



**TABULADOR DE PERSONAL DE CONFIANZA CONGRESO EL ESTADO (MANDOS MEDIOS Y SUPERIORES)
VIGENCIA A PARTIR DEL 01 DE ENERO DE 2016**

CATEGORIA	SUELDO BASE	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7%)	INCENTIVO	DESPENSA	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%)				
DIP01	19,667.43	18,711.38	688.36	1,376.72	54,209.10	1,900.00	55,000.07	1,473.43	8,419.61	1,819.24	3,913.82	64,893.11	778,717.36	91,402.63	1,096,831.53
MMS01	19,667.43	16,358.85	688.36	1,376.72	46,857.44	1,900.00	50,000.94	1,330.48	7,602.76	1,819.24	3,913.82	58,934.18	707,210.19	83,091.17	997,094.01
MMS02	19,445.64	14,090.72	680.60	1,361.19	39,787.13	1,900.00	45,000.26	1,188.69	6,792.53	1,798.72	3,869.68	52,981.48	635,777.79	74,782.40	897,388.79
MMS03	17,264.14	11,849.89	604.24	1,208.49	34,499.18	1,900.00	40,000.69	1,043.45	5,962.59	1,596.93	3,435.56	47,006.74	564,080.87	65,701.86	788,422.32
MMS04	15,097.98	9,823.57	528.43	1,056.86	29,910.94	1,900.00	35,500.06	912.12	5,212.10	1,396.56	3,004.50	41,624.28	499,491.39	57,434.20	689,210.42
MM01	14,819.31	8,311.27	518.68	1,037.35	25,148.60	1,900.00	32,000.61	814.10	4,651.99	1,370.79	2,949.04	37,466.70	449,600.40	51,653.83	619,845.91
MM02	12,264.63	6,078.33	429.26	858.52	20,201.75	1,900.00	27,000.27	668.24	3,818.49	1,134.48	2,440.66	31,486.99	377,843.88	42,428.25	509,138.96
MM03	10,460.31	4,943.67	366.11	732.22	17,181.81	1,900.00	23,500.12	574.43	3,282.46	967.58	2,081.60	27,357.00	328,284.04	36,448.19	437,378.23
MM04	9,755.30	3,998.37	341.44	682.87	13,867.70	1,900.00	20,500.32	496.28	2,835.89	902.36	1,941.30	23,832.49	285,989.87	31,698.83	380,386.01
MM05	8,376.26	3,201.57	293.17	586.34	11,804.90	1,900.00	18,000.08	429.36	2,453.46	774.80	1,666.88	20,882.90	250,594.81	27,405.66	328,867.89
MM06	6,853.59	2,343.48	239.88	479.75	9,310.27	1,900.00	15,000.75	351.24	2,007.10	633.96	1,363.86	17,359.09	208,309.10	22,420.02	269,040.25
MM07	5,615.62	1,764.90	196.55	393.09	7,839.55	1,900.00	13,000.63	298.57	1,706.13	519.44	1,117.51	15,005.33	180,063.94	18,996.82	227,961.85
MM08	4,294.52	1,526.13	150.31	300.62	8,042.82	1,900.00	12,260.28	276.84	1,581.93	397.24	854.61	14,119.05	169,428.57	17,347.95	208,175.44



**TABULADOR DE PERSONAL DE CONFIANZA CONGRESO DEL ESTADO(TECNICO OPERATIVO)
VIGENCIA A PARTIR DEL 01 DE ENERO DE 2016**

CATEGORIA	SUELDO BASE	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7%)	NETO MENSUAL	INCENTIVO	DESPENSA	NETO TOTAL MENSUAL	PRIMA VACACIONAL MENSUAL	AGUINALDO MENSUAL	REPERCUSIONES		COSTO MENSUAL NETO	COSTO ANUAL NETO	COSTO MENSUAL BRUTO	COSTO ANUAL BRUTO
											ISSSTE (9.25%)	PENSIONES (19.9%)				
PR01	2,864.62	1,255.16	100.26	200.52	1,308.67	8,204.12	1,900.00	11,412.79	252.17	1,440.97	264.98	570.06	13,105.93	157,271.20	15,496.91	185,962.96
PR02	2,864.62	981.23	100.26	200.52	1,582.60	6,823.37	1,900.00	10,305.97	225.32	1,287.55	264.98	570.06	11,818.85	141,826.18	13,935.90	167,230.79
PR03	2,864.62	751.14	100.26	200.52	1,812.69	5,515.63	1,900.00	9,228.32	199.89	1,142.25	264.98	570.06	10,570.47	126,845.59	12,457.43	149,489.12
AD01	2,864.62	275.18	100.26	200.52	2,288.65	3,933.00	1,900.00	8,121.65	169.12	966.40	264.98	570.06	9,257.17	111,086.09	10,668.18	128,018.10
AD02	2,864.62	135.95	100.26	200.52	2,427.88	3,031.00	1,900.00	7,358.88	151.58	866.18	264.98	570.06	8,376.64	100,519.72	9,648.41	115,780.97
AD03	2,864.62	23.35	100.26	200.52	2,540.48	2,274.00	1,900.00	6,714.48	136.86	782.07	264.98	570.06	7,633.41	91,600.95	8,792.58	105,511.00
TE01	2,487.82		87.07	174.15	2,226.60	1,598.00	1,900.00	5,724.60	116.39	665.09	230.12	495.08	6,506.08	78,072.93	7,492.50	89,909.96
TE02	2,256.11		78.96	157.93	2,019.22	885.00	1,900.00	4,804.22	98.02	560.12	208.69	448.97	5,462.37	65,548.40	6,356.92	76,282.98
TE03	2,256.11		78.96	157.93	2,019.22	485.00	1,900.00	4,404.22	90.24	515.68	208.69	448.97	5,010.14	60,121.73	5,904.69	70,856.31
SM01	2,256.11		78.96	157.93	2,019.22	696.00	1,300.00	4,015.22	82.68	472.46	208.69	448.97	4,570.36	54,844.30	5,464.91	65,578.88
SM02	2,256.11		78.96	157.93	2,019.22	190.00	1,300.00	3,509.22	72.84	416.23	208.69	448.97	3,998.30	47,979.56	4,892.85	58,714.15
SM03	2,256.11		78.96	157.93	2,019.22	190.00	1,300.00	3,509.22	72.84	416.23	208.69	448.97	3,998.30	47,979.56	4,892.85	58,714.15

PR PROFESIONALES
AD ADMINISTRATIVO
TE TECNICO
SM SERVICIOS Y MANUALES



PERSONAL SINDICALIZADO S.U.T.S.G.E.
VIGENCIA A PARTIR DEL 01 DE ENERO DE 2016

NIVEL	CLAVE DE PUESTO ANT	CLAVE DE PUESTO NVA	NIVEL	SUELDO BASE MENSUAL (1102)	SOBRESUELDO (42%) (1105)	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0 %)	NETO MENSUAL	DESPENSA (1107)	AYUDA DE TRANSPORTE (1108)	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 (19.9%) (1408)				
A6	SO16	SO16	1	8,224.37	3,454.23	2,090.30	408.75	817.50	8,362.05	2,500.00	1,000.00	11,862.05	1,199.00	1,946.43	1,080.27	2,324.04	15,007.48	180,089.81	21,728.35	260,740.20
A5	SO15	SO15	1	7,984.82	3,353.63	2,017.65	396.85	793.69	8,130.26	2,500.00	1,000.00	11,630.26	1,164.08	1,889.74	1,048.81	2,256.35	14,684.08	176,208.99	21,197.43	254,369.13
A4	SO14	SO14	1	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A4	SO14	SO13	2	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO13	1	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A4	SO14	SO12	3	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO12	2	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A2	SO12	SO12	1	6,862.84	2,882.39	1,677.34	341.08	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,000.51	1,624.21	901.43	1,939.30	13,169.36	158,032.36	18,710.69	224,528.27
A4	SO14	SO11	4	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO11	3	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A2	SO12	SO11	2	6,862.84	2,882.39	1,677.34	341.08	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,000.51	1,624.21	901.43	1,939.30	13,169.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO11	1	6,553.03	2,752.27	1,583.37	325.69	651.37	6,744.88	2,500.00	1,000.00	10,244.88	955.34	1,550.88	860.74	1,851.76	12,751.10	153,013.26	18,024.03	216,288.33
A4	SO14	SO10	5	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO10	4	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A2	SO12	SO10	3	6,862.84	2,882.39	1,677.34	341.08	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,000.51	1,624.21	901.43	1,939.30	13,169.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO10	2	6,553.03	2,752.27	1,583.37	325.69	651.37	6,744.88	2,500.00	1,000.00	10,244.88	955.34	1,550.88	860.74	1,851.76	12,751.10	153,013.26	18,024.03	216,288.33
A	SO10	SO10	1	6,270.93	2,633.79	1,497.80	311.67	623.33	6,471.93	2,500.00	1,000.00	9,971.93	914.22	1,484.12	823.69	1,772.04	12,370.27	148,443.20	17,398.79	208,785.48
A4	SO14	SO09	6	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO09	5	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A2	SO12	SO09	4	6,862.84	2,882.39	1,677.34	341.08	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,000.51	1,624.21	901.43	1,939.30	13,169.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO09	3	6,553.03	2,752.27	1,583.37	325.69	651.37	6,744.88	2,500.00	1,000.00	10,244.88	955.34	1,550.88	860.74	1,851.76	12,751.10	153,013.26	18,024.03	216,288.33
A	SO10	SO09	2	6,270.93	2,633.79	1,497.80	311.67	623.33	6,471.93	2,500.00	1,000.00	9,971.93	914.22	1,484.12	823.69	1,772.04	12,370.27	148,443.20	17,398.79	208,785.48
B	SO09	SO09	1	5,857.87	2,460.31	1,372.52	291.14	582.27	6,072.25	2,500.00	1,000.00	9,572.25	854.00	1,386.36	769.43	1,655.32	11,812.61	141,751.33	16,483.29	197,799.46



PERSONAL SINDICALIZADO S.U.T.S.G.E.
VIGENCIA A PARTIR DEL 01 DE ENERO DE 2016

NIVEL	CLAVE DE PUESTO ANT	CLAVE DE PUESTO NVA	NIVEL	SUELDO BASE MENSUAL (1102)	SOBRESUELDO (42%) (1105)	IMPUESTO	ISSSTE (3.5%)	PENSIONES (7.0 %)	NETO MENSUAL	DESPENSA (1107)	AYUDA DE TRANSPORTE (1108)	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 (19.9%) (1408)				
A4	SO14	SO08	7	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO08	6	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A2	SO12	SO08	5	6,862.84	2,882.39	1,677.34	341.08	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,000.51	1,624.21	901.43	1,939.30	13,169.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO08	4	6,553.03	2,752.27	1,583.37	325.69	651.37	6,744.88	2,500.00	1,000.00	10,244.88	955.34	1,550.88	860.74	1,851.76	12,751.10	153,013.26	18,024.03	216,288.33
A	SO10	SO08	3	6,270.93	2,633.79	1,497.80	311.67	623.33	6,471.93	2,500.00	1,000.00	9,971.93	914.22	1,484.12	823.69	1,772.04	12,370.27	148,443.20	17,398.79	208,785.48
B	SO09	SO08	2	5,857.87	2,460.31	1,372.52	291.14	582.27	6,072.25	2,500.00	1,000.00	9,572.25	854.00	1,386.36	769.43	1,655.32	11,812.61	141,751.33	16,483.29	197,799.46
C	SO08	SO08	1	5,656.14	2,375.58	1,311.33	281.11	562.22	5,877.06	2,500.00	1,000.00	9,377.06	824.59	1,338.62	742.93	1,598.31	11,540.27	138,483.27	16,036.18	192,434.16
A4	SO14	SO07	8	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO07	7	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A2	SO12	SO07	6	6,862.84	2,882.39	1,677.34	341.08	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,000.51	1,624.21	901.43	1,939.30	13,169.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO07	5	6,553.03	2,752.27	1,583.37	325.69	651.37	6,744.88	2,500.00	1,000.00	10,244.88	955.34	1,550.88	860.74	1,851.76	12,751.10	153,013.26	18,024.03	216,288.33
A	SO10	SO07	4	6,270.93	2,633.79	1,497.80	311.67	623.33	6,471.93	2,500.00	1,000.00	9,971.93	914.22	1,484.12	823.69	1,772.04	12,370.27	148,443.20	17,398.79	208,785.48
B	SO09	SO07	3	5,857.87	2,460.31	1,372.52	291.14	582.27	6,072.25	2,500.00	1,000.00	9,572.25	854.00	1,386.36	769.43	1,655.32	11,812.61	141,751.33	16,483.29	197,799.46
C	SO08	SO07	2	5,656.14	2,375.58	1,311.33	281.11	562.22	5,877.06	2,500.00	1,000.00	9,377.06	824.59	1,338.62	742.93	1,598.31	11,540.27	138,483.27	16,036.18	192,434.16
D	SO07	SO07	1	5,311.85	2,230.98	1,206.90	264.00	528.00	5,543.93	2,500.00	1,000.00	9,043.93	774.40	1,257.14	697.71	1,501.02	11,075.46	132,905.58	15,273.10	183,277.15
A4	SO14	SO06	9	7,483.43	3,143.04	1,865.57	371.93	743.85	7,645.12	2,500.00	1,000.00	11,145.12	1,090.98	1,771.08	982.95	2,114.67	14,007.19	168,086.25	20,086.15	241,033.86
A3	SO13	SO06	8	7,040.21	2,956.89	1,731.14	349.90	699.80	7,216.26	2,500.00	1,000.00	10,716.26	1,026.37	1,666.18	924.73	1,989.42	13,408.81	160,905.75	19,103.80	229,245.62
A2	SO12	SO06	7	6,862.84	2,882.39	1,677.34	341.08	682.17	7,044.65	2,500.00	1,000.00	10,544.65	1,000.51	1,624.21	901.43	1,939.30	13,169.36	158,032.36	18,710.69	224,528.27
A1	SO11	SO06	6	6,553.03	2,752.27	1,583.37	325.69	651.37	6,744.88	2,500.00	1,000.00	10,244.88	955.34	1,550.88	860.74	1,851.76	12,751.10	153,013.26	18,024.03	216,288.33
A	SO10	SO06	5	6,270.93	2,633.79	1,497.80	311.67	623.33	6,471.93	2,500.00	1,000.00	9,971.93	914.22	1,484.12	823.69	1,772.04	12,370.27	148,443.20	17,398.79	208,785.48
B	SO09	SO06	4	5,857.87	2,460.31	1,372.52	291.14	582.27	6,072.25	2,500.00	1,000.00	9,572.25	854.00	1,386.36	769.43	1,655.32	11,812.61	141,751.33	16,483.29	197,799.46
C	SO08	SO06	3	5,656.14	2,375.58	1,311.33	281.11	562.22	5,877.06	2,500.00	1,000.00	9,377.06	824.59	1,338.62	742.93	1,598.31	11,540.27	138,483.27	16,036.18	192,434.16
D	SO07	SO06	2	5,311.85	2,230.98	1,206.90	264.00	528.00	5,543.93	2,500.00	1,000.00	9,043.93	774.40	1,257.14	697.71	1,501.02	11,075.46	132,905.58	15,273.10	183,277.15
E5	SO06	SO06	1	5,074.29	2,131.20	1,134.85	252.19	504.38	5,314.06	2,500.00	1,000.00	8,814.06	739.76	1,200.91	666.51	1,433.89	10,754.74	129,056.87	14,746.56	176,958.78

NOTA: EN BASE A CONVENIO SINDICAL 2015-2016