSE LUIS SANCHEZ RAMOS  
DIRECTOR GENERAL DE ADMINISTRACION DE PERSONAL  
DE LA SECRETARIA DE FINANZAS

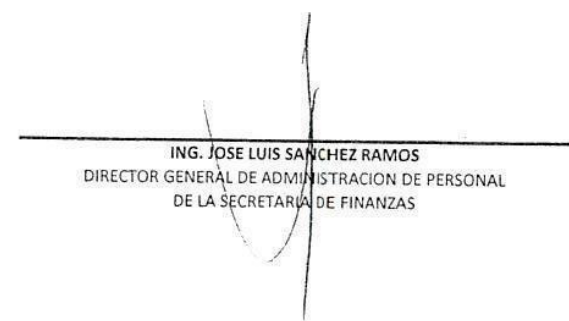
**TABULADOR DEL PERSONAL DE CONFIANZA  
 TÉCNICO OPERATIVO  
 CONGRESO DEL ESTADO  
 VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2021**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	CRÉDITO AL SALARIO (INFORMATIVO)	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
													ISSSTE (9.25%)	PENSIONES (19.9%)				
CPR01	1	2,864.62	926.08	-	148.79	200.52	7,712.42	400.00	2,324.45	12,026.10	258.64	1,477.94	393.22	570.06	13,762.69	165,152.23	16,001.35	192,016.20
CPR02	1	2,864.62	726.82	-	148.79	200.52	6,333.86	400.00	2,324.45	10,846.80	231.83	1,324.77	393.22	570.06	12,403.41	148,840.91	14,442.81	173,313.74
CPR03	1	2,864.62	585.12	-	148.79	200.52	5,031.47	400.00	2,324.45	9,686.11	206.51	1,180.06	393.22	570.06	11,072.68	132,872.22	12,970.39	155,644.65
CAD01	1	2,864.62	159.39	253.54	148.79	200.52	3,448.84	400.00	2,324.45	8,529.21	175.74	1,004.21	393.22	570.06	9,709.16	116,509.96	11,181.14	134,173.63
CAD02	1	2,864.62	22.83	294.63	148.79	200.52	2,546.84	400.00	2,324.45	7,763.77	158.20	903.99	393.22	570.06	8,825.96	105,911.52	10,161.38	121,936.50
CAD03	1	2,864.62	86.96	354.23	148.79	200.52	1,762.68	400.00	2,324.45	7,089.40	142.95	816.86	393.22	570.06	8,049.21	96,590.52	9,274.84	111,298.06
CTE01	1	2,487.82	169.79	382.46	148.79	174.15	1,286.27	400.00	2,324.45	6,345.40	126.36	722.06	393.22	495.08	7,193.82	86,325.84	8,235.25	98,823.05
CTE02	1	2,487.82	244.76	406.62	148.79	174.15	492.40	400.00	2,324.45	5,626.50	110.92	633.85	393.22	495.08	6,371.27	76,455.28	7,337.74	88,052.88
CTE03	1	2,487.82	270.57	406.83	148.79	174.15	92.40	400.00	2,324.45	5,252.31	103.15	589.41	393.22	495.08	5,944.86	71,338.34	6,885.52	82,626.21
CSM01	1	2,487.82	275.01	406.83	148.79	174.15	23.04	400.00	2,324.45	5,187.39	101.80	581.70	393.22	495.08	5,870.89	70,450.62	6,807.10	81,685.23
CSM02	1	2,487.82	275.01	406.83	148.79	174.15	23.04	400.00	2,324.45	5,187.39	101.80	581.70	393.22	495.08	5,870.89	70,450.62	6,807.10	81,685.23
CSM03	1	2,487.82	275.01	406.83	148.79	174.15	23.04	400.00	2,324.45	5,187.39	101.80	581.70	393.22	495.08	5,870.89	70,450.62	6,807.10	81,685.23

PR PROFESIONALES  
 AD ADMINISTRATIVO  
 TE TÉCNICO  
 SM SERVICIO Y MANUALES

  
 C.P. JAVIER LECHUGA JIMENEZ LABORA  
 TESORERO  
 DEL CONGRESO DEL ESTADO DE COAHUILA

  
 C.P. ROGELIO TORRES MENDOZA  
 DIRECTORA DE ADMINISTRACION Y RECURSOS HUMANOS  
 DEL CONGRESO DEL ESTADO DE COAHUILA

  
 ING. JOSE LUIS SANCHEZ RAMOS  
 DIRECTOR GENERAL DE ADMINISTRACION DE PERSONAL  
 DE LA SECRETARIA DE FINANZAS



**TABULADOR DEL PERSONAL SINDICALIZADO**  
**S.U.T.S.G.E.**  
**VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2021**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	SOBRESUELDO	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	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
															ISSSTE (9.25%)	PENSIONES (19.9%)				
SO16	1	10,859.04	4,560.80	2,359.93	539.69	1,079.39	1,324.45	975.55	1,400.00	1,400.00	16,540.82	1,583.10	-	2,569.97	1,426.33	3,068.55	20,693.90	248,326.77	29,167.79	350,013.51
SO15	1	10,542.76	4,427.96	2,264.00	523.98	1,047.95	1,324.45	975.55	1,400.00	1,400.00	16,234.79	1,536.99	-	2,495.12	1,384.79	2,979.17	20,266.91	243,202.88	28,466.79	341,601.53
SO14	1	9,880.75	4,149.91	2,063.20	491.07	982.15	1,324.45	975.55	1,400.00	1,400.00	15,594.24	1,440.48	-	2,338.44	1,297.84	2,792.10	19,373.16	232,477.96	26,999.52	323,994.28
SO13	1	9,295.54	3,904.12	1,885.70	461.99	923.98	1,324.45	975.55	1,400.00	1,400.00	15,028.00	1,355.17	-	2,199.94	1,220.97	2,626.73	18,583.10	222,997.24	25,702.47	308,429.63
SO12	1	9,061.35	3,805.77	1,814.67	450.35	900.70	1,324.45	975.55	1,400.00	1,400.00	14,801.40	1,321.02	-	2,144.52	1,190.21	2,560.56	18,266.95	219,203.39	25,183.43	302,201.21
SO11	1	8,652.29	3,633.96	1,690.60	430.02	860.04	1,324.45	975.55	1,400.00	1,400.00	14,405.60	1,261.39	-	2,047.71	1,136.48	2,444.96	17,714.70	212,576.34	24,276.79	291,321.48
SO10	1	8,279.82	3,477.53	1,577.62	411.51	823.01	1,324.45	975.55	1,400.00	1,400.00	14,045.20	1,207.09	-	1,959.56	1,087.55	2,339.71	17,211.85	206,542.18	23,451.26	281,415.12
SO09	1	7,734.44	3,248.46	1,412.99	384.40	768.80	1,324.45	975.55	1,400.00	1,400.00	13,516.71	1,127.58	-	1,830.48	1,015.92	2,185.60	16,474.77	197,697.22	22,242.48	266,909.79
SO08	1	7,468.08	3,136.59	1,345.21	371.16	742.33	1,324.45	975.55	1,400.00	1,400.00	13,245.97	1,088.75	-	1,767.45	980.93	2,110.33	16,102.16	193,225.94	21,652.13	259,825.55
SO07	1	7,013.50	2,945.67	1,229.54	348.57	697.14	1,324.45	975.55	1,400.00	1,400.00	12,783.92	1,022.48	-	1,659.86	921.22	1,981.88	15,466.26	185,595.10	20,644.61	247,735.34
SO06	1	6,699.83	2,813.93	1,149.72	332.98	665.96	1,324.45	975.55	1,400.00	1,400.00	12,465.09	976.75	-	1,585.63	880.02	1,893.24	15,027.46	180,329.55	19,949.39	239,392.66

QUINQ.	CANTIDAD
1	53.00
2	133.10
3	266.19
4	532.35
5	798.84
6	931.78



ESTADO INDEPENDIENTE, LIBRE Y SOBERANO  
DE COAHUILA DE ZARAGOZA

PODER LEGISLATIVO



**Fecha de actualización:** 31 de diciembre de 2021

**Responsable de la información:**

C.P. Rogelio Torres Mendoza,  
Director de Administración y Recursos Humanos.