



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

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

PR PROFESIONALES
AD ADMINISTRATIVO
TE TÉCNICO
SM SERVICIO Y MANUALES

C.P. MIGUEL ANGEL FLORES LUIS
TESORERO
DEL CONGRESO DEL ESTADO DE COAHUILA

LIC. ALMA ROA HUITRON LANDEROS
DIRECTORA DE ADMINISTRACIÓN 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
MANDOS MEDIOS Y SUPERIORES
CONGRESO DEL ESTADO
VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2020**

CLAVE DE PUESTO	NIVEL	SUELDO BASE	ISR	ISSSTE (3.5%)	PENSIONES (7.0%)	INCENTIVO	MONEDERO	RECREACIÓN, DEPORTE Y CULTURA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUIHALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
												ISSSTE (9.25%)	PENSIONES (19.9%)				
CDIP01	1	19,667.43	17,603.06	688.36	1,376.72	53,305.61	1,000.00	1,641.15	55,946.05	1,470.28	8,401.58	1,819.24	3,913.82	65,817.90	789,814.83	91,219.10	1,094,629.18
CMMS01	1	19,667.43	15,400.19	688.36	1,376.72	45,968.44	1,000.00	1,641.15	50,811.75	1,327.61	7,586.34	1,819.24	3,913.82	59,725.69	716,708.32	82,924.02	995,088.24
CMMS02	1	19,445.64	13,712.56	680.60	1,361.19	38,898.13	1,000.00	1,641.15	45,730.57	1,185.82	6,776.10	1,798.72	3,869.68	53,692.49	644,309.84	74,615.24	895,382.93
CMMS03	1	17,264.14	10,971.72	604.24	1,208.49	33,610.16	1,000.00	1,641.15	40,731.00	1,040.58	5,946.16	1,596.93	3,435.56	47,717.73	572,612.82	65,534.69	786,416.23
CMMS04	1	15,097.98	8,945.40	528.43	1,056.86	29,021.93	1,000.00	1,641.15	36,230.37	909.24	5,195.67	1,396.56	3,004.50	42,335.29	508,023.42	57,267.04	687,204.45
CMM01	1	14,819.31	7,433.10	518.68	1,037.35	24,259.60	1,000.00	1,641.15	32,730.93	811.22	4,635.56	1,370.79	2,949.04	38,177.72	458,132.58	51,486.67	617,840.09
CMM02	1	12,264.63	5,620.17	429.26	858.52	19,354.52	1,000.00	1,641.15	27,352.34	666.17	3,806.70	1,134.48	2,440.66	31,825.21	381,902.54	42,308.31	507,699.75
CMM03	1	10,460.31	4,485.51	366.11	732.22	16,334.57	1,000.00	1,641.15	23,852.19	572.37	3,270.67	967.58	2,081.60	27,695.23	332,342.74	36,328.25	435,938.97
CMM04	1	9,755.30	3,574.09	341.44	682.87	13,032.85	1,000.00	1,641.15	20,830.90	494.46	2,825.48	902.37	1,941.30	24,150.84	289,810.04	31,592.91	379,114.88
CMM05	1	8,376.26	2,838.91	293.17	586.34	10,970.04	1,000.00	1,641.15	18,269.03	427.53	2,443.05	774.80	1,666.88	21,139.61	253,675.35	27,299.71	327,596.56
CMM06	1	6,853.59	1,980.82	239.88	479.75	8,475.42	1,000.00	1,641.15	15,269.71	349.42	1,996.68	633.96	1,363.86	17,615.82	211,389.79	22,314.09	267,769.03
CMM07	1	5,615.62	1,402.25	196.55	393.09	7,004.71	1,000.00	1,641.15	13,269.59	296.75	1,695.72	519.44	1,117.51	15,262.06	183,144.76	18,890.90	226,690.85
CMM08	1	4,294.52	1,184.23	150.31	300.62	7,226.35	1,000.00	1,641.15	12,526.87	275.37	1,573.56	397.24	854.61	14,375.80	172,509.55	17,262.80	207,153.64

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PERSONAL SINDICALIZADO S.U.T.S.G.E
VIGENCIA A PARTIR DEL 01 DE AGOSTO DE 2019

2300

CLAVE DE PUESTO	SUELDO BASE MENSUAL	SOPRESUELDO	IMPUESTO	ISSTE (8.5%)	PENSIONES (7.6%)	NETO MENSUAL	RECREACION DEPORTE Y CULTURA (EXCENTO)	RECREACION DEPORTE Y CULTURA (GRAVABLE)	DEPENSA	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 (19.9%)				
SO16	10,391.42	4,364.40	2,356.40	516.45	1,032.91	10,850.06	1,368.50	931.50	1,200.00	1,400.00	15,750.06	1,514.93	2,426.94	1,364.91	2,936.41	19,691.94	236,303.28	27,899.02	334,788.25
SO15	10,088.76	4,237.28	2,264.60	501.41	1,002.82	10,557.21	1,368.50	931.50	1,200.00	1,400.00	15,457.21	1,470.81	2,356.26	1,325.16	2,850.88	19,284.28	231,411.35	27,229.15	326,749.82
SO14	9,455.26	3,971.21	2,072.45	469.93	939.85	9,944.24	1,368.50	931.50	1,200.00	1,400.00	14,844.24	1,378.45	2,208.30	1,241.95	2,671.87	18,431.00	221,171.94	25,827.04	309,924.45
SO13	8,895.25	3,736.00	1,902.59	442.09	884.19	9,402.38	1,368.50	931.50	1,200.00	1,400.00	14,302.38	1,296.81	2,077.51	1,168.39	2,513.62	17,676.70	212,120.41	24,587.58	295,050.98
SO12	8,671.15	3,641.88	1,834.62	430.96	861.91	9,185.55	1,368.50	931.50	1,200.00	1,400.00	14,085.55	1,264.14	2,025.17	1,138.96	2,450.29	17,374.86	208,498.30	24,091.59	289,099.14
SO11	8,279.70	3,477.48	1,715.89	411.50	823.00	8,806.79	1,368.50	931.50	1,200.00	1,400.00	13,706.79	1,207.07	1,933.75	1,087.54	2,339.68	16,847.60	202,171.26	23,225.21	278,702.55
SO10	7,923.27	3,327.78	1,607.78	393.79	787.57	8,461.91	1,368.50	931.50	1,200.00	1,400.00	13,361.91	1,155.11	1,850.50	1,040.72	2,238.96	16,367.52	196,410.26	22,436.34	269,236.09
SO09	7,401.38	3,108.58	1,449.48	367.85	735.70	7,956.93	1,368.50	931.50	1,200.00	1,400.00	12,856.93	1,079.02	1,728.61	972.17	2,091.48	15,664.56	187,974.77	21,281.24	255,374.90
SO08	7,146.49	3,001.53	1,372.17	355.18	710.36	7,710.30	1,368.50	931.50	1,200.00	1,400.00	12,610.30	1,041.86	1,669.08	938.69	2,019.45	15,321.25	183,854.97	20,717.10	248,605.24
SO07	6,711.49	2,818.82	1,245.33	333.56	667.12	7,284.30	1,368.50	931.50	1,200.00	1,400.00	12,184.30	978.45	1,567.49	881.55	1,896.53	14,730.23	176,762.78	19,754.33	237,051.92
SO06	6,411.32	2,692.75	1,168.95	318.64	637.29	6,979.20	1,368.50	931.50	1,200.00	1,400.00	11,879.20	934.68	1,497.38	842.13	1,811.71	14,311.27	171,735.19	19,089.98	229,079.71

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



CONGRESO DEL ESTADO INDEPENDIENTE, LIBRE Y SOBERANO
DE COAHUILA DE ZARAGOZA

“2020, Año del Centenario Luctuoso de Venustiano Carranza, el Varón de Cuatro Ciénegas”



Fecha de actualización: 31 de Diciembre de 2020.
Responsable de la Información: Lic. Alma Rosa Huitrón Landeros;
Directora de Administración y Recursos Humanos
del H. Congreso del Estado de Coahuila