



GOBIERNO DEL ESTADO  
DE OAXACA

**Anexo 2. Remuneraciones de los Servidores Públicos del Estado**  
**Anexo 2.1 Poder Legislativo**  
**Anexo 2.1.1 Remuneracion Total Mensual**





PODER LEGISLATIVO  
TABULADOR DE SUELDOS CONFIANZA

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
DIPUTADO		42	54,744.00	0.00	54,744.00	12,744.00	0.00	42,000.00
AUXILIAR DE OFICINA	01A	1	78,324.00	28,710.00	107,034.00	2,948.40	10,263.60	93,822.00
AUXILIAR	03A	1	82,116.00	40,710.00	122,826.00	3,361.20	10,760.40	108,704.40
AUXILIAR DE OFICINA	03A	1	82,116.00	28,710.00	110,826.00	3,361.20	10,760.40	96,704.40
AUXILIAR DE OFICINA	04A	2	84,492.00	37,159.20	121,651.20	3,620.40	11,071.20	106,959.60
OFICIAL ADMINISTRATIVO	04A	2	84,492.00	28,710.00	113,202.00	3,620.40	11,071.20	98,510.40
OFICIAL ADMINISTRATIVO	04C	1	85,476.00	28,710.00	114,186.00	4,158.00	11,200.80	98,827.20
OFICIAL ADMINISTRATIVO	05A	2	85,788.00	28,710.00	114,498.00	4,191.60	11,241.60	99,064.80
AUXILIAR TECNICO	06A	2	88,044.00	37,514.40	125,558.40	7,587.60	11,536.80	106,434.00
OFICIAL ADMINISTRATIVO	06A	4	88,044.00	37,514.40	125,558.40	7,587.60	11,536.80	106,434.00
OFICIAL ADMINISTRATIVO	07A	2	91,416.00	28,710.00	120,126.00	7,550.40	11,978.40	100,597.20
AUXILIAR DE OFICINA	08A	2	94,776.00	38,187.60	132,963.60	8,088.00	12,418.80	112,456.80
AUXILIAR TECNICO	08A	1	94,776.00	38,187.60	132,963.60	8,088.00	12,418.80	112,456.80
OFICIAL ADMINISTRATIVO	08A	12	94,776.00	28,710.00	123,486.00	8,088.00	12,418.80	102,979.20
OFICIAL ADMINISTRATIVO	08C	2	97,368.00	38,446.80	135,814.80	8,503.20	12,758.40	114,553.20
OFICIAL ADMINISTRATIVO	09A	2	98,592.00	38,569.20	137,161.20	8,698.80	12,919.20	115,543.20
OFICIAL ADMINISTRATIVO	09B	2	103,344.00	28,710.00	132,054.00	9,460.80	13,542.00	109,051.20
OFICIAL ADMINISTRATIVO	09C	1	105,276.00	39,237.60	144,513.60	9,807.60	13,795.20	120,910.80
OFICIAL ADMINISTRATIVO	10A	3	108,168.00	51,526.80	159,694.80	10,326.00	14,173.20	135,195.60
TECNICO	10A	7	108,168.00	28,710.00	136,878.00	10,326.00	14,173.20	112,378.80
TECNICO	10C	1	113,232.00	40,033.20	153,265.20	11,233.20	14,836.80	127,195.20
TECNICO	11A	3	115,788.00	47,748.00	163,536.00	11,691.60	15,172.80	136,671.60
TECNICO	11B	5	116,328.00	40,342.80	156,670.80	11,787.60	15,243.60	129,639.60
AUXILIAR DE ANALISTA	11C	1	118,992.00	48,175.20	167,167.20	12,265.20	15,591.60	139,310.40
TECNICO	11C	3	118,992.00	42,592.80	161,584.80	12,265.20	15,591.60	133,728.00
AUXILIAR DE ANALISTA	12A	1	121,692.00	46,963.20	168,655.20	12,748.80	15,945.60	139,960.80
TECNICO	12A	9	121,692.00	51,020.40	172,712.40	12,748.80	15,945.60	144,018.00
TECNICO ADMINISTRATIVO	12A	1	121,692.00	28,710.00	150,402.00	12,748.80	15,945.60	121,707.60
AUXILIAR DE ANALISTA	12B	1	124,368.00	45,292.80	169,660.80	13,255.20	16,296.00	140,109.60
TECNICO	12B	3	124,368.00	43,219.20	167,587.20	13,255.20	16,296.00	138,036.00
TECNICO	12C	2	128,892.00	28,710.00	157,602.00	14,222.40	16,888.80	126,490.80
TECNICO ADMINISTRATIVO	12C	2	128,892.00	34,710.00	163,602.00	14,222.40	16,888.80	132,490.80
ABOGADO	13A	1	131,700.00	28,710.00	160,410.00	14,822.40	17,257.20	128,330.40
AUXILIAR DE ANALISTA	13A	1	131,700.00	44,074.80	175,774.80	14,822.40	17,257.20	143,695.20
REPORTERO DE EVENTOS ESP.	13A	1	131,700.00	28,710.00	160,410.00	14,822.40	17,257.20	128,330.40
TECNICO	13A	6	131,700.00	48,464.40	180,164.40	14,822.40	17,257.20	148,084.80
TECNICO ESPECIALIZADO	13A	6	131,700.00	48,464.40	180,164.40	14,822.40	17,257.20	148,084.80
ANALISTA	13B	2	134,556.00	42,165.60	176,721.60	15,432.00	17,631.60	143,658.00
CONTADOR	13B	1	134,556.00	42,165.60	176,721.60	15,432.00	17,631.60	143,658.00
TECNICO ESPECIALIZADO	13B	5	134,556.00	42,165.60	176,721.60	15,432.00	17,631.60	143,658.00
ABOGADO	13C	9	137,364.00	47,025.60	184,389.60	16,032.00	18,000.00	150,357.60
ANALISTA	13C	29	137,364.00	50,736.00	188,100.00	16,032.00	18,000.00	154,068.00



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  <b>PODER LEGISLATIVO</b> <b>TABULADOR DE SUELDOS CONFIANZA</b>								
PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
CONTADOR	13C	2	137,364.00	28,710.00	166,074.00	16,032.00	18,000.00	132,042.00
PSICOLOGO	13C	1	137,364.00	49,315.20	186,679.20	16,032.00	18,000.00	152,647.20
TECNICO	13C	2	137,364.00	53,893.20	191,257.20	16,032.00	18,000.00	157,225.20
TECNICO ESPECIALIZADO	13C	14	137,364.00	53,893.20	191,257.20	16,032.00	18,000.00	157,225.20
ADMINISTRATIVO	05	2	43,332.00	38,004.00	81,336.00	0.00	5,678.40	75,657.60
AUXILIAR DE SECRETARIA	05	1	43,332.00	38,004.00	81,336.00	0.00	5,678.40	75,657.60
ADMINISTRATIVO	06	1	44,556.00	38,244.00	82,800.00	0.00	5,838.00	76,962.00
CHOFER TIT. DE SECRETARIO	07	2	46,320.00	38,376.00	84,696.00	0.00	6,069.60	78,626.40
TECNICO ADMINISTRATIVO	10	2	55,392.00	39,108.00	94,500.00	404.40	7,258.80	86,836.80
ANALISTA	13	7	70,812.00	40,764.00	111,576.00	3,073.20	9,278.40	99,224.40
TECNICO	10	3	49,656.00	27,552.00	77,208.00	8.40	6,506.40	70,693.20
TECNICO	12	2	55,836.00	27,552.00	83,388.00	1,042.80	7,316.40	75,028.80
JEFE DE DEPARTAMENTO	17A	40	82,680.00	118,212.00	200,892.00	17,412.00	10,833.60	172,646.40
JEFE DE UNIDAD	18A	6	83,160.00	156,348.00	239,508.00	23,988.00	10,897.20	204,622.80
DIRECTOR	20A	16	83,640.00	191,604.00	275,244.00	30,072.00	10,959.60	234,212.40
SECRETARIO PARTICULAR.	20A	1	83,640.00	191,604.00	275,244.00	30,072.00	10,959.60	234,212.40
SECRETARIO TECNICO.	20A	1	83,640.00	191,604.00	275,244.00	30,072.00	10,959.60	234,212.40
CONTRALOR	24A	1	314,376.00	669,504.00	983,880.00	186,240.00	41,194.80	756,445.20
OFICIAL MAYOR	24A	1	314,376.00	669,504.00	983,880.00	186,240.00	41,194.80	756,445.20
TESORERO	24A	1	314,376.00	669,504.00	983,880.00	186,240.00	41,194.80	756,445.20
ADMINISTRATIVO	06	1	44,556.00	38,244.00	82,800.00	0.00	5,838.00	76,962.00
CHOFER TIT. DE SECRETARIO	07	9	46,320.00	38,376.00	84,696.00	0.00	6,069.60	78,626.40
TECNICO	10	1	55,392.00	39,108.00	94,500.00	404.40	7,258.80	86,836.80
ANALISTA	13	13	70,812.00	40,764.00	111,576.00	3,073.20	9,278.40	99,224.40
AUXILIAR DE JUNTA	13	1	70,812.00	40,764.00	111,576.00	3,073.20	9,278.40	99,224.40
JEFE DE OFICINA	15	7	78,192.00	42,528.00	120,720.00	7,110.00	10,245.60	103,364.40



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PODER LEGISLATIVO  
ANALITICO DE PLAZAS



PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
BASE	162	8,919.50	15,938.10
CONFIANZA	32	6,900.00	1,060.00
CONTRATO CONTRATO	5	4,138.00	4,653.00
MANDOS MEDIOS Y SUP.	67	16,741.00	81,990.00
CONTRATO CONFIANZA	15	6,778.00	9,298.00
HONORARIOS	120	5,374.00	24,114.00
DIPUTADOS	42	54,744.00	



GOBIERNO DEL ESTADO  
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AUDITORIA SUPERIOR DEL ESTADO  
TABULADOR DE MANDOS MEDIOS

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
JEFE DE DEPARTAMENTO	16 B	1	103,092.00	42,667.00	145,759.00	17,825.00	3,383.04	124,550.96
JEFE DE DEPARTAMENTO	17 A	14	118,956.00	229,162.00	348,118.00	63,184.00	3,392.00	281,542.00
SECRETARIO TÉCNICO	20 A	1	163,152.00	355,262.00	518,414.00	111,375.00	3,432.24	403,606.76
DIRECTOR	22 A	8	412,176.00	547,860.00	960,036.00	243,862.00	7,848.00	708,326.00
SUBAUDITOR	23 A	2	526,908.00	618,696.00	1,145,604.00	299,532.00	7,848.00	838,224.00
AUDITOR SUPERIOR DEL ESTADO	24 A	1	584,280.00	742,205.00	1,326,485.00	353,796.00	7,878.00	964,841.00



AUDITORIA SUPERIOR DEL ESTADO  
TABULADOR DE SUELDOS CONFIANZA

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUDITOR	13	56	70,812.00	40,764.00	111,576.00	3,073.20	2,905.68	105,597.12
JEFE DE OFICINA	15	8	78,192.00	42,528.00	120,720.00	7,110.00	3,208.56	110,401.44



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**Anexo 2. Poder Judicial**  
**Anexo 2.2.1 Remuneracion Mensual**  
**Anexo 2.2.1.1 Tribunal Superior de Justicia**



H. TRIBUNAL SUPERIOR DE JUSTICIA  
TABULADOR DE SUELDOS CONFIANZA

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
MAGISTRADO PRESIDENTE	24	0	26,198.50	135,337.00	161,535.50	44,239.90	3,011.90	1,371,404.40
MAGISTRADO NUMERARIO	22	0	18,230.00	88,048.50	106,278.50	27,862.80	2,294.70	915,852.00
MAGISTRADO JUEBLADO	22	0	18,230.00	31,613.00	49,843.00	3,173.60	654.00	562,184.80
PENSIONADA	22	0	18,230.00	31,613.00	49,843.00	3,173.60	654.00	562,184.80
DIRECTOR	21	0	7,885.00	58,709.00	66,594.00	15,757.90	1,033.20	697,634.80
SECRETARIO PRIVADO	21	0	7,885.00	30,138.00	38,023.00	7,186.60	1,033.20	357,638.40
SECRETARIO PARTICULAR	20	0	6,970.00	38,057.00	45,027.00	9,287.80	913.30	417,910.80
SECRETARIO GENERAL DE ACUERDOS	19	0	6,960.00	66,646.00	73,606.00	17,858.50	910.70	667,921.60
JEFE DE UNIDAD	18	0	6,930.00	17,590.00	24,520.00	3,785.00	908.10	237,922.80
SECRETARIO AUXILIAR	17	0	6,910.00	25,977.00	32,887.00	5,670.70	905.50	315,729.60
JUEZ	17	0	6,910.00	53,852.63	60,762.63	14,235.10	905.50	547,464.36
ASESOR	17	0	6,910.00	26,085.00	32,995.00	5,778.70	905.50	315,729.60
JEFE DE DEPARTAMENTO	17	0	6,890.00	12,058.00	18,948.00	2,553.00	902.80	185,906.40
SECRETARIO DE ACUERDOS DE SALA	16	0	6,850.00	13,254.00	20,104.00	2,800.00	897.60	196,876.80
SECRETARIO DE ESTUDIO Y CUENTA	16	0	6,850.00	13,254.00	20,104.00	2,800.00	897.60	196,876.80
SECRETARIO DE ESTUDIO Y CUENTA JU	16	0	0.00	7,626.00	7,626.00	0.00	0.00	91,512.00
JEFE DE OFICINA	15	0	6,516.00	4,734.00	11,250.00	782.50	853.80	115,364.40
SECRETARIO DE ACUERDOS AUXILIAR D	15	0	6,516.00	11,037.00	17,553.00	2,068.50	853.80	175,568.40
ANALISTA	13	0	5,901.00	4,842.00	10,743.00	701.10	773.20	111,224.40
TECNICO ADMINISTRATIVO	12	0	5,211.00	4,474.00	9,685.00	302.70	682.80	104,394.00
EJECUTOR	10	0	4,616.00	4,462.00	9,078.00	236.70	604.80	98,838.00
TECNICO	10	0	4,616.00	4,462.00	9,078.00	236.70	604.80	98,838.00
CHOFER PRESIDENCIA	7	0	3,860.00	4,708.00	8,568.00	157.00	505.80	94,862.40
CAPTURISTA DE DATOS	5	0	3,611.00	4,350.00	7,961.00	183.00	473.20	87,657.60
OFICIAL ADMINISTRATIVO	4	0	3,543.00	4,340.00	7,883.00	180.00	464.30	86,864.40
AUXILIAR	1	0	3,289.00	4,298.00	7,587.00	166.00	431.00	83,880.00
ANALISTA	13 C	0	11,447.00	2,867.50	14,314.50	1,437.40	1,499.90	136,526.40
ABOGADO	13 C	0	11,447.00	2,867.50	14,314.50	1,437.40	1,499.90	136,526.40
TECNICO ESPECIALIZADO	13 C	0	11,447.00	2,867.50	14,314.50	1,437.40	1,499.90	136,526.40
ABOGADO	13 A	0	10,975.00	2,867.50	13,842.50	1,336.60	1,438.20	132,812.40
TECNICO ESPECIALIZADO	13 A	0	10,975.00	2,867.50	13,842.50	1,336.60	1,438.20	132,812.40
ANALISTA	13 A	0	10,975.00	2,867.50	13,842.50	1,336.60	1,438.20	132,812.40
TECNICO	12 C	0	10,741.00	2,867.50	13,608.50	1,286.60	1,407.50	130,972.80
EJECUTOR	12 C	0	10,741.00	2,867.50	13,608.50	1,286.60	1,407.50	130,972.80
TECNICO	12 B	0	10,264.00	2,867.50	13,231.50	1,206.10	1,358.10	128,007.60
TECNICO	12 A	0	10,141.00	2,867.50	13,008.50	1,158.50	1,328.80	126,254.40
EJECUTOR	11 C	4	9,916.00	2,867.50	12,783.50	1,110.40	1,299.30	124,485.60
TECNICO	11 A	0	9,649.00	2,867.50	12,516.50	1,059.40	1,264.30	122,313.60
EJECUTOR	11 A	0	9,649.00	2,867.50	12,516.50	1,059.40	1,264.30	122,313.60
TRABAJADORA SOCIAL	10 C	0	9,436.00	2,557.50	11,993.50	965.70	1,236.40	117,496.80
EJECUTOR	10 C	0	9,436.00	2,867.50	12,303.50	1,021.20	1,236.40	120,550.80
EJECUTOR	10 B	0	9,226.00	2,792.50	12,018.50	970.10	1,208.90	118,074.00
TECNICO	10 B	0	9,226.00	2,557.50	11,783.50	928.00	1,208.90	115,759.20
EJECUTOR	10 A	0	9,014.00	2,717.50	11,731.50	918.70	1,181.20	115,579.20



GOBIERNO DEL ESTADO  
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H. TRIBUNAL SUPERIOR DE JUSTICIA  
TABULADOR DE SUELDOS CONFIANZA

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
TECNICO	10 A	0	9,014.00	2,557.50	11,571.50	890.00	1,181.20	114,003.60
OFICIAL ADMINISTRATIVO	9 A	0	8,216.00	2,557.50	10,773.50	751.30	1,076.50	107,348.40
OFICIAL ADMINISTRATIVO	8 A	0	7,898.00	2,557.50	10,455.50	700.40	1,034.90	104,642.40
OFICIAL ADMINISTRATIVO	7 A	0	7,618.00	2,557.50	10,175.50	655.60	998.20	102,260.40
OFICIAL ADMINISTRATIVO	6 A	0	7,337.00	2,557.50	9,894.50	610.70	961.40	99,868.80
OFICIAL ADMINISTRATIVO	5 A	0	7,149.00	2,557.50	9,706.50	367.30	936.80	100,828.80
CAPTURISTA DE DATOS	5 A	0	7,149.00	2,557.50	9,706.50	367.30	936.80	100,828.80
OFICIAL ADMINISTRATIVO	4 B	0	7,078.00	2,557.50	9,635.50	359.60	927.40	100,182.00
OFICIAL ADMINISTRATIVO	4 A	0	7,041.00	2,557.50	9,598.50	355.50	922.60	99,844.80
AUXILIAR TECNICO	4 A	0	7,041.00	2,557.50	9,598.50	355.50	922.60	99,844.80
AUXILIAR	1 A	0	6,527.00	2,557.50	9,084.50	263.70	855.20	95,587.20



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**H. TRIBUNAL SUPERIOR DE JUSTICIA**  
**ANALÍTICO DE PLAZAS**

PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
MAGISTRADO PRESIDENTE	1	161,535.50	161,535.50
MAGISTRADO NUMERARIO	21	106,278.50	106,278.50
MAGISTRADO JUBILADO	14	49,843.00	49,843.00
DIRECTOR	3	66,594.00	66,594.00
PENSIONADA	7	49,843.00	49,843.00
SECRETARIO PARTICULAR	1	45,027.00	45,027.00
SECRETARIO PRIVADO	1	38,023.00	38,023.00
SECRETARIO AUXILIAR	2	32,887.00	32,887.00
SECRETARIO GENERAL DE ACUERDOS	1	73,596.00	73,596.00
JUEZ	1	60,762.63	60,762.63
ASESOR	6	32,995.00	32,995.00
JEFE DE UNIDAD	1	24,520.00	24,520.00
JEFE DE DEPARTAMENTO	18	18,948.00	18,948.00
SECRETARIO DE ACUERDOS DE SALA	6	20,104.00	20,104.00
SECRETARIO DE ESTUDIO Y CUENTA	58	20,104.00	20,104.00
SECRETARIO DE ESTUDIO Y CUENTA JUBILADO	1	7,626.00	7,626.00
JEFE DE OFICINA	14	11,250.00	11,250.00
SECRETARIO DE ACUERDOS AUXILIAR DE SALA	10	17,553.00	17,553.00
ANALISTA	6	10,743.00	15,043.00
TECNICO ADMINISTRATIVO	1	9,685.00	9,685.00
EJECUTOR	8	9,078.00	9,078.00
TECNICO	2	9,078.00	9,078.00
CHOFER PRESIDENCIA	1	8,568.00	8,568.00
CAPTURISTA DE DATOS	6	7,961.00	7,961.00
OFICIAL ADMINISTRATIVO	51	7,883.00	7,883.00
AUXILIAR	2	7,587.00	7,587.00



GOBIERNO DEL ESTADO  
DE OAXACA



**H. TRIBUNAL SUPERIOR DE JUSTICIA**  
**ANALÍTICO DE PLAZAS**

PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ANALISTA	7	14,314.50	14,314.50
ABOGADO	1	14,314.50	14,314.50
ABOGADO	2	13,842.50	13,842.50
TECNICO ESPECIALIZADO	5	13,842.50	13,842.50
TECNICO ESPECIALIZADO	4	14,314.50	14,314.50
ANALISTA	5	13,842.50	13,842.50
TECNICO	10	13,008.50	13,008.50
TECNICO	1	13,608.50	13,608.50
TECNICO	4	12,516.50	12,516.50
TRABAJADORA SOCIAL	1	11,993.50	11,993.50
EJECUTOR	1	12,303.50	12,303.50
EJECUTOR	1	12,018.50	12,018.50
TECNICO	1	11,783.50	11,783.50
EJECUTOR	2	11,731.50	11,731.50
EJECUTOR	1	13,608.50	13,608.50
EJECUTOR	4	12,783.50	12,783.50
EJECUTOR	2	12,516.50	12,516.50
TECNICO	1	13,231.50	13,231.50
TECNICO	8	11,571.50	11,571.50
OFICIAL ADMINISTRATIVO	1	10,773.50	10,773.50
OFICIAL ADMINISTRATIVO	11	10,455.50	10,455.50
OFICIAL ADMINISTRATIVO	2	10,175.50	10,175.50
OFICIAL ADMINISTRATIVO	6	9,894.50	9,994.50
OFICIAL ADMINISTRATIVO	5	9,706.50	9,706.50
CAPTURISTA DE DATOS	1	9,706.50	9,706.50
OFICIAL ADMINISTRATIVO	5	9,635.50	9,635.50
OFICIAL ADMINISTRATIVO	23	9,598.50	9,898.50
AUXILIAR TECNICO	5	9,598.50	9,598.50
AUXILIAR	2	9,084.50	9,084.50
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GOBIERNO DEL ESTADO  
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**Anexo 2.2.1.2 Consejo de la Judicatura del Estado**




CONSEJO DE LA JUDICATURA DEL ESTADO  
TABULADOR DE SUELDOS CONFIANZA

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
IMPREGSTRADO PRESIDENTE	24	0	26,198.50	135,337.00	161,535.50	44,239.90	3,011.90	1,371,404.40
CONSEJERO	22	0	18,230.00	88,048.50	106,278.50	27,862.80	2,294.70	915,852.00
IMPREGSTRADO SUPLENTE	22	0	18,230.00	73,302.00	91,532.00	23,239.30	2,294.70	791,976.00
IMPREGSTRADO NUMERARIO	22	0	18,230.00	88,048.50	106,278.50	27,862.80	2,294.70	915,852.00
DIRECTOR	21	0	7,885.00	58,709.00	66,594.00	15,757.90	1,033.20	597,634.80
VISITADOR GENERAL	21	0	7,885.00	58,709.00	66,594.00	15,757.90	1,033.20	597,634.80
SECRETARIO GENERAL DE ACUERDOS	19	2	6,950.00	66,646.00	73,596.00	17,858.50	910.70	657,921.60
SECRETARIO EJECUTIVO	19	0	6,950.00	66,646.00	73,596.00	17,858.50	910.70	657,921.60
SECRETARIO PRIVADO	21	2	7,885.00	30,138.00	38,023.00	7,186.60	1,033.20	357,638.40
SECRETARIO PARTICULAR	20	1	6,970.00	38,057.00	45,027.00	9,287.80	913.30	417,910.80
JEFE DE UNIDAD	18	0	6,930.00	17,590.00	24,520.00	3,785.00	908.10	237,922.80
SECRETARIO AUXILIAR	17	2	6,910.00	25,977.00	32,887.00	5,670.70	905.50	315,729.60
SROE CTA AIT PROCT	17	0	6,910.00	26,085.00	32,995.00	5,778.70	905.50	315,729.60
JUEZ	17	0	6,910.00	33,084.60	39,994.60	7,778.20	905.50	375,730.80
JUEZ JUBILADO	17	0	-	20,363.00	20,363.00	-	-	244,356.00
SECRETARIO AUXILIAR EJECUTIVO	17	0	6,910.00	26,085.00	32,995.00	5,778.70	905.50	315,729.60
SECRETARIO ADMINISTRATIVO DE CONSEJO	17	0	6,910.00	26,085.00	32,995.00	5,778.70	905.50	315,729.60
ADMINISTRADOR DE DISTRITO	17	0	6,910.00	26,085.00	32,995.00	5,778.70	905.50	315,729.60
JEFE DE DEPARTAMENTO	17	0	6,890.00	12,058.00	18,948.00	2,553.00	902.80	185,906.40
SECRETARIO DE ACUERDOS DE SALA	16	6	6,850.00	13,254.00	20,104.00	2,800.00	897.60	196,876.80
SECRETARIO DE ESTUDIO Y CUENTA	16	0	6,850.00	13,254.00	20,104.00	2,800.00	897.60	196,876.80
MEDIADOR	16	0	6,850.00	13,254.00	20,104.00	2,800.00	897.60	196,876.80
SECRETARIO DE CONSEJO	16	0	6,850.00	13,254.00	20,104.00	2,800.00	897.60	196,876.80
JEFE DE OFICINA	15	0	6,516.00	4,734.00	11,250.00	782.50	853.80	115,364.40
AUDITOR	15	0	6,516.00	6,142.50	12,658.50	1,034.60	853.80	129,241.20
SECRETARIO JUDICIAL	15	0	6,516.00	11,037.00	17,553.00	2,068.50	853.80	175,568.40
SECRETARIO JUDICIAL JUBILADO	15	0	-	3,637.60	3,637.60	-	-	43,651.20
GESTOR ADMINISTRATIVO	15	0	6,516.00	4,734.00	11,250.00	782.50	853.80	115,364.40
PERITO JUDICIAL	15	0	6,516.00	6,142.50	12,658.50	1,034.60	853.80	129,241.20
DECTAMINADOR	14	0	6,286.00	4,947.00	11,233.00	780.20	823.60	115,550.40
ANALISTA	13	0	5,901.00	4,842.00	10,743.00	701.10	773.20	111,224.40
TECNICO ADMINISTRATIVO	12	0	5,211.00	4,474.00	9,685.00	302.70	682.80	104,394.00
TRABAJADORA SOCIAL	11	0	4,881.00	4,444.00	9,325.00	263.50	639.60	101,062.80
EJECUTOR JUDICIAL	10	0	4,616.00	4,462.00	9,078.00	236.70	604.80	98,838.00
TECNICO	10	0	4,616.00	4,462.00	9,078.00	236.70	604.80	98,838.00
EJECUTOR	10	0	4,616.00	4,462.00	9,078.00	236.70	604.80	98,838.00
AUXILIAR CONTABLE	10	0	4,616.00	4,462.00	9,078.00	236.70	604.80	98,838.00
SECRETARIA EJECUTIVA DE DIRECTOR	8	0	4,005.00	4,926.00	8,931.00	220.70	524.70	98,227.20
CHOFER PRESIDENCIA	7	0	3,860.00	4,708.00	8,568.00	157.00	505.80	94,862.40
CAPTURISTA DE DATOS	5	0	3,611.00	4,350.00	7,961.00	183.00	473.20	87,657.60
OFICIAL DE POLICIA	5	0	3,611.00	4,350.00	7,961.00	183.00	473.20	87,657.60
OFICIAL ADMINISTRATIVO	4	0	3,543.00	4,340.00	7,883.00	180.00	464.30	86,864.40
AUXILIAR	1	0	3,289.00	4,298.00	7,587.00	166.00	431.00	83,880.00
EDUCADORA	13 C	0	11,447.00	2,867.50	14,314.50	1,437.40	1,499.90	136,526.40
ANALISTA	13 C	0	11,447.00	2,867.50	14,314.50	1,437.40	1,499.90	136,526.40
ABOGADO	13 C	0	11,447.00	2,867.50	14,314.50	1,437.40	1,499.90	136,526.40
TECNICO ESPECIALIZADO	13 C	0	11,447.00	2,867.50	14,314.50	1,437.40	1,499.90	136,526.40
ANALISTA	13 B	0	11,213.00	2,867.50	14,080.50	1,387.40	1,469.30	134,685.60
ABOGADO	13 A	0	10,975.00	2,867.50	13,842.50	1,336.60	1,438.20	132,812.40
TECNICO ESPECIALIZADO	13 A	21	10,975.00	2,867.50	13,842.50	1,336.60	1,438.20	132,812.40



GOBIERNO DEL ESTADO  
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 <b>CONSEJO DE LA JUDICATURA DEL ESTADO</b> <b>TABULADOR DE SUELDOS CONFIANZA</b>								
PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
ANALISTA	13 A	0	10,975.00	2,867.50	13,842.50	1,336.60	1,438.20	132,812.40
EJECUTOR	12 C	0	10,741.00	2,867.50	13,608.50	1,286.60	1,407.50	130,972.80
TECNICO	12 C	0	10,741.00	2,867.50	13,608.50	1,286.60	1,407.50	130,972.80
EJECUTOR	12 A	0	10,141.00	2,867.50	13,008.50	1,158.50	1,328.80	126,254.40
TECNICO	12 A	0	10,141.00	2,867.50	13,008.50	1,158.50	1,328.80	126,254.40
TECNICO	11 C	0	9,916.00	2,867.50	12,783.50	1,110.40	1,299.30	124,486.60
AUXILIAR DE ANALISTA	11 C	0	9,916.00	2,867.50	12,783.50	1,110.40	1,299.30	124,486.60
TECNICO	10A	39	9,014.00	2,717.50	11,731.50	918.70	1,181.20	115,579.20
EJECUTOR	11 C	0	9,916.00	2,867.50	12,783.50	1,110.40	1,299.30	124,486.60
EJECUTOR	11 B	0	9,694.00	2,867.50	12,561.50	1,067.40	1,270.30	122,686.60
TECNICO	11 B	0	9,694.00	2,867.50	12,561.50	1,067.40	1,270.30	122,686.60
TECNICO	11 A	0	9,649.00	2,867.50	12,516.50	1,059.40	1,264.30	122,313.60
TRABAJADORA SOCIAL	11 A	0	9,649.00	2,867.50	12,516.50	1,059.40	1,264.30	122,313.60
EJECUTOR	11 A	0	9,649.00	2,867.50	12,516.50	1,059.40	1,264.30	122,313.60
TECNICO	10 C	0	9,436.00	2,567.50	11,993.50	966.70	1,236.40	117,496.80
EJECUTOR	10 C	0	9,436.00	2,867.50	12,303.50	1,021.20	1,236.40	120,550.80
EJECUTOR	10 B	0	9,226.00	2,792.50	12,018.50	970.10	1,208.90	118,074.00
TECNICO	10 B	0	9,226.00	2,567.50	11,783.50	928.00	1,208.90	115,759.20
EJECUTOR	10 A	0	9,014.00	2,717.50	11,731.50	918.70	1,181.20	115,579.20
AUX. ANALISTA	10 A	0	9,014.00	2,567.50	11,571.50	890.00	1,181.20	114,003.60
AUXILIAR CONTABLE	10 A	0	9,014.00	2,567.50	11,571.50	890.00	1,181.20	114,003.60
OFICIAL ADMINISTRATIVO	9 A	0	8,216.00	2,567.50	10,773.50	751.30	1,076.50	107,348.40
OFICIAL ADMINISTRATIVO	8 C	0	8,114.00	2,567.50	10,671.50	736.00	1,063.30	106,478.40
OFICIAL ADMINISTRATIVO	8 A	0	7,898.00	2,567.50	10,465.50	700.40	1,034.90	104,642.40
OFICIAL ADMINISTRATIVO	7 A	0	7,618.00	2,567.50	10,175.50	666.60	998.20	102,260.40
OFICIAL ADMINISTRATIVO	6 C	0	7,529.00	2,567.50	10,086.50	641.40	986.60	101,502.00
OFICIAL ADMINISTRATIVO	6 B	0	7,422.00	2,567.50	9,979.50	624.30	972.60	100,591.20
OFICIAL ADMINISTRATIVO	6 A	0	7,337.00	2,567.50	9,894.50	610.70	961.40	99,868.80
OFICIAL ADMINISTRATIVO	5 C	0	7,276.00	2,567.50	9,833.50	600.90	953.40	99,350.40
OFICIAL ADMINISTRATIVO	5 B	0	7,211.00	2,567.50	9,768.50	374.00	944.90	101,336.20
OFICIAL ADMINISTRATIVO	5 A	0	7,149.00	2,567.50	9,706.50	367.30	936.80	100,828.80
OFICIAL ADMINISTRATIVO	4 C	0	7,123.00	2,567.50	9,680.50	364.50	933.40	100,591.20
OFICIAL ADMINISTRATIVO	4 B	0	7,078.00	2,567.50	9,635.50	359.60	927.40	100,182.00
AUXILIAR TECNICO	4 B	0	7,078.00	2,867.50	9,935.50	359.60	927.40	103,782.00
OFICIAL ADMINISTRATIVO	4 A	0	7,041.00	2,568.50	9,599.50	356.50	922.60	99,866.80
AUXILIAR TECNICO	4 A	0	7,041.00	2,567.50	9,598.50	356.50	922.60	99,844.80
AUXILIAR TECNICO	3 A	0	6,943.00	2,567.50	9,400.50	298.10	896.70	98,468.40
AUXILIAR	1 A	0	6,527.00	2,567.50	9,094.50	263.70	866.20	96,587.20



GOBIERNO DEL ESTADO  
DE OAXACA

 <b>CONSEJO DE LA JUDICATURA DEL ESTADO</b> <b>ANALÍTICO DE PLAZAS</b>			
PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
MAGISTRADO PRESIDENTE	4	161,535.50	161,535.50
CONSEJERO	4	106,278.50	106,278.50
MAGISTRADO SUPLENTE	6	91,532.00	91,532.00
MAGISTRADO NUMERARIO	9	106,278.50	106,278.50
DIRECTOR	15	66,594.00	66,594.00
VISITADOR GENERAL	1	66,594.00	66,594.00
SECRETARIO GENERAL DE ACUERDOS	2	73,596.00	73,596.00
SECRETARIO PRIVADO	2	38,023.00	38,023.00
SECRETARIO PARTICULAR	1	45,027.00	45,027.00
SRI O.E.C.TA AUT.P/DICT.	1	32,995.00	32,995.00
SECRETARIO AUXILIAR	2	32,887.00	32,887.00
SECRETARIO EJECUTIVO	1	73,596.00	73,596.00
JUEZ	152	39,994.60	39,994.60
JUEZ JUBILADO	21	20,363.00	20,363.00
SECRETARIO AUXILIAR EJECUTIVO	1	32,995.00	32,995.00
SECRETARIO ADMINISTRATIVO DE CONSEJO	1	32,995.00	32,995.00
JEFE DE UNIDAD	7	24,520.00	24,520.00
ADMINISTRADOR DE DISTRITO	5	32,995.00	32,995.00
JEFE DE DEPARTAMENTO	88	18,948.00	18,948.00
SECRETARIO DE ACUERDOS DE SALA	6	20,104.00	20,104.00
SECRETARIO DE ESTUDIO Y CUENTA	21	20,104.00	20,104.00
MEDIADOR	8	20,104.00	20,104.00
SECRETARIO DE CONSEJO	8	20,104.00	20,104.00
JEFE DE OFICINA	174	11,250.00	11,250.00
AUDITOR	12	12,658.50	12,658.50
SECRETARIO JUDICIAL	187	17,553.00	27,753.00
SECRETARIO JUDICIAL JUBILADO	21	3,637.60	3,637.60
GESTOR ADMINISTRATIVO	1	11,250.00	11,250.00
PERITO JUDICIAL	16	12,658.50	12,658.50
DICTAMINADOR	6	11,233.00	11,233.00
ANALISTA	133	10,743.00	10,743.00



GOBIERNO DEL ESTADO  
DE OAXACA

 <b>CONSEJO DE LA JUDICATURA DEL ESTADO</b> <b>ANALÍTICO DE PLAZAS</b>			
PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TECNICO ADMINISTRATIVO	10	9,685.00	9,685.00
EJECUTOR	111	9,078.00	9,078.00
AUXILIAR CONTABLE	4	9,078.00	9,078.00
TRABAJADORA SOCIAL	1	9,325.00	9,325.00
EJECUTOR JUDICIAL	1	9,078.00	9,078.00
TECNICO	6	9,078.00	9,078.00
SECRETARIA EJECUTIVA DE DIRECTOR	13	8,931.00	8,931.00
CHOFER PRESIDENCIA	18	8,568.00	8,568.00
CAPTURISTA DE DATOS	43	7,961.00	7,961.00
OFICIAL DE POLICIA	11	7,961.00	7,961.00
OFICIAL ADMINISTRATIVO	271	7,883.00	7,883.00
AUXILIAR	68	7,587.00	7,587.00
EDUCADORA	1	14,314.50	14,314.50
ANALISTA	21	14,314.50	14,314.50
ABOGADO	6	14,314.50	14,314.50
ABOGADO	9	13,842.50	13,842.50
TECNICO ESPECIALIZADO	21	13,842.50	14,142.50
TECNICO ESPECIALIZADO	14	14,314.50	14,614.50
ANALISTA	12	13,842.50	13,842.50
TECNICO	21	13,008.50	13,308.50
TECNICO	5	13,608.50	13,908.50
TECNICO	21	12,516.50	12,816.50
TECNICO	3	12,783.50	12,783.50
TRABAJADORA SOCIAL	1	12,516.50	12,516.50
ANALISTA	2	14,080.50	14,080.50
TECNICO	13	11,993.50	12,293.50
AUXILIAR DE ANALISTA	1	12,783.50	12,783.50
EJECUTOR	18	12,303.50	12,303.50
EJECUTOR	8	12,018.50	12,018.50
TECNICO	7	11,783.50	11,783.50
EJECUTOR	5	11,731.50	11,731.50
EJECUTOR	2	13,608.50	13,608.50



GOBIERNO DEL ESTADO  
DE OAXACA



CONSEJO DE LA JUDICATURA DEL ESTADO  
ANALÍTICO DE PLAZAS


PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
EJECUTOR	21	13,008.50	13,008.50
EJECUTOR	7	12,783.50	12,783.50
EJECUTOR	3	12,561.50	12,561.50
EJECUTOR	13	12,516.50	12,516.50
TECNICO	4	12,561.50	12,561.50
AUXILIAR DE ANALISTA	1	11,571.50	11,571.50
TECNICO	39	11,571.50	12,571.50
AUXILIAR CONTABLE	1	11,571.50	11,571.50
OFICIAL ADMINISTRATIVO	5	10,773.50	10,773.50
OFICIAL ADMINISTRATIVO	2	10,671.50	10,671.50
OFICIAL ADMINISTRATIVO	33	10,455.50	10,755.50
OFICIAL ADMINISTRATIVO	1	10,086.50	10,086.50
OFICIAL ADMINISTRATIVO	9	10,175.50	10,175.50
OFICIAL ADMINISTRATIVO	1	9,979.50	9,979.50
OFICIAL ADMINISTRATIVO	32	9,894.50	10,194.50
OFICIAL ADMINISTRATIVO	3	9,768.50	9,768.50
OFICIAL ADMINISTRATIVO	1	9,833.50	9,833.50
OFICIAL ADMINISTRATIVO	22	9,706.50	9,736.50
OFICIAL ADMINISTRATIVO	5	9,680.50	9,680.50
OFICIAL ADMINISTRATIVO	11	9,635.50	9,635.50
AUXILIAR TECNICO	1	9,935.50	9,935.50
OFICIAL ADMINISTRATIVO	156	9,598.50	9,898.50
AUXILIAR TECNICO	30	9,598.50	9,628.50
AUXILIAR	1	9,400.50	9,400.50
AUXILIAR	11	9,084.50	9,084.50
TOTAL	1903306.2		



GOBIERNO DEL ESTADO  
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**Anexo 2.3 Órganos Autonomos**  
**Anexo 2.3.1 Remuneracion Mensual**  
**Anexo 2.3.1.1 Defensoria de los Derechos Humanos del Pueblo de Oaxaca**

DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA  
TABULADOR DE SUELDOS CONFIANZA



PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
DEFENSORÍA	A A1	1	285,428.00	944,108.00	944,108.00	197,936.02	6,219.12	739,952.86
COORDINADOR/A GENERAL	B B1	2	657,183.36	284,779.46	941,962.82	167,652.80	6,220.12	768,089.90
CONTRALOR/A INTERNO/A	B B2	1	393,104.16	170,345.14	563,449.30	97,379.90	6,222.12	459,847.28
DIRECTOR/A	B B3	6	393,104.16	170,345.14	563,449.30	89,172.90	6,229.12	459,846.28
SECRETARIO/A TECNICO/A	B B4	1	393,104.16	170,345.14	563,449.30	89,172.90	6,229.12	468,047.28
CONSULTOR/A	B B5	6	393,104.16	170,345.14	563,449.30	89,127.90	6,230.12	468,046.28
SECRETARIO/A TECNICO/A	C C1	1	337,947.00	146,455.40	484,429.40	65,371.29	6,231.12	412,826.99
SECRETARIO/A PARTICULAR	C C2	1	310,960.32	134,749.47	445,709.79	70,155.42	6,232.12	369,322.25
COORDINADOR/A	C C3	4	300,000.00	130,000.00	430,000.00	47,584.80	6,235.12	376,180.08
COORDINADOR/A	C C4	6	255,540.00	161,842.00	417,382.00	56,458.56	6,236.12	354,597.32
COORDINADOR/A	C C5	4	216,000.00	136,800.00	352,800.00	43,307.90	6,236.12	303,255.98
COORDINADOR/A	C C6	4	180,000.00	78,000.00	258,000.00	41,563.20	6,237.12	210,199.68
DEFENSOR/A REGIONAL	D D1	10	192,000.00	83,200.00	275,200.00	36,679.10	6,268.12	232,252.78
DEFENSOR/A REGIONAL	D D2	7	161,760.00	70,096.00	231,856.00	46,414.51	6,269.12	179,172.37
DEFENSOR/A ESPECIALIZADO/A	D D3	5	180,000.00	78,000.00	258,000.00	41,563.20	6,259.12	210,177.68
DEFENSOR/A ESPECIALIZADO/A	D D4	5	161,760.00	80,096.00	231,856.00	46,414.51	6,284.12	179,151.37
JEFE/A DE LA UNIDAD	E E1	3	144,000.00	62,400.00	206,400.00	20,417.80	6,298.12	179,684.08
DEFENSOR/A ADJUNTO	F F1	10	138,000.00	59,800.00	197,800.00	11,047.92	6,260.12	180,491.96
TECNICO/A ESPECIALIZADO/A	F F2	8	132,000.00	57,200.00	189,200.00	9,468.00	6,301.12	173,430.88
TECNICO/A ESPECIALIZADO/A	F F3	14	120,000.00	52,000.00	172,000.00	8,811.36	6,302.12	156,886.52
OFICIAL ADMINISTRATIVO/A	G G1	40	120,000.00	52,000.00	172,000.00	8,811.36	6,339.12	156,849.52
OFICIAL ADMINISTRATIVO/A	G G2	30	114,000.00	49,400.00	163,400.00	7,485.36	6,339.12	149,575.52
OFICIAL DE TRANSPORTE	G G3	10	97,680.00	42,328.00	140,008.00	12,634.40	6,339.12	121,034.48
TÉCNICO/A	H H1	27	96,000.00	41,600.00	137,600.00	12,031.96	6,303.12	119,264.92
SECRETARIO/A	I I1	8	83,160.00	36,036.00	119,196.00	6,351.35	6,339.12	106,505.53
NOTIFICADOR/A	J J1	4	73,200.00	31,720.00	104,920.00	4,034.62	6,341.12	94,544.26
INTENDENTE/A	K K1	6	60,000.00	16,312.89	76,312.89	-	6,343.12	69,969.77



GOBIERNO DEL ESTADO  
DE OAXACA

**DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA  
ANALÍTICO DE PLAZAS**



PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
DEFENSORÍA	1	944,108.00	944,108.00
COORDINADOR/A GENERAL	2	941,962.82	941,962.82
CONTRALOR/A INTERNO/A	1	563,449.30	563,449.30
DIRECTOR/A	6	563,449.30	563,449.30
SECRETARIO/A TECNICO/A	1	563,449.30	563,449.30
CONSULTOR/A	6	563,449.30	563,449.30
SECRETARIO/A TECNICO/A	1	484,429.40	484,429.40
SECRETARIO/A PARTICULAR	1	445,709.79	445,709.79
COORDINADOR/A	4	430,000.00	430,000.00
COORDINADOR/A	6	417,382.00	417,382.00
COORDINADOR/A	4	352,800.00	352,800.00
COORDINADOR/A	4	258,000.00	258,000.00
DEFENSOR/A REGIONAL	10	275,200.00	275,200.00
DEFENSOR/A REGIONAL	7	231,856.00	231,856.00
DEFENSOR/A ESPECIALIZADO/A	5	528,000.00	258,000.00
DEFENSOR/A ESPECIALIZADO/A	5	231,856.00	231,856.00
JEFE/A DE LA UNIDAD	3	206,400.00	206,400.00
DEFENSOR/A ADJUNTO	10	197,800.00	197,800.00
TECNICO/A ESPECIALIZADO/A	8	189,200.00	189,200.00
TECNICO/A ESPECIALIZADO/A	14	172,000.00	172,000.00
OFICIAL ADMINISTRATIVO/A	40	172,000.00	172,000.00
OFICIAL ADMINISTRATIVO/A	30	163,400.00	163,400.00
OFICIAL DE TRANSPORTE	10	140,008.00	140,008.00
TÉCNICO/A	27	137,600.00	137,600.00
SECRETARIO/A	8	119,196.00	119,196.00
NOTIFICADOR/A	4	104,920.00	104,920.00
INTENDENTE/A	6	76,312.86	76,312.89



GOBIERNO DEL ESTADO  
DE OAXACA

<b>Anexo 2.3.1.2 Intituto Estatal Electoral y de Participación Ciudadana</b>						
 <b>INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA</b> <b>TABULADOR DE SUELDOS CONFIANZA</b>						
PUUESTO	NIVEL	NÚMERO DE PLAZAS	SUELDO BASE ANUAL	REMUNERACIÓN ANUAL	DIETA ANUAL	TOTAL ANUAL
CONSEJERO PRESIDENTE	MANDOS MEDIOS Y SUPERIORES	1	379,884.00	1,102,752.00	-	1,482,636.00
CONSEJERO ELECTORAL	MANDOS MEDIOS Y SUPERIORES	6	0.00	-	924,000.00	924,000.00
REPRESENTANTE PART. POLÍTICO	MANDOS MEDIOS Y SUPERIORES	9	0.00	-	126,000.00	126,000.00
DIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES	1	347,952.00	710,448.00	-	1,058,400.00
SECRETARIO GENERAL	MANDOS MEDIOS Y SUPERIORES	1	317,796.00	542,160.00	-	859,956.00
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	1	199,248.00	396,096.00	-	595,344.00
CONTRALOR INTERNO	MANDOS MEDIOS Y SUPERIORES	1	242,112.00	525,228.00	-	767,340.00
DIRECTOR EJECUTIVO	MANDOS MEDIOS Y SUPERIORES	5	242,112.00	525,228.00	-	767,340.00
COORDINADOR ADMINISTRATIVO	MANDOS MEDIOS Y SUPERIORES	1	242,112.00	525,228.00	-	767,340.00
COORD. COMUNIC. SOCIAL	MANDOS MEDIOS Y SUPERIORES	1	189,852.00	273,192.00	-	463,044.00
ASESOS D02	MANDOS MEDIOS Y SUPERIORES	1	199,248.00	329,952.00	-	529,200.00
ASESOR E	MANDOS MEDIOS Y SUPERIORES	3	189,852.00	273,192.00	-	463,044.00
COORDINADOR DE ÁREA A	COORDINACIÓN TÉCNICA	6	139,320.00	257,580.00	-	396,900.00
COORDINADOR A	COORDINACIÓN TÉCNICA	1	108,360.00	238,932.00	-	347,292.00
COORDINADOR A02	COORDINACIÓN TÉCNICA	8	108,360.00	222,396.00	-	330,756.00
COORDINADOR A03	COORDINACIÓN TÉCNICA	2	108,360.00	209,160.00	-	317,520.00
COORDINADOR B	COORDINACIÓN TÉCNICA	1	108,360.00	195,936.00	-	304,296.00
COORDINADOR C	COORDINACIÓN TÉCNICA	1	100,152.00	168,804.00	-	268,956.00
COORDINADOR C02	COORDINACIÓN TÉCNICA	7	100,152.00	164,448.00	-	264,600.00
COORDINADOR D	COORDINACIÓN TÉCNICA	1	100,152.00	152,532.00	-	252,684.00
COORDINADOR D02	COORDINACIÓN TÉCNICA	7	95,400.00	142,740.00	-	238,140.00
COORDINADOR E02	COORDINACIÓN TÉCNICA	5	95,400.00	116,280.00	-	211,680.00
COORDINADOR F	COORDINACIÓN TÉCNICA	3	88,380.00	110,064.00	-	198,444.00
COORDINADOR F02	COORDINACIÓN TÉCNICA	7	88,380.00	90,228.00	-	178,608.00
SECRETARIA EJECUTIVA B	PERSONAL TECNICO/ADMIVO	2	69,468.00	102,528.00	-	211,680.00
SECRETARIA EJECUTIVA C	PERSONAL TECNICO/ADMIVO	2	58,212.00	100,548.00	-	198,444.00
TECNICO ESPECIALIZADO A	PERSONAL TECNICO/ADMIVO	2	69,468.00	125,016.00	-	178,608.00
TECNICO ESPECIALIZADO B	PERSONAL TECNICO/ADMIVO	2	69,468.00	102,528.00	-	171,996.00
TECNICO ESPECIALIZADO C	PERSONAL TECNICO/ADMIVO	3	69,468.00	89,292.00	-	158,790.00
TECNICO ESPECIALIZADO D	PERSONAL TECNICO/ADMIVO	6	69,468.00	76,068.00	-	145,539.00
TECNICO ESPECIALIZADO G	PERSONAL TECNICO/ADMIVO	7	56,100.00	76,200.00	-	132,300.00
TECNICO ESPECIALIZADO G02	PERSONAL TECNICO/ADMIVO	2	56,100.00	66,276.00	-	122,376.00
TECNICO MEDIO A	PERSONAL TECNICO/ADMIVO	7	50,280.00	68,796.00	-	119,076.00
TECNICO MEDIO B	PERSONAL TECNICO/ADMIVO	1	50,280.00	62,172.00	-	112,452.00
TECNICO MEDIO C	PERSONAL TECNICO/ADMIVO	4	50,280.00	55,560.00	-	105,840.00
SECRETARIO F	PERSONAL TECNICO/ADMIVO	1	23,556.00	42,600.00	-	66,156.00
CHOFER D	PERSONAL TECNICO/ADMIVO	1	36,120.00	43,260.00	-	79,380.00
INTENDENTE B	PERSONAL TECNICO/ADMIVO	2	48,036.00	51,192.00	-	99,228.00
INTENDENTE C	PERSONAL TECNICO/ADMIVO	1	390,960.00	52,644.00	-	92,604.00





GOBIERNO DEL ESTADO  
DE OAXACA

INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA  
ANALÍTICO DE PLAZAS



INSTITUTO  
ESTATAL ELECTORAL  
y de Participación Ciudadana de Oaxaca

PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CONSEJERO PRESIDENTE	1	1,102,752.00	102,752.00
DIRECTOR GENERAL	1	710,448.00	710,448.00
SECRETARIO GENERAL	1	542,160.00	542,160.00
SECRETARIO PARTICULAR	1	396,096.00	396,096.00
CONTRALOR INTERNO	1	525,228.00	525,228.00
DIRECTOR EJECUTIVO	5	525,228.00	525,228.00
COORDINADOR ADMINISTRATIVO	1	525,228.00	525,228.00
COORD. COMINC. SOCIAL	1	273,192.00	273,192.00
ASESOR	4	273,192.00	329,952.00
COORDINADOR	49	90,228.00	257,580.00
SECRETARIA EJECUTIVA	4	100,548.00	102,528.00
TECNICO ESPECIALIZADO A	22	66,276.00	125,016.00
TECNICO MEDIO	12	55,560.00	68,796.00
SECRETARIO	1	42,600.00	42,600.00
CHOFER D	1	43,260.00	43,260.00
INTENDENTE	3	51,192.00	52,644.00



GOBIERNO DEL ESTADO  
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### Anexo 2.3.1.3 Comisión Estatal de Arbitraje Medico



COMISION ESTATAL DE ARBITRAJE MEDICO DE OAXACA  
TABULADOR DE SUELDOS CONFIANZA

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
COMISIONADO PRESIDENTE		1	254,889.18	674,459.86	929,349.04	54,433.51	9,928.80	864,986.72
SUBCOMISION		2	302,800.68	1,056,735.54	1,359,536.22	51,948.29	19,857.60	1,287,730.33
DIRECTOR A		1	216,176.69	539,071.60	755,248.28	43,183.22	9,928.80	702,136.26
DIRECTOR B		1	126,486.36	349,490.99	475,977.35	19,398.71	9,928.80	446,649.84
CONSULTOR		4	450,751.39	1,315,501.99	1,766,253.38	63,028.22	39,715.20	1,663,509.96
JEFE DE DEPARTAMENTO		4	214,643.52	660,458.74	875,102.26	1,836.58	39,715.20	833,550.48
JEFE DE OFICINA		1	53,660.88	89,234.96	142,895.84	462.42	9,928.80	132,504.62
ANALISTA		2	99,655.92	192,390.66	292,046.58	0.00	19,857.60	272,188.98
SECRETARIA DE AREA		5	249,139.80	366,952.95	616,092.75	0.00	49,644.00	566,448.75
OFICIAL DE TRANSPORTE		2	99,655.92	146,781.18	246,437.10	0.00	19,857.60	226,579.50
RECEPCIONISTA		1	34,496.28	43,630.27	78,126.55	0.00	9,928.80	68,197.75
VIGILANTE		2	68,992.56	62,249.04	131,241.60	0.00	19,857.60	111,384.00
SUBTOTAL REMUNERACIONES CONF.			2,171,349.18	5,496,957.77	7,668,306.95	234,290.95	258,148.8	7,175,867.20
CONSEJO GENERAL								
SECRETARIO EJECUTIVO		1	62,093.30	90,048.55	152,141.85	1,973.92	9,171.29	140,996.65
CONSEJERO		8	2,714,112.00	0.00	2,714,112.00	271,392.00	0.00	2,442,720.00
PRESTACIONES ANUALES								
CUOTAS AL IMSS PARA CONFIANZA					813,348.12			813,348.12
LIQUIDACIONES POR RETIRO					20,000.00			20,000.00
INDEMNIZACIONES POR DESPIDO					50,000.00			50,000.00
TOTAL SERVICIOS PERSONALES CONFIANZA		35	4,947,554.48	5,587,006.32	11,417,908.93	507,656.87	267,320.09	10,642,931.97

\* Incluye bono por puntualidad, bono por asistencia, prestaciones de prevision social, subsidio para el empleo, prima vacacional y aguinaldo.

\* \*Conforme a plan de prevision social autorizado por la CONSAR



GOBIERNO DEL ESTADO  
DE OAXACA



**COMISION ESTATAL DE ARBITRAJE MEDICO DE OAXACA  
ANALÍTICO DE PLAZAS**

PLAZA / PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
COMISIONADO PRESIDENTE	1	929,349.04	929,349.04
SUBCOMISION	2	679,768.11	679,768.11
DIRECTORA A	1	755,248.28	755,248.28
DIRECTOR B	1	475,977.35	475,977.35
CONSULTOR	4	441,563.34	441,563.34
JEFE DE DEPARTAMENTO	4	218,775.56	218,775.56
JEFE DE OFICINA	1	142,895.84	142,895.84
ANALISTA	2	146,023.29	146,023.29
SECRETARIA DE AREA	5	123,218.55	123,218.55
OFICIAL DE TRANSPORTE	2	123,218.55	123,218.55
RECEPCIONISTA	1	78,126.55	78,126.55
VIGILANTE	2	65,620.80	65,620.80
SECRETARIO EJECUTIVO	1	152,141.85	152,141.85
CONSEJERO	8	339,264.00	339,264.00
TOTAL DE PLAZAS	35		




GOBIERNO DEL ESTADO  
DE OAXACA

<b>Anexo 2.3.1.4 Comisión de Transparencia, Acceso a la Información Pública y</b> <b>Protección de Datos Personales del Estado de Oaxaca</b> <small>COMISIÓN DE TRANSPARENCIA, ACCESO A LA INFORMACIÓN PÚBLICA Y PROTECCIÓN DE DATOS PERSONALES DEL ESTADO DE OAXACA</small> <small>TABULADOR DE SUELDOS CONFIANZA</small>								
PLAZA / PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
CONSEJERO PRESIDENTE		1	1,193,712.00	373,666.86	1,567,378.86	314,545.20	16,114.86	1,236,718.80
CONSEJERO		1	1,193,712.00	373,666.86	1,567,378.86	314,545.20	16,114.86	1,236,718.80
CONSEJERO		1	1,193,712.00	373,666.86	1,567,378.86	314,545.20	16,114.86	1,236,718.80
SECRETARIO GENERAL DE ACUERDO		1	411,840.00	135,096.00	546,936.00	79,984.32	12,854.65	454,097.03
SECRETARIA TÉCNICA		1	411,840.00	135,096.00	546,936.00	79,984.32	12,854.65	454,097.03
DIRECTOR		1	411,840.00	135,096.00	546,936.00	79,984.32	12,854.65	454,097.03
DIRECTOR		1	411,840.00	135,096.00	546,936.00	79,984.32	12,854.65	454,097.03
DIRECTOR		1	411,840.00	135,096.00	546,936.00	79,984.32	12,854.65	454,097.03
DIRECTOR		1	411,840.00	135,096.00	546,936.00	79,984.32	12,854.65	454,097.03
CONTRALOR INTERNO		1	411,840.00	135,096.00	546,936.00	79,984.32	12,854.65	454,097.03
SUBDIRECTOR		1	247,585.73	87,358.12	334,943.84	39,783.60	7,614.56	287,545.68
COORDINACION		1	247,585.73	87,358.12	334,943.84	39,783.60	7,614.56	287,545.68
SECRETARIOS DE ACUERDO		1	188,138.00	68,647.46	256,785.45	27,054.00	5,718.14	224,013.31
SECRETARIOS DE ACUERDO		1	188,138.00	68,647.46	256,785.45	27,054.00	5,718.14	224,013.31
SECRETARIOS DE ACUERDO		1	188,138.00	68,647.46	256,785.45	27,054.00	5,718.14	224,013.31
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
JEFE DE DEPARTAMENTO "B"		1	151,257.60	57,039.36	208,296.96	19,176.00	4,541.66	184,579.30
SECRETARIO PARTICULAR		1	187,824.00	68,548.23	256,372.23	26,986.32	5,708.19	223,677.72
SECRETARIO PARTICULAR		1	187,824.00	68,548.23	256,372.23	26,986.32	5,708.19	223,677.72
SECRETARIO PARTICULAR		1	187,824.00	68,548.23	256,372.23	26,986.32	5,708.19	223,677.72
SECRETARIAS "B"		1	112,064.41	44,703.55	156,767.96	11,142.00	3,291.28	142,334.68
AUDITOR		1	132,288.00	51,068.46	183,356.46	15,123.60	3,936.51	164,296.35
DISEÑADORA		1	114,696.69	45,531.95	160,228.64	11,613.60	3,375.23	145,239.81
CAPACITADOR		1	112,320.00	44,784.00	157,104.00	11,187.84	3,299.53	142,616.63
CAPACITADOR		1	112,320.00	44,784.00	157,104.00	11,187.84	3,299.53	142,616.63
CAPACITADOR		1	112,320.00	44,784.00	157,104.00	11,187.84	3,299.53	142,616.63
CAPACITADOR		1	112,320.00	44,784.00	157,104.00	11,187.84	3,299.53	142,616.63
JEFE DE DEPARTAMENTO "A"		1	104,832.00	42,427.20	147,259.20	9,846.00	3,060.55	134,352.65
JEFE DE DEPARTAMENTO "A"		1	104,832.00	42,427.20	147,259.20	9,846.00	3,060.55	134,352.65
JEFE DE DEPARTAMENTO "A"		1	104,832.00	42,427.20	147,259.20	9,846.00	3,060.55	134,352.65
JEFE DE DEPARTAMENTO "A"		1	104,832.00	42,427.20	147,259.20	9,846.00	3,060.55	134,352.65
JEFE DE DEPARTAMENTO "A"		1	104,832.00	42,427.20	147,259.20	9,846.00	3,060.55	134,352.65
JEFE DE DEPARTAMENTO "A"		1	104,832.00	42,427.20	147,259.20	9,846.00	3,060.55	134,352.65



GOBIERNO DEL ESTADO  
DE OAXACA

 COMISIÓN DE TRANSPARENCIA, ACCESO A LA INFORMACIÓN PÚBLICA Y PROTECCIÓN DE DATOS PERSONALES DEL ESTADO DE OAXACA TABULADOR DE SUELDOS CONFIANZA								
PLAZA / PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
ABOGADO AUXILIAR		1	128,544.00	49,890.06	178,434.06	14,323.92	3,817.05	160,293.09
ABOGADO AUXILIAR		1	128,544.00	49,890.06	178,434.06	14,323.92	3,817.05	160,293.09
ABOGADO AUXILIAR		1	128,544.00	49,890.06	178,434.06	14,323.92	3,817.05	160,293.09
ACTUARIO		1	104,472.08	42,313.91	146,785.98	9,781.44	3,049.11	133,955.43
AUXILIAR "B"		1	100,443.03	41,045.88	141,488.91	9,089.04	2,920.69	129,479.18
AUXILIAR "B"		1	100,443.03	41,045.88	141,488.91	9,089.04	2,920.69	129,479.18
AUXILIAR "B"		1	100,443.03	41,045.88	141,488.91	9,089.04	2,920.69	129,479.18
AUXILIAR "B"		1	100,443.03	41,045.88	141,488.91	9,089.04	2,920.84	129,479.03
AUXILIAR "B"		1	100,443.03	41,045.88	141,488.91	9,089.04	2,920.69	129,479.18
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
AUXILIAR "A"		1	79,872.00	34,570.86	114,442.86	6,191.76	2,264.31	105,986.79
SECRETARIA "A"		1	65,738.40	30,122.40	95,860.80	4,654.08	1,813.39	89,393.33
SECRETARIA "A"		1	65,738.40	30,122.40	95,860.80	4,654.08	1,813.39	89,393.33
OFICIAL DE PARTES		1	69,888.00	31,428.63	101,316.63	5,105.52	1,945.82	94,265.29
CHOFER A		1	80,745.60	34,845.99	115,591.59	6,286.80	2,292.08	107,012.71
CHOFER A		1	80,745.60	34,845.99	115,591.59	6,286.80	2,292.08	107,012.71
CHOFER A		1	80,745.60	34,845.99	115,591.59	6,286.80	2,292.08	107,012.71
ASISTENTE		1	56,014.73	27,061.95	83,076.68	3,595.92	1,529.33	77,951.43
ASISTENTE		1	56,014.73	27,061.95	83,076.68	3,595.92	1,529.33	77,951.43
TOTALES		69	13,606,284.06	4,871,137.88	18,477,421.94	2,311,422.72	349,489.75	15,816,509.47



GOBIERNO DEL ESTADO  
DE OAXACA


**COMISIÓN DE TRANSPARENCIA , ACCESO A LA INFORMACIÓN PÚBLICA Y PROTECCIÓN DE  
DATOS PERSONALES DEL ESTADO DE OAXACA  
ANALÍTICO DE PLAZAS**



PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CONSEJEROS	3		1,236,718.80
SECRETARIO GENERAL DE ACUERDO	1		454,097.03
SECRETARIA TÉCNICA	1		454,097.03
DIRECTORES	4		454,097.03
CONTRALOR INTERNO	1		454,097.03
SUBDIRECTOR	1		287,545.68
COORDINADOR	1		287,545.68
SECRETARIOS DE ACUERDO	3		224,013.31
JEFE DE DEPARTAMENTO "B"	12		184,579.30
SECRETARIO PARTICULAR	3		223,677.72
SECRETARIAS "B"	1		142,334.68
AUDITOR	1		164,296.35
DISEÑADORA	1		145,239.81
CAPACITADOR	4		142,616.63
JEFE DE DEPARTAMENTO "A"	6		134,352.65
ABOGADO AUXILIAR	3		160,293.09
ACTUARIO	1		133,955.43
AUXILIAR "B"	5		129,479.18
AUXILIAR "A"	9		105,986.79
SECRETARIA "A"	2		89,393.33
OFICIAL DE PARTES	1		94,265.29
CHOFER A	3		107,012.71
ASISTENTE	2		77,951.43
TOTALES	69	-	5,887,646.00



GOBIERNO DEL ESTADO  
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<b>Anexo 2.3.1.5 Sistema para el Desarrollo Integral de la Familia del Estado de Oaxaca</b>  <b>SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS CONFIANZA</b>								
PLAZA / PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUXILIAR DE DIRECTOR	01	1	39,468.00	47,560.63	87,028.63	0.00	1,935.12	85,093.51
INTENDENTE	01	50	1,966,392.00	2,349,003.40	4,315,395.40	0.00	96,269.28	4,219,126.12
AUXILIAR DE ALIMENTACION	02	2	80,832.00	95,696.53	176,528.53	0.00	3,941.28	172,587.25
AUXILIAR DE OFICINA	02	62	2,498,328.00	2,937,209.00	5,435,537.00	0.00	118,859.04	5,316,677.96
CHOFER	02	2	80,832.00	95,696.53	176,528.53	0.00	3,941.28	172,587.25
CHOFER DE DIRECTOR	02	1	40,416.00	47,848.27	88,264.27	0.00	1,970.64	86,293.63
ADMINISTRATIVO	03	9	373,140.00	434,413.50	807,553.50	0.00	18,111.60	789,441.90
AUXILIAR DE DES.MATERNO INFANTIL	03	9	373,140.00	434,413.50	807,553.50	0.00	17,912.40	789,641.10
AUXILIAR DE OFICINA	03	4	165,840.00	193,072.67	358,912.67	0.00	8,049.60	350,863.07
CHOFER	03	1	41,460.00	48,268.17	89,728.17	0.00	2,012.40	87,715.77
OFICIAL ADMINISTRATIVO	03	1	37,620.00	33,299.50	70,919.50	0.00	0.00	70,919.50
CAPTURISTA DE DATOS	04	10	425,160.00	486,671.00	911,831.00	0.00	20,539.20	891,291.80
ADMINISTRATIVO	05	2	86,664.00	97,914.73	184,578.73	98.40	4,171.20	180,309.13
ALMACENISTA	06	1	44,556.00	49,506.77	94,062.77	167.60	2,136.48	91,758.69
ALMACENISTA	07	1	46,320.00	50,084.67	96,404.67	230.60	2,203.20	93,970.87
OFICIAL ADMINISTRATIVO	07	2	83,904.00	67,922.67	151,826.67	0.00	3,770.40	148,056.27
SECRETARIA EJECUTIVA DE DIRECTOR	07	1	46,320.00	50,084.67	96,404.67	230.60	2,203.20	93,970.87
TECNICO	07	60	2,779,200.00	3,005,080.00	5,784,280.00	13,836.00	132,192.00	5,638,252.00
AUXILIAR DE ANALISTA	09	10	512,520.00	518,233.67	1,030,753.67	5,234.00	23,940.00	1,001,579.67
OPERADOR DE COMPUTADORA	09	1	51,252.00	51,823.37	103,075.37	523.40	2,394.00	100,157.97
TECNICO	09	17	865,308.00	863,643.03	1,728,951.03	8,374.40	40,298.88	1,680,277.75
TECNICO ADMINISTRATIVO	09	1	51,252.00	51,823.37	103,075.37	523.40	2,394.00	100,157.97
AUXILIAR DE ANALISTA	10	4	221,568.00	212,439.47	434,007.47	4,028.80	10,198.08	419,780.59
TECNICO	10	1	55,392.00	53,109.87	108,501.87	1,007.20	2,549.52	104,945.15
TECNICO ADMINISTRATIVO	11	2	117,144.00	108,211.40	225,355.40	3,579.20	5,337.12	216,439.08
ABOGADO	12	10	625,320.00	554,667.00	1,179,987.00	23,248.00	28,207.20	1,128,531.80
ANALISTA	12	17	1,063,044.00	942,933.90	2,005,977.90	39,521.60	47,952.24	1,918,504.06
MEDICO GENERAL	12	4	250,128.00	221,866.80	471,994.80	9,299.20	11,282.88	451,412.72
PEDAGOGA FORMATIVA	12	3	187,596.00	166,400.10	353,996.10	6,974.40	8,462.16	338,559.54
PSICOLOGO	12	6	437,724.00	388,266.90	825,990.90	15,285.80	19,745.04	790,960.06
SUPERVISOR DE OBRA	12	1	62,532.00	55,466.70	117,998.70	2,324.80	2,820.72	112,853.18
ANALISTA	13	3	212,436.00	190,153.50	402,589.50	11,784.00	8,804.16	382,001.34
JEFE	15	50	3,987,792.00	3,176,953.20	7,164,745.20	432,265.00	176,672.16	6,555,808.04
JEFE DE OFICINA	15	45	3,518,640.00	2,821,438.80	6,340,078.80	377,781.00	153,025.20	5,809,272.60
AUXILIAR 1A.	01A	12	939,888.00	596,462.20	1,536,350.20	49,809.60	37,316.16	1,449,224.44
AUXILIAR DE OFICINA 1A.	01A	3	234,972.00	149,115.55	384,087.55	12,452.40	9,329.04	362,306.11
AUXILIAR 2A	02A	2	159,960.00	108,296.17	268,256.17	8,724.40	6,568.56	252,963.21
AUXILIAR 2B.	02B	2	161,544.00	113,026.37	274,570.37	8,925.20	6,749.28	258,895.89
AUXILIAR 3A.	03A	39	3,202,524.00	2,144,449.95	5,346,973.95	180,749.40	131,402.40	5,034,822.15
AUXILIAR DE OFICINA 3A	03A	6	492,696.00	326,753.10	819,449.10	27,807.60	20,125.20	771,516.30
OFICIAL DE TRANSPORTE 3A.	03A	1	82,116.00	61,670.45	143,786.45	4,634.60	3,560.88	135,590.97
AUXILIAR 3B.	03B	3	248,436.00	182,667.05	431,103.05	15,252.60	10,675.44	405,175.01
AUXILIAR 3C.	03C	4	334,848.00	246,455.07	581,303.07	20,805.60	14,420.40	546,077.07
AUXILIAR DE OFICINA 3B	03B	1	82,812.00	60,569.42	143,381.42	5,084.20	3,549.36	134,747.86




GOBIERNO DEL ESTADO  
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SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA TABULADOR DE SUELDOS CONFIANZA								
PLAZA / PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUXILIAR DE OFICINA 3C	03C	1	83,712.00	60,916.27	144,628.27	5,201.40	3,585.12	135,841.75
AUXILIAR TECNICO 4A.	04A	59	4,989,780.00	3,581,645.05	8,571,425.05	317,549.40	212,313.84	8,041,561.81
OFICIAL ADMINISTRATIVO 4A.	04A	22	1,858,824.00	1,279,590.50	3,138,414.50	121,173.20	76,656.48	2,940,584.82
PROMOTOR 4A.	04A	1	84,492.00	62,624.15	147,116.15	5,360.60	3,656.40	138,099.15
AUXILIAR TECNICO 4B.	04B	8	679,488.00	506,714.13	1,186,202.13	43,745.60	36,930.24	1,105,526.29
OFICIAL ADMINISTRATIVO 4B.	04B	3	254,808.00	189,821.90	444,629.90	16,404.60	11,062.56	417,162.74
CARPINTERO 5A.	05A	1	85,788.00	64,574.75	150,362.75	7,919.60	3,749.04	138,694.11
OFICIAL ADMINISTRATIVO 5A.	05A	18	1,545,480.00	1,106,867.70	2,652,347.70	144,924.80	65,993.76	2,441,429.14
OFICIAL ADMINISTRATIVO 5C.	05C	1	87,312.00	52,114.47	139,426.47	8,341.00	3,435.36	127,650.11
CARPINTERO 6A	06A	1	88,044.00	68,397.88	156,441.88	8,548.80	3,923.52	143,969.56
OFICIAL DE TRANSPORTE 6A.	06A	44	3,879,744.00	2,881,425.33	6,761,169.33	374,574.20	164,989.92	6,221,605.21
OFICIAL ADMINISTRATIVO 6C.	06C	1	90,348.00	69,491.88	159,839.88	9,486.00	4,020.72	146,333.16
OFICIAL DE TRANSPORTE 7A	07A	21	1,919,736.00	1,400,722.70	3,320,458.70	203,443.80	91,305.60	3,025,709.30
OFICIAL ADMINISTRATIVO 7C.	07C	5	468,000.00	347,840.00	815,840.00	50,579.00	20,509.68	744,751.32
OFICIAL DE TRANSPORTE 7C	07C	1	93,600.00	70,960.00	164,560.00	10,099.80	4,155.60	150,304.60
OFICIAL ADMINISTRATIVO 8A.	08A	17	1,617,924.00	1,121,945.12	2,739,869.12	177,443.00	68,505.60	2,493,920.52
OFICIAL DE TRANSPORTE 8A.	08A	2	189,552.00	139,822.87	329,374.87	20,644.00	16,623.12	292,107.75
OFICIAL ADMINISTRATIVO 8C.	08C	11	1,071,048.00	772,941.97	1,843,989.97	118,901.20	46,677.36	1,678,411.41
OFICIAL ADMINISTRATIVO 9A.	09A	6	591,552.00	393,270.80	984,822.80	66,534.00	33,412.56	884,876.24
OFICIAL ADMINISTRATIVO 9C.	09C	7	736,932.00	505,540.32	1,242,472.32	88,474.40	40,933.20	1,113,064.72
ENFERMERA 10A.	10A	4	432,672.00	270,481.33	703,153.33	43,851.40	9,055.44	650,246.49
OPERADOR DE COMPUTADORA 10A.	10A	3	324,504.00	216,973.90	541,477.90	30,602.80	9,330.72	501,544.38
TECNICO 10A.	10A	73	7,909,656.00	5,345,846.43	13,255,502.43	970,789.80	357,149.52	11,927,563.11
TRABAJADOR SOCIAL 10A.	10A	2	216,336.00	142,452.07	358,788.07	26,497.20	9,158.64	323,132.23
ENFERMERA 10B.	10B	1	110,712.00	77,303.77	188,015.77	13,784.80	4,998.24	169,232.73
TECNICO 10B.	10B	7	774,984.00	528,555.17	1,303,539.17	97,030.60	33,424.08	1,173,084.49
AUXILIAR CONTABLE 11A.	11A	1	115,788.00	77,116.42	192,904.42	14,856.60	4,966.08	173,081.74
TECNICO 11A	11A	45	5,218,080.00	3,465,152.13	8,683,232.13	671,337.00	238,640.40	7,773,254.73
TRABAJADOR SOCIAL 11A.	11A	4	463,152.00	294,953.67	758,105.67	59,426.40	19,476.96	679,202.31
TECNICO 11C	11C	1	118,992.00	82,421.27	201,413.27	15,729.20	5,209.44	180,474.63
TECNICO 12A.	12A	46	5,603,736.00	3,728,468.97	9,332,204.97	755,701.20	244,650.48	8,331,853.29
TECNICO 12C.	12C	6	773,352.00	590,106.10	1,363,458.10	115,136.60	33,395.76	1,214,925.74
ABOGADO 13A.	13A	2	263,400.00	171,926.63	435,326.63	38,386.80	11,348.40	385,591.43
ANALISTA 13A.	13A	19	2,502,300.00	1,541,787.42	4,044,087.42	364,674.60	105,188.64	3,574,224.18
CONTADOR 13A.	13A	4	526,800.00	325,501.67	852,301.67	77,414.60	22,170.96	752,716.11
EDUCADORA 13A.	13A	1	131,700.00	81,572.52	213,272.52	19,193.40	5,548.56	188,530.56
MEDICO OFICIAL 13A.	13A	14	1,843,800.00	1,127,368.03	2,971,168.03	269,989.60	77,258.40	2,623,920.03
ODONTOLOGO 13A.	13A	1	131,700.00	77,182.92	208,882.92	19,193.40	5,422.56	184,266.96
PSICOLOGO 13A.	13A	6	790,200.00	478,461.10	1,268,661.10	115,160.40	32,976.00	1,120,524.70
TECNICO ESPECIALIZADO 13A.	13A	39	5,146,308.00	3,358,584.45	8,504,892.45	754,990.60	218,926.56	7,530,975.29
ANALISTA 13B.	13B	2	269,112.00	167,682.17	436,794.17	39,822.40	11,390.16	385,581.61
MEDICO OFICIAL 13B.	13B	6	807,336.00	510,410.90	1,317,746.90	119,467.20	46,285.92	1,151,993.78
TECNICO ESPECIALIZADO 13B	13B	4	538,224.00	356,903.13	895,127.13	80,926.80	23,294.64	790,905.89
ABOGADO 13C.	13C	3	412,092.00	272,143.15	684,235.15	61,851.00	17,917.20	604,466.95





GOBIERNO DEL ESTADO  
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 <b>SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS CONFIANZA</b>								
PLAZA / PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
ANALISTA 13C	13C	2	274,728.00	226,349.57	501,077.57	43,679.00	11,657.28	445,741.29
CONTADOR 13C.	13C	3	412,092.00	276,943.15	689,035.15	62,705.00	18,054.72	608,275.43
MEDICO GENERAL 13C	13C	5	686,820.00	434,280.72	1,121,100.72	103,726.00	41,232.00	976,142.72
MEDICO OFICIAL 13C	13C	17	2,340,852.00	1,457,433.18	3,798,285.18	351,531.00	99,262.56	3,347,491.62
PSICOLOGO 13C.	13C	1	137,364.00	83,846.78	221,210.78	20,617.00	5,775.36	194,818.42
TECNICO ESPECIALIZADO 13C.	13C	21	2,884,644.00	1,938,813.25	4,823,457.25	439,788.00	123,500.40	4,260,168.85
DELEGADO REGIONAL	17A	8	661,440.00	1,042,141.33	1,703,581.33	200,382.40	84,956.16	1,418,242.77
JEFE DE DEPARTAMENTO	17A	37	3,059,160.00	4,952,899.67	8,012,059.67	946,868.60	588,013.92	6,477,177.15
SECRETARIO DE ACUERDOS	17A	1	82,680.00	128,923.67	211,603.67	25,047.80	18,725.52	167,830.35
ASESOR	18A	3	249,480.00	758,631.00	1,008,111.00	148,361.20	105,735.36	754,014.44
JEFE DE UNIDAD	18A	14	1,164,240.00	2,508,186.00	3,672,426.00	488,835.60	243,896.64	2,939,693.76
SECRETARIO EJECUTIVO	18A	1	83,160.00	198,561.00	281,721.00	38,610.40	18,585.36	224,525.24
SECRETARIO PRIVADO	18A	1	83,160.00	157,065.00	240,225.00	31,230.40	18,585.36	190,409.24
SUBPROCURADOR	18A	3	249,480.00	482,007.00	731,487.00	93,691.20	44,463.84	593,331.96
SECRETARIO PARTICULAR	19A	2	166,800.00	619,855.33	786,655.33	121,659.60	60,695.76	604,299.97
DIRECTOR	20A	8	669,120.00	3,173,650.67	3,842,770.67	649,435.20	246,668.16	2,946,667.31
PROCURADOR	20A	1	83,640.00	396,706.33	480,346.33	81,179.40	32,415.60	366,751.33
DIRECTOR GENERAL	22B	1	218,760.00	725,113.67	943,873.67	188,519.40	15,235.92	740,118.35



GOBIERNO DEL ESTADO  
DE OAXACA

SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA



ANALÍTICO DE PLAZAS

PLAZA PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ABOGADO	10	112,853.18	112,853.18
ABOGADO 13A.	2	190,663.68	194,927.76
ABOGADO 13C.	3	201,488.98	201,488.98
ADMINISTRATIVO	11	87,715.77	90,154.57
ALMACENISTA	2	91,758.69	93,970.87
ANALISTA	20	112,853.18	129,276.58
ANALISTA 13A.	19	184,266.96	194,927.76
ANALISTA 13B.	2	191,701.68	193,879.92
ANALISTA 13C	2	194,818.42	250,922.86
ASESOR	3	190,409.24	306,770.60
AUXILIAR 1A.	12	120,768.70	120,768.70
AUXILIAR 2A	2	122,597.44	130,365.76
AUXILIAR 2B.	2	126,269.98	132,625.90
AUXILIAR 3A.	39	124,956.09	140,090.01
AUXILIAR 3B.	2	133,407.46	137,019.70
AUXILIAR 3C.	4	135,841.75	135,841.75
AUXILIAR CONTABLE 11A.	1	173,081.74	173,081.74
AUXILIAR DE ALIMENTACION	2	86,293.63	86,293.63
AUXILIAR DE ANALISTA	14	100,157.97	104,945.15
AUXILIAR DE DES.MATerno INFANTIL	9	87,715.77	87,715.77
AUXILIAR DE DIRECTOR	1	85,093.51	85,093.51
AUXILIAR DE OFICINA	66	68,128.34	88,264.27
AUXILIAR DE OFICINA 1A.	3	120,768.70	120,768.70
AUXILIAR DE OFICINA 3A	6	124,956.09	138,759.93
AUXILIAR DE OFICINA 3B	1	134,747.86	134,747.86
AUXILIAR DE OFICINA 3C	1	135,841.75	135,841.75
AUXILIAR TECNICO 4A.	59	127,156.59	147,019.47



GOBIERNO DEL ESTADO  
DE OAXACA

SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA




ANALÍTICO DE PLAZAS

PLAZA PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
AUXILIAR TECNICO 4B.	8	127,595.93	142,768.49
CAPTURISTA DE DATOS	10	89,129.18	89,129.18
CARPINTERO 5A.	1	138,694.11	138,694.11
CARPINTERO 6A	1	143,969.56	143,969.56
CHOFER	3	86,293.63	86,293.63
CHOFER DE DIRECTOR	1	86,293.63	86,293.63
CONTADOR 13A.	4	184,266.96	191,386.60
CONTADOR 13C.	3	201,488.98	205,297.46
DELEGADO REGIONAL	8	175,951.95	186,577.47
DIRECTOR	8	366,751.33	366,751.33
DIRECTOR GENERAL	1	740,118.35	740,118.35
EDUCADORA 13A.	1	188,530.56	188,530.56
ENFERMERA 10A.	4	158,939.31	168,849.63
ENFERMERA 10B.	1	169,232.73	169,232.73
INTENDENTE	50	67,318.74	85,093.51
JEFE	50	128,494.24	128,494.24
JEFE DE DEPARTAMENTO	37	167,818.35	213,925.23
JEFE DE OFICINA	45	128,494.24	138,568.72
JEFE DE UNIDAD	14	190,409.24	258,425.48
MEDICO GENERAL	4	112,853.18	112,853.18
MEDICO GENERAL 13C	5	192,421.34	197,042.26
MEDICO OFICIAL 13A.	14	171,474.72	197,783.32
MEDICO OFICIAL 13B.	6	191,701.68	193,879.92
MEDICO OFICIAL 13C	17	194,818.42	201,488.98
ODONTOLOGO 13A.	1	184,266.96	184,266.96
OFICIAL ADMINISTRATIVO	3	70,919.50	74,028.13
OFICIAL ADMINISTRATIVO 4A.	22	127,156.59	157,713.39
OFICIAL ADMINISTRATIVO 4B.	3	135,846.17	142,720.73
OFICIAL ADMINISTRATIVO 5A.	18	125,492.79	143,797.63
OFICIAL ADMINISTRATIVO 5C.	1	127,650.11	127,650.11



GOBIERNO DEL ESTADO  
DE OAXACA

SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA			
 <b>ANALÍTICO DE PLAZAS</b>			
PLAZA PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
OFICIAL ADMINISTRATIVO 6A.	42	128,343.88	148,311.88
OFICIAL ADMINISTRATIVO 6C.	1	146,333.16	146,333.16
OFICIAL ADMINISTRATIVO 7A.	20	131,358.37	147,637.09
OFICIAL ADMINISTRATIVO 7C.	5	144,243.40	150,304.60
OFICIAL ADMINISTRATIVO 8A.	17	134,862.91	160,305.66
OFICIAL ADMINISTRATIVO 8C.	11	148,602.19	157,705.39
OFICIAL ADMINISTRATIVO 9A.	6	138,796.81	156,354.01
OFICIAL ADMINISTRATIVO 9C.	7	145,479.66	164,227.02
OFICIAL DE TRANSPORTE 3A.	1	135,590.97	135,590.97
OFICIAL DE TRANSPORTE 6A.	2	141,172.36	144,022.36
OFICIAL DE TRANSPORTE 7A	1	144,677.65	144,677.65
OFICIAL DE TRANSPORTE 7C	1	150,304.60	150,304.60
OFICIAL DE TRANSPORTE 8A.	2	140,366.83	151,740.91
OPERADOR DE COMPUTADORA	1	100,157.97	100,157.97
OPERADOR DE COMPUTADORA 10A.	3	164,192.67	172,584.23
PEDAGOGA FORMATIVA	3	112,853.18	112,853.18
PROCURADOR	1	366,751.33	366,751.33
PROMOTOR 4A.	1	138,099.15	138,099.15
PSICOLOGO	6	112,853.18	112,853.18
PSICOLOGO 13A.	6	184,266.96	188,530.56
PSICOLOGO 13C.	1	194,818.42	194,818.42
SECRETARIA EJECUTIVA DE DIRECTOR	1	93,970.87	93,970.87
SECRETARIO DE ACUERDOS	1	167,830.35	167,830.35
SECRETARIO EJECUTIVO	1	224,525.24	224,525.24
SECRETARIO PARTICULAR	2	275,515.83	328,784.15
SECRETARIO PRIVADO	1	190,409.24	190,409.24
SUBPROCURADOR	3	190,029.32	202,396.76
SUPERVISOR DE OBRA	1	112,853.18	112,853.18
TECNICO	78	77,750.29	104,945.15
TECNICO 10A.	73	148,432.59	180,657.91



GOBIERNO DEL ESTADO  
DE OAXACA

SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA			
			
ANALÍTICO DE PLAZAS			
PLAZA PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TECNICO 10B.	7	161,784.09	170,744.97
TECNICO 11A	45	156,210.94	182,658.22
TECNICO 11C	1	180,474.63	180,474.63
TECNICO 12A.	46	167,608.02	222,966.70
TECNICO 12C.	6	187,501.82	230,503.22
TECNICO ADMINISTRATIVO	3	100,157.97	108,219.54
TECNICO ESPECIALIZADO 13A.	39	186,074.40	222,892.56
TECNICO ESPECIALIZADO 13B	4	196,197.92	198,235.92
TECNICO ESPECIALIZADO 13C.	21	190,370.50	258,437.50
TRABAJADOR SOCIAL 10A.	2	160,690.11	162,442.11
TRABAJADOR SOCIAL 11A.	4	167,457.58	171,206.38



GOBIERNO DEL ESTADO  
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Anexo 2.3.1.6 Universidad Autónoma "Benito Juárez de Oaxaca"								
UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA TABULADOR DE SUELDOS CONFIANZA								
PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
TC PI ASISTENTE A	BASE ACADEMICOS	3	397,119.12	414,212.20	811,331.32	155,335.82	170,283.01	485,712.49
TC PI ASISTENTE B	BASE ACADEMICOS	7	660,543.36	890,588.66	1,551,132.02	291,730.85	322,412.36	936,988.81
TC PI ASISTENTE C	BASE ACADEMICOS	12	1,344,186.24	1,562,223.53	2,906,409.77	551,274.82	606,588.18	1,748,546.77
TC PI ASOCIADO A	BASE ACADEMICOS	46	6,400,749.60	8,621,883.34	15,022,632.94	2,915,457.28	3,235,380.18	8,871,795.49
TC PI ASOCIADO B	BASE ACADEMICOS	53	8,552,006.88	10,426,488.54	18,978,495.42	3,704,975.59	4,093,732.53	11,779,787.30
TC PI ASOCIADO C	BASE ACADEMICOS	78	14,281,083.70	16,906,589.80	31,187,673.50	6,126,204.24	6,766,168.71	18,295,300.55
TC PI TITULAR A	BASE ACADEMICOS	85	17,300,875.70	19,680,875.30	36,981,751.00	7,296,165.12	8,042,616.94	21,642,968.94
TC PI TITULAR B	BASE ACADEMICOS	77	18,680,857.30	23,535,967.18	42,216,824.48	8,412,456.63	9,311,174.67	24,493,193.18
TC PI TITULAR C	BASE ACADEMICOS	49	13,889,460.90	20,184,149.04	34,073,609.94	6,844,573.87	7,616,491.67	19,612,544.40
ASIGNATURA "A" (hom.)	BASE ACADEMICOS	237	17,938,917.30	20,063,443.16	38,002,360.46	6,874,900.33	7,523,634.32	23,603,825.81
ASIGNATURA "B" (hom.)	BASE ACADEMICOS	303	28,546,004.20	35,420,301.01	63,966,305.21	11,970,462.36	13,193,312.88	38,802,529.97
ASIGNATURA "A" NH	BASE ACADEMICOS	51	2,170,339.68	3,414,440.29	5,584,779.97	942,913.39	1,042,437.70	3,599,428.89
ASIGNATURA "B" NH	BASE ACADEMICOS	63	2,356,267.20	3,945,375.56	6,301,642.76	1,041,293.48	1,152,025.05	4,108,324.22
ASIGNATURA "C" NH	BASE ACADEMICOS	920	28,606,564.80	34,828,785.45	63,435,350.05	9,295,436.78	10,030,325.99	44,109,587.28
TC PI ASISTENTE A NH	BASE ACADEMICOS	3	188,359.20	323,691.18	512,050.38	93,444.16	103,981.25	314,624.97
TC PI ASISTENTE B NH	BASE ACADEMICOS	4	526,476.24	406,028.94	932,505.18	176,251.30	191,322.51	564,931.37
TC PI ASOCIADO A NH	BASE ACADEMICOS	3	270,014.16	364,765.28	634,779.44	118,860.89	131,121.09	384,797.45
TC PI TITULAR B NH	BASE ACADEMICOS	1	195,904.32	311,613.58	507,517.90	100,749.94	113,091.92	293,676.04
TC PI TITULAR C NH	BASE ACADEMICOS	3	443,577.36	406,669.33	850,246.69	163,336.97	179,158.54	507,751.18
TC TA ASISTENTE A NH	BASE ACADEMICOS	5	230,515.20	370,736.62	601,251.82	103,574.59	114,553.17	383,124.05
TC TA ASISTENTE B NH	BASE ACADEMICOS	11	598,748.64	921,801.39	1,520,550.03	268,736.93	297,713.66	954,099.44
TC TA ASISTENTE C NH	BASE ACADEMICOS	6	378,532.08	421,772.41	800,304.49	140,529.48	154,245.07	589,529.94
TC TA ASOCIADO A NH	BASE ACADEMICOS	2	121,669.44	183,807.69	305,477.13	54,835.31	61,052.63	189,589.19
TC TA ASOCIADO B NH	BASE ACADEMICOS	1	63,748.32	91,108.40	154,856.72	27,856.45	30,950.37	96,049.89
TC TA ASOCIADO C NH	BASE ACADEMICOS	3	218,280.48	336,030.78	554,311.26	102,115.38	113,969.10	338,226.78
AYUDANTE DE INVESTIGADOR	BASE ACADEMICOS	11	828,957.36	527,990.21	1,356,947.57	235,009.40	250,080.31	871,857.86
P E N S I O N I S T A S	BASE ACADEMICOS	32	3,925,731.12	2,089,196.86	6,014,927.98	1,111,093.49	1,188,527.03	3,715,307.46
B E C A D O	BASE ACADEMICOS	1	19,152.24	34,307.72	53,459.96	6,897.66	7,511.20	39,051.10
ASESOR ESPECIALIZADO EN INFORM	BASE ACADEMICOS	5	438,939.60	338,834.03	777,773.63	140,109.52	150,922.00	486,742.11
JARDINERO	BASE ADMVOS	33	1,604,037.60	1,612,693.82	3,216,731.42	535,477.13	563,644.16	2,117,610.13
AFANADORA	BASE ADMVOS	76	3,694,147.20	4,066,925.86	7,761,073.06	1,305,981.26	1,389,567.40	5,065,524.40
VELADOR	BASE ADMVOS	124	6,132,896.88	8,481,134.04	14,614,030.92	2,535,165.70	2,671,176.38	9,407,688.85
AUXILIAR DE SERVICIOS	BASE ADMVOS	199	9,629,268.48	10,384,796.10	20,014,064.58	3,356,378.03	3,547,545.84	13,110,140.71
AUXILIAR DE MANTENIMIENTO	BASE ADMVOS	6	290,097.12	332,278.39	622,375.51	105,073.55	113,428.78	403,873.18
AUXILIAR DE IMPRENTA	BASE ADMVOS	1	51,184.56	48,535.50	99,720.06	16,690.60	17,603.21	65,426.25
AUXILIAR DE CLINICA	BASE ADMVOS	19	1,003,856.88	864,209.80	1,868,066.68	311,619.20	328,223.86	1,228,223.62
AUXILIAR DE ANFITEATRO	BASE ADMVOS	1	54,421.68	47,644.71	102,066.39	17,176.97	18,059.78	66,829.64
OFICIAL JARDINERO	BASE ADMVOS	1	52,194.00	101,557.42	153,751.42	27,903.02	28,513.37	97,335.03
MECANOGRAFA	BASE ADMVOS	47	2,473,111.20	1,990,821.26	4,463,932.46	738,234.72	783,350.00	2,942,347.75
AUXILIAR BIBLIOTECARIO	BASE ADMVOS	40	2,020,125.80	1,762,493.90	3,782,619.50	624,939.76	659,531.51	2,498,148.23
OFICIAL DE SERVICIOS	BASE ADMVOS	87	4,557,258.72	6,755,070.14	11,312,328.86	1,997,019.01	2,149,854.35	7,165,455.51
TAQUIMECANOGRAFA	BASE ADMVOS	38	2,041,265.76	1,936,615.01	3,977,880.77	673,212.94	711,968.02	2,592,699.80
ENCUADERNADOR	BASE ADMVOS	1	52,851.84	74,910.68	127,762.52	22,500.50	23,278.76	81,983.26
OFICIAL DE MANTENIMIENTO	BASE ADMVOS	22	1,149,986.16	1,577,544.87	2,727,531.03	477,423.07	514,759.21	1,735,348.75



GOBIERNO DEL ESTADO  
DE OAXACA

 <b>UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA</b> <b>TABULADOR DE SUELDOS CONFIANZA</b>								
PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
BIBLIOTECARIO	BASE ADMVOS	57	3,627,319.20	4,415,428.88	8,042,748.08	1,439,543.10	1,519,785.67	5,083,419.31
ENCARGADO DE CLINICA	BASE ADMVOS	5	282,609.60	413,746.24	696,355.84	124,367.24	132,449.22	439,539.38
TECNICO DE MANTENIMIENTO	BASE ADMVOS	3	148,445.28	166,970.00	315,415.28	53,407.37	57,666.22	204,341.69
OPERADOR DE RADIO DIFUSION	BASE ADMVOS	6	286,142.40	382,128.24	668,270.64	114,575.01	122,935.88	430,759.75
OFICIAL DE TRANSPORTE	BASE ADMVOS	22	1,191,046.56	1,390,898.70	2,581,945.26	447,439.81	475,032.24	1,659,473.21
OFICIAL DE IMPRENTA	BASE ADMVOS	2	120,609.60	166,667.32	287,276.92	51,574.96	53,304.86	182,397.10
REDACTOR	BASE ADMVOS	3	148,446.72	274,417.59	422,864.31	75,718.74	77,828.41	269,317.16
LOCUTOR	BASE ADMVOS	10	544,307.04	757,814.32	1,302,121.36	229,967.82	245,126.84	827,026.70
ENCARGADO DE ANFITEATRO	BASE ADMVOS	4	217,686.72	299,532.93	517,219.65	91,204.26	98,759.38	327,256.02
SECRETARIA	BASE ADMVOS	249	17,974,612.80	23,268,984.95	41,243,597.75	7,551,713.62	8,037,874.03	25,654,010.10
TECNICO BIBLIOTECARIO	BASE ADMVOS	13	941,709.60	1,438,892.31	2,380,601.91	441,322.86	471,955.95	1,467,323.10
ENFERMERA	BASE ADMVOS	11	800,424.24	883,753.91	1,684,178.15	304,961.93	330,927.95	1,048,288.27
MEDICO	BASE ADMVOS	14	1,167,116.16	1,416,102.44	2,583,218.60	479,141.45	515,938.43	1,588,138.72
ARCHIVISTA	BASE ADMVOS	7	414,453.12	422,135.29	836,588.41	145,543.65	152,621.67	538,423.09
MULTICOPISTA	BASE ADMVOS	3	156,163.68	175,841.49	332,005.17	56,844.71	61,245.67	213,914.78
ENCARGADO DEL CONMUTADOR	BASE ADMVOS	1	49,481.76	74,178.44	123,660.20	21,622.27	24,023.78	78,014.15
TEC PRENSISTA EN SISTEMA OFSET	BASE ADMVOS	1	157,110.48	78,950.54	236,061.02	44,907.41	47,397.18	143,756.43
CAPTURISTA	BASE ADMVOS	1	48,209.52	70,006.42	118,215.94	20,524.19	21,234.09	76,457.66
ENCARG. DE AREA SEC. EDITORIAL	BASE ADMVOS	1	62,623.20	99,357.63	161,980.83	29,586.98	30,416.42	101,977.43
PROMOTOR DE USUARIOS	BASE ADMVOS	3	250,096.32	434,013.81	684,110.13	129,724.27	138,831.26	415,554.60
ENCARGADO DE ARCHIVO	BASE ADMVOS	6	433,123.20	600,266.90	1,033,390.10	190,089.32	206,580.69	636,720.10
PRODUCTOR DE PROGRAMAS	BASE ADMVOS	1	49,482.24	59,805.50	109,287.74	18,674.71	19,406.19	71,206.83
TECNICO DE IMPRENTA	BASE ADMVOS	1	62,623.20	99,357.63	161,980.83	29,586.98	30,416.42	101,977.43
ALMACENISTA	BASE ADMVOS	1	52,192.80	78,339.38	130,532.18	23,073.02	23,933.21	83,525.95
SECRET. AUX. SERVICIOS ESCOLARES	BASE ADMVOS	1	62,230.56	95,139.04	157,369.60	28,589.91	31,871.54	96,908.15
OPERADOR DE EQ. DE COMPUTO "A"	BASE ADMVOS	1	142,633.44	175,399.48	318,032.92	61,888.77	64,114.31	192,029.84
OFICINISTA ADMINISTRATIVO	BASE ADMVOS	5	361,841.76	635,982.34	997,824.10	186,846.74	195,978.03	614,999.33
BECADO ADMVO	BASE ADMVOS	1	100,672.08	53,386.40	154,058.48	27,923.92	29,803.13	96,331.43
OFICIAL DE CORRESPONDENCIA	BASE ADMVOS	3	156,164.40	251,632.04	407,796.44	72,512.19	78,620.92	256,663.33
OPERADOR DE EQ. DE COMPUTO "B"	CONFIANZA	1	72,439.20	46,681.38	119,120.58	20,705.54	21,853.50	76,561.54
EX-DIRECTOR SUPERIOR	CONFIANZA	13	3,107,816.16	2,697,568.31	5,805,384.47	1,150,337.43	1,201,068.49	3,453,978.55
EX-DIRECTOR MEDIA SUPERIOR	CONFIANZA	5	1,057,931.76	1,015,813.95	2,073,745.71	409,513.77	427,030.87	1,237,201.07
REPORTERO	CONFIANZA	2	208,742.88	135,359.65	344,102.53	63,321.13	66,752.11	214,029.29
SECRETARIA EJECUTIVA	CONFIANZA	93	6,713,411.52	6,789,887.25	13,503,298.77	2,426,868.26	2,595,964.44	8,480,466.07
OFICIAL MAYOR	CONFIANZA	2	372,515.76	298,215.75	670,731.51	130,973.74	136,850.01	402,907.76
CAJERA GENERAL	CONFIANZA	1	75,944.40	103,648.09	179,592.49	33,185.78	36,871.61	109,535.10
SUPERVISOR DE PERSONAL	CONFIANZA	27	2,222,243.76	2,121,354.99	4,343,598.75	792,270.59	841,566.29	2,709,761.87
AUXILIAR CONTABLE	CONFIANZA	15	1,261,069.44	1,448,250.00	2,709,319.44	501,369.60	538,398.24	1,669,551.60
AUXILIAR ADMINISTRATIVO	CONFIANZA	3	246,574.08	328,886.67	575,460.75	107,258.10	114,131.64	354,071.02
AFANADORA	EVENTUALES ADMVOS	15	729,108.00	545,753.40	1,274,861.40	204,575.55	219,957.71	850,328.14
VELADOR	EVENTUALES ADMVOS	2	98,917.44	73,373.60	172,291.04	27,754.59	29,841.47	114,694.99
AUXILIAR DE SERVICIOS	EVENTUALES ADMVOS	218	10,539,497.50	7,911,366.06	18,450,863.56	2,957,207.57	3,179,561.33	12,314,094.66
AUXILIAR DE CLINICA	EVENTUALES ADMVOS	7	329,002.80	250,679.59	579,682.39	92,312.71	99,253.76	388,115.92
MECANOGRAFA	EVENTUALES ADMVOS	78	4,071,132.00	2,937,547.08	7,008,679.08	1,142,291.73	1,228,181.23	4,638,206.12



GOBIERNO DEL ESTADO  
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 <b>UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA</b> <b>TABULADOR DE SUELDOS CONFIANZA</b>								
PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
AUXILIAR BIBLIOTECARIO	EVENTUALES ADMVOS	33	1,666,597.68	1,222,936.11	2,889,533.79	467,619.56	502,780.13	1,919,134.10
OFICIAL DE SERVICIOS	EVENTUALES ADMVOS	1	51,778.80	37,513.01	89,291.81	14,528.27	15,620.66	59,142.88
OPERADOR DE RADIO DIFUSION	EVENTUALES ADMVOS	5	238,452.00	180,285.40	418,737.40	66,905.65	71,936.32	279,895.42
OFICIAL DE TRANSPORTE	EVENTUALES ADMVOS	2	108,276.96	76,706.62	184,983.58	30,380.71	32,665.05	121,937.82
SECRETARIA	EVENTUALES ADMVOS	1	72,187.20	44,780.66	116,967.86	20,254.53	21,777.47	74,935.86
MULTICOPISTA	EVENTUALES ADMVOS	8	414,230.40	300,104.08	714,334.48	116,226.15	124,965.26	473,143.08
SECRETARIA EJECUTIVA	EVENTUALES ADMVOS	7	505,310.40	313,464.62	818,775.02	141,781.68	152,442.32	524,551.02
COORD.ACADEMICO	MANDOS MEDIOS Y SUPERIORES	47	4,859,672.16	3,328,850.06	8,188,522.22	1,509,320.52	1,585,960.26	5,093,241.44
COORD.ADMINISTRATIVO	MANDOS MEDIOS Y SUPERIORES	63	6,565,947.36	6,877,514.25	13,443,461.61	2,533,566.07	2,681,058.03	8,228,837.52
SUB-JEFE	MANDOS MEDIOS Y SUPERIORES	11	1,205,490.00	1,425,938.57	2,631,428.57	501,072.35	534,901.30	1,595,454.92
JEFE	MANDOS MEDIOS Y SUPERIORES	43	5,347,089.36	6,609,866.38	11,956,955.74	2,304,413.67	2,465,729.51	7,186,812.55
ASESOR ESPECIALIZADO EN INFORM	MANDOS MEDIOS Y SUPERIORES	32	3,640,420.80	2,684,175.26	6,324,596.06	1,182,676.94	1,243,422.78	3,898,496.34
ADMINISTRATIVO "E"	MANDOS MEDIOS Y SUPERIORES	22	4,355,157.36	2,642,151.51	6,997,308.87	1,361,457.86	1,430,804.76	4,205,046.24
ADMINISTRATIVO "D"	MANDOS MEDIOS Y SUPERIORES	36	9,427,799.04	4,279,702.92	13,707,501.96	2,694,779.20	2,844,183.59	8,168,539.16
DIRECTOR DE ESCUELA	MANDOS MEDIOS Y SUPERIORES	12	2,637,299.52	2,655,817.36	5,293,116.88	1,048,553.03	1,089,679.82	3,154,884.03
ADMINISTRATIVO "B"	MANDOS MEDIOS Y SUPERIORES	1	185,295.60	82,228.91	267,524.51	51,396.37	54,855.22	161,272.93
DIRECTOR DE FACULTAD	MANDOS MEDIOS Y SUPERIORES	12	3,043,051.20	2,584,273.39	5,627,324.59	1,117,557.21	1,164,274.24	3,345,493.14





GOBIERNO DEL ESTADO  
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UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA  
ANALÍTICO DE PLAZAS

PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ADMINISTRATIVO "B"	1	7,720.65	7,720.65
ADMINISTRATIVO "D"	36	10,805.60	12,717.28
ADMINISTRATIVO "E"	22	5,268.74	9,923.21
AFANADORA	91	2,025.30	2,025.30
ALMACENISTA	1	2,174.70	2,174.70
ARCHIVISTA	7	2,331.37	3,007.80
ASESOR ESPECIALIZADO EN INFORM	37	2,050.85	8,042.69
ASIGNATURA "A" (hom.)	237	401.60	6,760.89
ASIGNATURA "A" NH	51	544.47	4,038.74
ASIGNATURA "B" (hom.)	303	312.92	9,157.15
ASIGNATURA "B" NH	63	189.42	3,976.70
ASIGNATURA "C" NH	920	201.91	6,257.47
AUXILIAR ADMINISTRATIVO	3	3,225.26	3,524.33
AUXILIAR BIBLIOTECARIO	73	2,104.29	2,104.30
AUXILIAR CONTABLE	15	3,203.94	3,524.33
AUXILIAR DE ANFITEATRO	1	2,267.57	2,267.57
AUXILIAR DE CLINICA	26	1,958.35	2,247.02
AUXILIAR DE IMPRENTA	1	2,132.69	2,132.69
AUXILIAR DE MANTENIMIENTO	6	2,014.43	2,014.63
AUXILIAR DE SERVICIOS	417	1,938.81	2,248.63
AYUDANTE DE INVESTIGADOR	11	3,139.99	3,139.99
B E C A D O	1	798.01	798.01
BIBLIOTECARIO	57	2,645.00	3,018.30
CAJERA GENERAL	1	3,164.35	3,164.35
CAPTURISTA	1	2,008.73	2,008.73
COORD.ACADEMICO	47	4,308.22	4,308.22
COORD.ADMINISTRATIVO	63	4,308.22	6,063.83
DIRECTOR DE ESCUELA	12	9,157.29	9,157.29
DIRECTOR DE FACULTAD	12	10,566.15	10,566.15
ENCARG.DE AREA SEC.EDITORIAL	1	2,609.30	2,609.30



GOBIERNO DEL ESTADO  
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UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA  
ANALÍTICO DE PLAZAS

PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ENCARGADO DE ANFITEATRO	4	2,267.57	2,267.57
ENCARGADO DE ARCHIVO	6	3,007.80	3,007.80
ENCARGADO DE CLINICA	5	2,355.08	2,355.08
ENCARGADO DEL CONMUTADOR	1	2,061.74	2,061.74
ENCUADERNADOR	1	2,202.16	2,202.16
ENFERMERA	11	3,031.91	3,031.91
EX-DIRECTOR MEDIA SUPERIOR	5	8,813.55	8,826.29
EX-DIRECTOR SUPERIOR	13	8,813.96	10,169.54
JARDINERO	33	2,025.30	2,025.30
JEFE	43	4,715.89	8,603.50
LOCUTOR	10	2,267.95	2,267.95
MECANOGRAFA	125	2,174.75	3,007.80
MEDICO	14	3,473.56	3,473.56
MULTICOPISTA	12	2,157.45	2,174.67
OFICIAL DE CORRESPONDENCIA	3	2,157.45	2,174.70
OFICIAL DE IMPRENTA	2	2,512.70	2,512.70
OFICIAL DE MANTENIMIENTO	22	1,967.88	2,188.01
OFICIAL DE SERVICIOS	87	2,157.45	2,481.10
OFICIAL DE TRANSPORTE	24	2,255.77	2,255.77
OFICIAL JARDINERO	1	2,174.75	2,174.75
OFICIAL MAYOR	2	4,715.89	10,805.60
OFICINISTA ADMINISTRATIVO	5	2,528.88	3,473.56
OPERADOR DE EQ.DE COMPUTO "A"	1	5,943.06	5,943.06
OPERADOR DE RADIO DIFUSION	11	1,987.10	1,987.10
PENSIONISTAS	32	1,231.45	16,790.92
PRODUCTOR DE PROGRMAS	1	2,061.76	2,061.76
PROMOTOR DE USUARIOS	3	3,473.56	3,473.56
REDACTOR	3	2,061.76	2,061.76
REPORTERO	2	4,348.81	4,348.81
SECRET.AUX.SERVICIOS ESCOLARES	1	2,592.94	2,592.94
SECRETARIA	249	3,007.80	3,007.80



GOBIERNO DEL ESTADO  
DE OAXACA



UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA  
ANALÍTICO DE PLAZAS

PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
SECRETARIA EJECUTIVA	101	3,007.80	3,007.80
SUB-JEFE	11	4,308.22	7,146.55
SUPERVISOR DE PERSONAL	27	3,164.35	4,308.22
TAQUIMECANOGRAFA	38	2,238.23	2,238.23
TC PI ASISTENTE A	3	3,275.02	13,271.60
TC PI ASISTENTE A NH	3	2,221.80	2,918.15
TC PI ASISTENTE B	7	3,842.02	3,946.77
TC PI ASISTENTE B NH	4	2,926.91	9,265.67
TC PI ASISTENTE C	12	4,387.76	7,742.40
TC PI ASOCIADO A	46	5,555.91	5,808.12
TC PI ASOCIADO A NH	3	3,582.98	4,084.63
TC PI ASOCIADO B	53	6,556.41	11,204.88
TC PI ASOCIADO C	78	6,997.14	14,365.80
TC PI TITULAR A	85	8,381.70	14,431.80
TC PI TITULAR B	77	9,578.84	18,368.57
TC PI TITULAR B NH	1	8,162.68	8,162.68
TC PI TITULAR C	49	11,437.72	21,504.36
TC PI TITULAR C NH	3	4,844.21	8,793.97
TC TA ASISTENTE A NH	5	1,920.96	1,920.96
TC TA ASISTENTE B NH	11	1,939.23	4,365.44
TC TA ASISTENTE C NH	6	2,012.63	4,025.27
TC TA ASOCIADO A NH	2	2,534.78	2,534.78
TC TA ASOCIADO B NH	1	2,656.18	2,656.18
TC TA ASOCIADO C NH	3	2,561.25	3,972.52
TEC PRENSISTA EN SISTEMA OFSET	1	6,546.27	6,546.27
TECNICO BIBLIOTECARIO	13	3,018.30	3,018.30
TECNICO DE IMPRENTA	1	2,609.30	2,609.30
TECNICO DE MANTENIMIENTO	3	2,061.74	2,061.74
VELADOR	128	2,060.78	4,194.67



GOBIERNO DEL ESTADO  
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### Anexo 2.4 Administración Pública Centralizada

SECRETARÍA DE ADMINISTRACIÓN

TABULADOR SALARIAL MENSUAL PARA PERSONAL DE BASE

NIVEL	SUELDO BASE	DESPENSA	P. S. M.	ACTIVIDADES CULTURALES Y DEPORTIVAS	SUBTOTAL	COMPENSACIÓN	TOTAL
01A	6,527.00	768.00	1,003.50	621.00	8,919.50	300.00	9,219.50
01B	6,578.00	768.00	1,003.50	621.00	8,970.50	300.00	9,270.50
01C	6,615.00	768.00	1,003.50	621.00	9,007.50	300.00	9,307.50
02A	6,665.00	768.00	1,003.50	621.00	9,057.50	300.00	9,357.50
02B	6,731.00	768.00	1,003.50	621.00	9,123.50	300.00	9,423.50
02C	6,774.00	768.00	1,003.50	621.00	9,166.50	300.00	9,466.50
03A	6,843.00	768.00	1,003.50	621.00	9,235.50	300.00	9,535.50
03B	6,901.00	768.00	1,003.50	621.00	9,293.50	300.00	9,593.50
03C	6,976.00	768.00	1,003.50	621.00	9,368.50	300.00	9,668.50
04A	7,041.00	768.00	1,003.50	621.00	9,433.50	300.00	9,733.50
04B	7,078.00	768.00	1,003.50	621.00	9,470.50	300.00	9,770.50
04C	7,123.00	768.00	1,003.50	621.00	9,515.50	300.00	9,815.50
05A	7,149.00	768.00	1,003.50	621.00	9,541.50	300.00	9,841.50
05B	7,211.00	768.00	1,003.50	621.00	9,603.50	300.00	9,903.50
05C	7,276.00	768.00	1,003.50	621.00	9,668.50	300.00	9,968.50
06A	7,337.00	768.00	1,003.50	621.00	9,729.50	300.00	10,029.50
06B	7,422.00	768.00	1,003.50	621.00	9,814.50	300.00	10,114.50
06C	7,529.00	768.00	1,003.50	621.00	9,921.50	300.00	10,221.50
07A	7,618.00	768.00	1,003.50	621.00	10,010.50	300.00	10,310.50
07B	7,715.00	768.00	1,003.50	621.00	10,107.50	300.00	10,407.50
07C	7,800.00	768.00	1,003.50	621.00	10,192.50	300.00	10,492.50
08A	7,898.00	768.00	1,003.50	621.00	10,290.50	300.00	10,590.50
08B	8,025.00	768.00	1,003.50	621.00	10,417.50	300.00	10,717.50
08C	8,114.00	768.00	1,003.50	621.00	10,506.50	300.00	10,806.50
09A	8,216.00	768.00	1,003.50	621.00	10,608.50	300.00	10,908.50
09B	8,612.00	768.00	1,003.50	621.00	11,004.50	300.00	11,304.50
09C	8,773.00	768.00	1,003.50	621.00	11,165.50	300.00	11,465.50
10A	9,014.00	768.00	1,003.50	621.00	11,406.50	300.00	11,706.50
10B	9,226.00	768.00	1,003.50	621.00	11,618.50	300.00	11,918.50
10C	9,436.00	768.00	1,003.50	621.00	11,828.50	300.00	12,128.50
11A	9,649.00	768.00	1,003.50	621.00	12,041.50	300.00	12,341.50
11B	9,694.00	768.00	1,003.50	621.00	12,086.50	300.00	12,386.50
11C	9,916.00	768.00	1,003.50	621.00	12,308.50	300.00	12,608.50
12A	10,141.00	768.00	1,003.50	621.00	12,533.50	300.00	12,833.50
12B	10,364.00	768.00	1,003.50	621.00	12,756.50	300.00	13,056.50
12C	10,741.00	768.00	1,003.50	621.00	13,133.50	300.00	13,433.50
13A	10,975.00	768.00	1,003.50	621.00	13,367.50	400.00	13,767.50
13B	11,213.00	768.00	1,003.50	621.00	13,605.50	400.00	14,005.50
13C	11,447.00	768.00	1,003.50	621.00	13,839.50	400.00	14,239.50



GOBIERNO DEL ESTADO  
DE OAXACA

SECRETARÍA DE ADMINISTRACIÓN  
TABULADOR DE QUINQUENIOS MENSUAL PARA PERSONAL DE BASE

Nivel	1 (3 días)	2 (3.5 días)	3 (4 días)	4 (4.5 días)	5 (5.5 días)	6 (6.5 días)
01A	652.70	761.50	870.30	979.10	1,196.60	1,414.20
01B	657.80	767.40	877.10	986.70	1,206.00	1,425.20
01C	661.50	771.80	882.00	992.30	1,212.80	1,433.30
02A	666.50	777.60	888.70	999.80	1,221.90	1,444.10
02B	673.10	785.30	897.50	1,009.70	1,234.00	1,458.40
02C	677.40	790.30	903.20	1,016.10	1,241.90	1,467.70
03A	684.30	798.40	912.40	1,026.50	1,254.60	1,482.70
03B	690.10	805.10	920.10	1,035.20	1,265.20	1,495.20
03C	697.60	813.90	930.10	1,046.40	1,278.90	1,511.50
04A	704.10	821.50	938.80	1,056.20	1,290.90	1,525.60
04B	707.80	825.80	943.70	1,061.70	1,297.60	1,533.60
04C	712.30	831.00	949.70	1,068.50	1,305.90	1,543.30
05A	714.90	834.10	953.20	1,072.40	1,310.70	1,549.00
05B	721.10	841.30	961.50	1,081.70	1,322.00	1,562.40
05C	727.60	848.90	970.10	1,091.40	1,333.90	1,576.50



GOBIERNO DEL ESTADO  
DE OAXACA

SECRETARÍA DE ADMINISTRACIÓN  
TABULADOR DE QUINQUENIOS MENSUAL PARA PERSONAL DE BASE

Nivel	1 ( 3 días )	2 ( 3.5 días )	3 ( 4 días )	4 ( 4.5 días )	5 ( 5.5 días )	6 ( 6.5 días )
06A	733.70	856.00	978.30	1,100.60	1,345.10	1,589.70
06B	742.20	865.90	989.60	1,113.30	1,360.70	1,608.10
06C	752.90	878.40	1,003.90	1,129.40	1,380.30	1,631.30
07A	761.80	888.80	1,015.70	1,142.70	1,396.60	1,650.60
07B	771.50	900.10	1,028.70	1,157.30	1,414.40	1,671.60
07C	780.00	910.00	1,040.00	1,170.00	1,430.00	1,690.00
08A	789.80	921.40	1,053.10	1,184.70	1,448.00	1,711.20
08B	802.50	936.30	1,070.00	1,203.80	1,471.30	1,738.80
08C	811.40	946.60	1,081.90	1,217.10	1,487.60	1,758.00
09A	821.60	958.50	1,095.50	1,232.40	1,506.30	1,780.10
09B	861.20	1,004.70	1,148.30	1,291.80	1,578.90	1,865.90
09C	877.30	1,023.50	1,169.70	1,316.00	1,608.40	1,900.80
10A	901.40	1,051.60	1,201.90	1,352.10	1,652.60	1,953.00
10B	922.60	1,076.40	1,230.10	1,383.90	1,691.40	1,999.00
10C	943.60	1,100.90	1,258.10	1,415.40	1,729.90	2,044.50
11A	964.90	1,125.70	1,286.50	1,447.40	1,769.00	2,090.60
11B	969.40	1,131.00	1,292.50	1,454.10	1,777.20	2,100.40
11C	991.60	1,156.90	1,322.10	1,487.40	1,817.90	2,148.50
12A	1,014.10	1,183.10	1,352.10	1,521.20	1,859.20	2,197.20
12B	1,036.40	1,209.10	1,381.90	1,554.60	1,900.10	2,245.50
12C	1,074.10	1,253.10	1,432.10	1,611.20	1,969.20	2,327.20
13A	1,097.50	1,280.40	1,463.30	1,646.30	2,012.10	2,377.90
13B	1,121.30	1,308.20	1,495.10	1,682.00	2,055.70	2,429.50
13C	1,144.70	1,335.50	1,526.30	1,717.10	2,098.60	2,480.20

SECRETARÍA DE ADMINISTRACIÓN  
TABULADOR SALARIAL MENSUAL PARA PERSONAL DE CONTRATO

NIVEL	CONTRATO	ACTIVIDADES CULTURALES Y DEPORTIVAS	INCENTIVO	TOTAL PERCEPCIONES
01	2,997.00	1,504.00	792.00	5,293.00
02	3,057.00	1,504.00	792.00	5,353.00
03	3,135.00	1,504.00	792.00	5,431.00
04	3,229.00	1,504.00	792.00	5,525.00
05	3,280.00	1,504.00	792.00	5,576.00
06	3,368.00	1,504.00	792.00	5,664.00
07	3,496.00	1,504.00	792.00	5,792.00
08	3,616.00	1,504.00	792.00	5,912.00
09	3,773.00	1,504.00	792.00	6,069.00
10	4,138.00	1,504.00	792.00	6,434.00
11	4,424.00	1,504.00	792.00	6,720.00
12	4,653.00	1,504.00	792.00	6,949.00
13	5,032.00	1,504.00	892.00	7,428.00



GOBIERNO DEL ESTADO  
DE OAXACA

SECRETARÍA DE ADMINISTRACIÓN  
TABULADOR SALARIAL MENSUAL PARA PERSONAL DE CONFIANZA

NIVEL	SUELDO BASE	CANASTA BÁSICA	P. S. M.	ESTÍMULO	TOTAL PERCEPCIONES
01	3,289.00	1,357.00	1,284.00	491.00	6,421.00
02	3,368.00	1,357.00	1,284.00	495.00	6,504.00
03	3,455.00	1,357.00	1,284.00	508.00	6,604.00
04	3,543.00	1,357.00	1,284.00	519.00	6,703.00
05	3,611.00	1,357.00	1,284.00	526.00	6,778.00
06	3,713.00	1,357.00	1,284.00	546.00	6,900.00
07	3,860.00	1,357.00	1,284.00	557.00	7,058.00
08	4,005.00	1,357.00	1,284.00	582.00	7,228.00
09	4,271.00	1,357.00	1,284.00	598.00	7,510.00
10	4,616.00	1,357.00	1,284.00	618.00	7,875.00
11	4,881.00	1,357.00	1,284.00	634.00	8,156.00
12	5,211.00	1,357.00	1,284.00	664.00	8,516.00
13	5,901.00	1,392.00	1,284.00	721.00	9,298.00
14	6,286.00	1,392.00	1,284.00	797.00	9,759.00
15	6,516.00	1,392.00	1,284.00	868.00	10,060.00



GOBIERNO DEL ESTADO  
DE OAXACA

SECRETARÍA DE ADMINISTRACIÓN  
TABULADOR DE QUINQUENIOS MENSUAL PARA PERSONAL DE CONFIANZA

NIVEL	Quinq. 1	Quinq. 2	Quinq. 3	Quinq. 4	Quinq. 5	Quinq. 6
01	328.90	383.70	438.50	493.40	603.00	712.60
02	336.80	392.90	449.10	505.20	617.50	729.70
03	345.50	403.10	460.70	518.30	633.40	748.60
04	354.30	413.40	472.40	531.50	649.60	767.70
05	361.10	421.30	481.50	541.70	662.00	782.40
06	371.30	433.20	495.10	557.00	680.70	804.50
07	386.00	450.30	514.70	579.00	707.70	836.30
08	400.50	467.30	534.00	600.80	734.30	867.80
09	427.10	498.30	569.50	640.70	783.00	925.40
10	461.60	538.50	615.50	692.40	846.30	1,000.10
11	488.10	569.50	650.80	732.20	894.90	1,057.60
12	521.10	608.00	694.80	781.70	955.40	1,129.10
13	590.10	688.50	786.80	885.20	1,081.90	1,278.60
14	628.60	733.40	838.10	942.90	1,152.40	1,362.00
15	651.60	760.20	868.80	977.40	1,194.60	1,411.80

SECRETARÍA DE ADMINISTRACIÓN  
TABULADOR SALARIAL MENSUAL PARA PERSONAL DE MANDOS MEDIOS Y SUPERIORES  
R. D. L. MÁXIMO

NIVEL	PERCEPCIONES			R. D. L. MENSUAL MÍNIMO	PERCEPCIONES MENSUALES MÍNIMAS
	SUELDO BASE	COMPENSACIÓ N FIJA	P. S. M.	R. D. L.	PERCEPCIONES
16A	6,850	50	1,343	2,844	11,087
16B	6,870	378	1,343	2,963	11,554
17A	6,890	1,680	1,343	3,414	13,327
17B	6,910	2,578	1,343	3,728	14,559
18A	6,930	3,552	1,343	4,067	15,892
19A	6,950	4,278	1,343	4,321	16,892
20A	6,970	5,283	1,343	4,671	18,267
21A	7,885	6,499	1,343	5,398	21,125
22A	18,230	14,775	1,343	11,754	46,102
22B	18,230	14,775	1,343	11,754	46,102
23A	23,542	19,024	1,343	15,018	58,927
24A	26,198	21,149	1,343	16,650	65,340
25A	35,170	28,327	1,343	69,083	133,923





GOBIERNO DEL ESTADO  
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SECRETARÍA DE ADMINISTRACIÓN  
TABULADOR DE HABERES ( QUINCENAL )

CLAVE	DESCRIPCIÓN	HABER 2013	HABERES 15 DÍAS	HABERES 16 DÍAS	COMPENSACIÓN	P. S. M.	CANASTA BÁSICA	TRANSPORTE	E. P.	ACTIVIDADES CULTURALES Y
<b>Nómina de POLICIA</b>										
4S0203A	Policía A	130.90	1,963.50	2,094.40	60.00	449.50	448.50	35.00	60.00	295.80
4S0203B	Policía B	132.80	1,992.00	2,124.80	60.00	449.50	448.50	35.00	60.00	298.70
4S0303C	Policía Primero	138.70	2,080.50	2,219.20	60.00	449.50	448.50	35.00	60.00	307.60
4S0303B	Policía Segundo	137.00	2,055.00	2,192.00	60.00	449.50	448.50	35.00	60.00	304.85
4S0303A	Policía Tercero	134.80	2,022.00	2,156.80	60.00	449.50	448.50	35.00	60.00	301.40
<b>Nómina de BOMBEROS</b>										
4S0204A	Bombero A	130.90	1,963.50	2,094.40	60.00	449.50	448.50	35.00	60.00	295.80
4S0204B	Bombero B	132.80	1,992.00	2,124.80	60.00	449.50	448.50	35.00	60.00	298.70
4S0304C	Bombero Primero	138.70	2,080.50	2,219.20	60.00	449.50	448.50	35.00	60.00	307.60
4S0304B	Bombero Segundo	137.00	2,055.00	2,192.00	60.00	449.50	448.50	35.00	60.00	304.85
4S0304A	Bombero Tercero	134.80	2,022.00	2,156.80	60.00	449.50	448.50	35.00	60.00	301.40
<b>Nómina de TRANSITO DEL ESTADO</b>										
4S0205A	Agente de Tránsito A	130.90	1,963.50	2,094.40	60.00	449.50	448.50	35.00	60.00	295.80
4S0205B	Agente de Tránsito B	132.80	1,992.00	2,124.80	60.00	449.50	448.50	35.00	60.00	298.70
4S0305C	Agente de Tránsito Primer	138.70	2,080.50	2,219.20	60.00	449.50	448.50	35.00	60.00	307.60
4S0305B	Agente de Tránsito Segun	137.00	2,055.00	2,192.00	60.00	449.50	448.50	35.00	60.00	304.85
4S0305A	Agente de Tránsito Tercer	134.80	2,022.00	2,156.80	60.00	449.50	448.50	35.00	60.00	301.40



GOBIERNO DEL ESTADO  
DE OAXACA

**SECRETARIA DE ADMINISTRACIÓN  
TABULADOR DE HABERES ( QUINCENAL )  
OFICILIDAD PREVENTIVA**

**2A. QUINCENA DE ABRIL DEL 2013**

<b>Nómina de Oficialidad Preventiva</b>					
<b>CLAVE</b>	<b>DESCRIPCIÓN</b>	<b>HABER QNAL.2013</b>	<b>ESTÍMULO</b>	<b>CANASTA BÁSICA</b>	<b>ACTIVIDADES CULTURALES Y DEPORTIVAS</b>
2N0402	Suboficial	2,048.30	384.50	955.50	342.75
2N0507	Oficial	2,081.80	388.00	955.50	346.55
2N0604	Subcomandan	2,133.20	398.00	955.50	353.00
2N0701	Comandante	2,204.80	403.50	955.50	360.85

**SECRETARIA DE ADMINISTRACIÓN  
TABULADOR QUINCENAL DE HABERES POLICIA AUXILIAR, BANCARIA, INDUSTRIAL Y COMERCIAL  
HABER  
COMPENSACIÓN, P. S. M., CANASTA BÁSICA, TRANSPORTE, E. P.**

<b>Nómina de Oficialidad Auxiliar</b>					
<b>CLAVE</b>	<b>DESCRIPCIÓN</b>	<b>HABER QNAL. 2013</b>	<b>ESTÍMULO</b>	<b>CANASTA BÁSICA</b>	<b>ACTIVIDADES CULTURALES Y DEPORTIVAS</b>
2N0402	Suboficial	1,861.30	384.50	955.50	324.15
2N0507	Oficial	1,890.40	388.00	955.50	327.50
2N0604	Subcomandan	1,935.10	398.00	955.50	333.30
2N0701	Comandante	1,997.20	403.50	955.50	340.20



GOBIERNO DEL ESTADO  
DE OAXACA

SECRETARIA DE ADMINISTRACIÓN

TABULADOR QUINCENAL DE HABERES POLICIA AUXILIAR, BANCARIA, INDUSTRIAL Y COMERCIAL

HABER

CLAVE	DESCRIPCIÓN	HABER 2013	HABERES 15 DÍAS	HABERES 16 DÍAS	COMPENSACIÓN	P. S. M.	CANASTA BÁSICA	TRANSPORTE	ACTIVIDADES CULTURALES Y DEPORTIVAS
<b>Nómina de POLICIA AUXILIAR Y BANCARIA</b>									
4S0203A	Policia A	119.10	1,644.00	1,753.60	60.00	449.50	448.50	35.00	262.80
4S0203B	Policia B	121.00	1,669.50	1,780.80	60.00	449.50	448.50	35.00	265.50
4S0303C	Policia Primero	126.10	1,740.00	1,856.00	60.00	449.50	448.50	35.00	273.05
4S0303B	Policia Segundo	124.10	1,713.00	1,827.20	60.00	449.50	448.50	35.00	270.30
4S0303A	Policia Tercero	122.50	1,690.50	1,803.20	60.00	449.50	448.50	35.00	267.80

Tabulador vigente sujeto a modificación por revisión salarial



GOBIERNO DEL ESTADO  
DE OAXACA

**Anexo 2.5 Administración Pública Descentralizada**  
**Anexo 2.5.1 Instituto Estatal de Educación Para Adultos**



INSTITUTO ESTATAL DE EDUCACIÓN PARA ADULTOS  
TABULADOR DE SUELDOS CONFIANZA

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
ADMINISTRATIVO ESPECIALIZADO	2	1	64,261.68	25,515.24	89,776.92	4,650.72	8,230.31	76,895.89
OFICIAL DE SERV. Y MTO	2	4	257,046.72	106,665.96	363,712.68	18,230.64	32,825.60	312,656.44
AUXILIAR DE ADMINISTRADOR	2	2	128,523.36	66,446.52	194,969.88	13,265.28	16,492.49	165,212.11
TECNICO MEDIO	2	16	1,028,186.88	654,946.92	1,683,133.80	123,777.60	132,832.36	1,426,523.84
SECRETARIA C	2	8	514,093.44	285,505.82	799,599.24	55,567.20	66,224.94	677,807.10
ESPECIALISTA EN PROY. TECNICOS	2	19	1,220,971.92	916,510.74	2,037,282.76	155,372.28	157,268.27	1,724,842.21
ANALISTA ADMINISTRATIVO	3	21	1,385,410.32	854,016.24	22,393,426.56	175,993.08	177,672.36	1,885,761.12
COORD. EN TECNICAS DE COMP.	4	1	67,689.84	43,061.88	110,751.72	9,426.00	8,722.06	92,603.66
JEFE DE OFICINA	5	32	2,226,355.20	1,727,064.72	3,953,419.92	372,133.32	285,956.50	3,295,330.10
TECNICO SUPERIOR	7	10	719,712.00	694,976.88	1,414,688.88	153,228.48	91,992.53	1,169,468.87
TECNICO DOCENTE	7	170	12,235,104.00	9,928,647.12	22,163,751.12	2,213,266.92	1,551,919.80	18,398,564.40
ESPECIALISTA EN PROY. TECNICOS	2	2	142,235.52	109,652.64	251,888.16	24,219.84	18,236.28	209,432.04
ANALISTA ADMINISTRATIVO	3	2	145,663.92	107,682.00	253,345.92	24,513.84	18,600.55	210,231.53
TECNICO DOCENTE	7	13	1,011,407.28	872,877.36	1,884,284.64	207,880.32	126,969.53	1,549,434.79
TOTAL BASE		301	21,146,662.08	16,293,470.12	37,440,323.20	3,551,525.52	3,693,943.58	31,194,763.10
ZONA ECONOMICA II								
SECRETARIA EJECUTIVA D	2	1	64,264.04	20,160.00	84,425.04	4,037.40	8,103.17	72,284.47
ANALISTA ADMINISTRATIVO	3	1	65,985.84	21,660.00	87,645.84	4,455.60	8,445.38	74,744.86
SECRETARIA EJECUTIVA B	6	1	70,775.76	27,362.40	98,138.16	6,060.96	8,954.30	83,122.90
COORD. DE UNIDAD DE SERV. ESP.	8	6	436,976.64	245,032.56	682,009.20	58,936.32	54,843.77	568,229.11
TOTAL CONFIANZA		9	638,003.28	314,214.96	952,218.24	73,490.28	80,346.62	798,381.34
TOTAL BASE Y CONFIANZA		310	21,784,665.36	16,607,785.08	38,392,450.44	3,625,015.80	2,774,290.2	31,993,144.44
DIRECTOR GENERAL Z.E. II	MB2	1	175,333.92	613,645.68	788,979.60	16,022.30	29,629.24	754,328.06
COORDINADOR REGIONAL Z.E. II	OA1	1	64,157.28	141,321.12	205,478.40	2,533.32	6,816.72	196,128.36
JEFE DE DEPARTAMENTO Z.E. II	OA1	6	337,381.92	897,604.32	1,234,986.24	182,850.96	36,069.96	1,016,065.32
COORDINADOR DE ZONA Z.E. I	OA1	11	553,204.08	1,712,774.16	2,265,978.24	304,962.96	59,383.57	1,901,631.71
COORDINADOR DE ZONA Z.E. II	OA1	5	259,737.60	772,464.00	1,032,201.60	153,035.64	28,107.13	851,067.83
COORDINADOR DE ZONA Z.E. III	OA1	2	111,585.12	299,376.00	410,961.12	60,800.16	11,855.92	338,305.04
TOTAL GENERAL		336	23,286,065.28	21,044,970.36	44,331,035.64	4,345,212.14	2,935,152.74	37,050,670.76



GOBIERNO DEL ESTADO  
DE OAXACA




INSTITUTO ESTATAL DE EDUCACIÓN PARA ADULTOS  
ANALÍTICO DE PLAZAS

PLAZA	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ADMINISTRATIVO ESPECIALIZADO	1	76,895.89	89,776.92
OFICIAL DE SERV. Y MTTO	4	312,656.44	363,712.68
AUXILIAR DE ADMINISTRADOR	2	165,212.11	194,969.88
TECNICO MEDIO	16	1,426,523.84	1,683,133.80
SECRETARIA C	8	677,807.10	799,599.24
ESPECIALISTA EN PROY. TECNICOS	19	1,724,842.21	2,037,482.76
ANALISTA ADMINISTRATIVO	21	1,885,761.12	2,239,426.56
COOR. EN TECNICAS DE COMP.	1	92,603.66	110,751.72
JEFE DE OFICINA	32	3,295,330.10	3,953,419.92
TECNICO SUPERIOR	10	1,169,468.87	1,414,688.88
TECNICO DOCENTE	170	18,398,564.40	22,163,751.12
ESPECIALISTA EN PROY. TECNICOS	2	209,432.04	251,888.16
ANALISTA ADMINISTRATIVO	2	210,231.53	253,345.92
TECNICO DOCENTE	13	1,549,434.79	1,884,284.64
SECRETARIA EJECUTIVA D	1	72,284.47	84,425.04
ANALISTA ADMINISTRATIVO	1	74,744.86	87,645.84
SECRETARIA EJECUTIVA B	1	83,122.90	98,138.16
COORD. DE UNIDAD DE SERV. ESP.	9	568,229.11	682,009.20
DIRECTOR GENERAL Z.E.II	1	754,238.06	788,979.60
COORDINADOR REGIONAL Z.E. II	1	196,128.36	205,478.40
JEFES DE DEPARTAMENTO Z.E. II	6	1,016,065.32	123,986.24
COORDINADOR DE ZONA Z.E. I	11	1,901,631.71	2,265,978.24
COORDINADOR DE ZONA Z.E. II	5	851,067.83	1,032,201.60
COORDINADOR DE ZONA Z.E. III	2	338,305.04	410,961.12




GOBIERNO DEL ESTADO  
DE OAXACA

Anexo 2.5.2 Secretaria de Salud / Servicios Coordinados de Salud									
 <b>SERVICIOS DE SALUD DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS EVENTUAL</b>									
ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
2	C40004C	NO APLICA	55	155,017.44	0.00	155,017.44	19,802.40	0.00	7,436,827.20
2	C50000C	NO APLICA	6	402,377.52	0.00	402,377.52	76,564.08	0.00	1,954,880.64
2	CF40001	NO APLICA	12	100,956.00	129,720.00	230,676.00	35,963.04	0.00	2,336,555.52
2	CF40002	NO APLICA	3	89,100.00	104,760.00	193,860.00	28,099.20	0.00	497,282.40
2	CF40003	NO APLICA	9	84,876.00	75,264.00	160,140.00	20,896.56	0.00	1,253,190.96
2	CF40004	NO APLICA	236	80,916.00	78,288.00	159,204.00	17,522.88	0.00	33,436,744.32
2	CF41001	NO APLICA	18	182,436.00	207,840.00	390,276.00	73,099.92	0.00	5,709,169.44
2	CF41006	NO APLICA	1	213,708.00	224,796.00	438,504.00	87,402.00	0.00	351,102.00
2	CF41007	NO APLICA	1	233,100.00	245,424.00	478,524.00	99,408.00	0.00	379,116.00
2	CF41011	NO APLICA	3	182,436.00	207,840.00	390,276.00	73,099.92	0.00	951,528.24
2	CF41015	NO APLICA	1	152,988.00	160,476.00	313,464.00	55,033.68	0.00	258,430.32
2	CF41018	NO APLICA	2	158,388.00	34,974.00	193,362.00	27,992.88	0.00	330,738.24
2	CF41024	NO APLICA	19	159,024.00	170,724.00	329,748.00	58,863.84	0.00	5,146,799.04
2	CF41030	NO APLICA	1	91,692.00	12,024.00	103,716.00	9,528.00	0.00	94,188.00
2	CF41031	NO APLICA	1	138,696.00	24,458.40	163,154.40	21,540.48	0.00	141,613.92
2	CF41032	NO APLICA	1	91,692.00	12,024.00	103,716.00	9,528.00	0.00	94,188.00
2	CF41046	NO APLICA	1	171,348.00	196,524.00	367,872.00	67,830.48	0.00	300,041.52
2	CF41054	NO APLICA	1	129,888.00	21,157.20	151,045.20	18,954.00	0.00	132,091.20
2	CF41056	NO APLICA	5	87,108.00	14,612.40	101,720.40	9,199.20	0.00	462,606.00
2	CF41058	NO APLICA	2	113,436.00	16,696.80	130,132.80	14,487.12	0.00	231,291.36
2	CF41059	NO APLICA	12	125,040.00	18,399.60	143,439.60	17,329.44	0.00	1,513,321.92
2	CMA001C	NO APLICA	1	575,684.40	0.00	575,684.40	128,556.24	0.00	447,128.16
2	M01003	NO APLICA	38	151,452.00	35,996.40	187,448.40	26,729.76	0.00	6,107,308.32
2	M01004	NO APLICA	322	175,560.00	196,020.00	371,580.00	68,702.64	0.00	97,526,509.92
2	M01005	NO APLICA	7	171,348.00	197,844.00	369,192.00	68,141.04	0.00	2,107,356.72
2	M01006	NO APLICA	744	151,476.00	24,519.60	175,995.60	24,283.44	0.00	112,873,847.04
2	M01007	NO APLICA	110	145,308.00	22,266.00	167,574.00	22,484.64	0.00	15,959,829.60
2	M01007C	NO APLICA	8	286,251.84	0.00	286,251.84	48,633.36	0.00	1,900,947.84
2	M01011	NO APLICA	11	209,304.00	220,152.00	429,456.00	84,687.60	0.00	3,792,452.40
2	M02001	NO APLICA	65	138,696.00	24,458.40	163,154.40	21,540.48	0.00	9,204,904.80
2	M02002	NO APLICA	2	138,696.00	24,458.40	163,154.40	21,540.48	0.00	283,227.84
2	M02003	NO APLICA	55	88,224.00	11,163.60	99,387.60	8,826.00	0.00	4,980,888.00
2	M02005	NO APLICA	6	73,836.00	9,590.40	83,426.40	6,546.48	0.00	461,279.52
2	M02006	NO APLICA	52	91,296.00	11,790.00	103,086.00	9,417.84	0.00	4,870,744.32
2	M02011	NO APLICA	3	91,848.00	12,258.00	104,106.00	9,597.84	0.00	283,524.48
2	M02012	NO APLICA	2	88,224.00	11,163.60	99,387.60	8,826.00	0.00	181,123.20
2	M02015	NO APLICA	75	130,032.00	24,458.40	154,490.40	19,689.84	0.00	10,110,042.00
2	M02016	NO APLICA	4	88,224.00	11,163.60	99,387.60	8,826.00	0.00	362,246.40
2	M02019	NO APLICA	1	88,224.00	37,212.00	125,436.00	13,483.92	0.00	111,952.08
2	M02034	NO APLICA	10	107,304.00	17,067.60	124,371.60	13,256.40	0.00	1,111,152.00
2	M02035	NO APLICA	1054	97,248.00	16,563.60	113,811.60	11,337.12	0.00	108,008,101.92



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2	M02035C	NO APLICA	58	185,712.00	0.00	185,712.00	26,358.72	0.00	9,242,490.24
2	M02036	NO APLICA	541	84,000.00	12,855.60	96,855.60	8,420.88	0.00	47,843,183.52
2	M02038	NO APLICA	7	88,224.00	11,163.60	99,387.60	8,826.00	0.00	633,931.20
2	M02040	NO APLICA	12	93,228.00	13,327.20	106,555.20	10,036.56	0.00	1,158,223.68
2	M02045	NO APLICA	2	88,224.00	11,163.60	99,387.60	8,826.00	0.00	181,123.20
2	M02047	NO APLICA	14	73,836.00	7,369.20	81,205.20	6,304.80	0.00	1,048,605.60
2	M02048	NO APLICA	38	73,836.00	7,254.00	81,090.00	6,292.32	0.00	2,842,311.84
2	M02049	NO APLICA	26	119,736.00	16,074.00	135,810.00	15,699.84	0.00	3,122,864.16
2	M02051	NO APLICA	1	73,836.00	7,369.20	81,205.20	6,304.80	0.00	74,900.40
2	M02055	NO APLICA	18	84,000.00	10,699.20	94,699.20	8,076.00	0.00	1,559,217.60
2	M02057	NO APLICA	2	86,292.00	11,005.20	97,297.20	8,491.68	0.00	177,611.04
2	M02058	NO APLICA	20	84,000.00	10,699.20	94,699.20	8,076.00	0.00	1,732,464.00
2	M02059	NO APLICA	19	73,836.00	7,369.20	81,205.20	6,304.80	0.00	1,423,107.60
2	M02061	NO APLICA	30	73,836.00	7,369.20	81,205.20	6,304.80	0.00	2,247,012.00
2	M02064	NO APLICA	1	73,836.00	7,369.20	81,205.20	6,304.80	0.00	74,900.40
2	M02066	NO APLICA	21	85,152.00	10,188.00	95,340.00	8,178.48	0.00	1,830,391.92
 <b>SERVICIOS DE SALUD DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS EVENTUAL</b>									
ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES	SEGURIDAD SOCIAL DE RETENCION	
2	M02069	NO APLICA	136	84,000.00	10,699.20	94,699.20	8,076.00	0.00	11,780,755.20
2	M02072	NO APLICA	1	97,248.00	16,560.00	113,808.00	11,336.40	0.00	102,471.60
2	M02073	NO APLICA	274	73,836.00	9,590.40	83,426.40	6,546.48	0.00	21,065,098.08
2	M02078	NO APLICA	2	130,032.00	115,872.00	245,904.00	39,215.76	0.00	413,376.48
2	M02085	NO APLICA	1	94,080.00	15,771.60	109,851.60	10,627.44	0.00	99,224.16
2	M03001	NO APLICA	5	143,808.00	130,572.00	274,380.00	45,841.20	0.00	1,142,694.00
2	M03002	NO APLICA	1	138,696.00	24,458.40	163,154.40	21,540.48	0.00	141,613.92
2	M03004	NO APLICA	75	88,224.00	11,163.60	99,387.60	8,826.00	0.00	6,792,120.00
2	M03005	NO APLICA	1	73,836.00	7,254.00	81,090.00	6,292.32	0.00	74,797.68
2	M03006	NO APLICA	112	73,836.00	7,254.00	81,090.00	6,292.32	0.00	8,377,340.16
2	M03007	NO APLICA	1	143,808.00	130,572.00	274,380.00	45,841.20	0.00	228,538.80
2	M03011	NO APLICA	32	73,836.00	4,557.60	78,393.60	5,998.80	0.00	2,316,633.60
2	M03012	NO APLICA	1	73,836.00	4,557.60	78,393.60	5,998.80	0.00	72,394.80
2	M03018	NO APLICA	28	80,640.00	44,064.00	124,704.00	13,327.44	0.00	3,118,543.68
2	M03019	NO APLICA	31	77,340.00	7,480.80	84,820.80	6,698.16	0.00	2,421,801.84
2	M03020	NO APLICA	53	76,740.00	6,138.00	82,878.00	6,486.72	0.00	4,048,737.84
2	M03021	NO APLICA	32	76,440.00	4,424.40	80,864.40	6,267.84	0.00	2,387,089.92
2	M03022	NO APLICA	105	76,140.00	3,322.80	79,462.80	6,115.20	0.00	7,701,498.00
2	M03023	NO APLICA	91	75,840.00	2,336.40	78,176.40	5,975.28	0.00	6,570,301.92
2	M03024	NO APLICA	324	75,240.00	2,016.00	77,256.00	5,875.20	0.00	23,127,379.20
2	M03025	NO APLICA	439	74,640.00	1,774.80	76,414.80	5,783.52	0.00	31,007,131.92
2	M04001	NO APLICA	51	108,000.00	0.00	108,000.00	10,295.52	0.00	4,982,928.48
2	M04002	NO APLICA	50	120,000.00	0.00	120,000.00	12,445.92	0.00	5,377,704.00
			5616						662,238,786.48



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SERVICIOS DE SALUD DEL ESTADO DE OAXACA  
TABULADOR DE SUELDOS SEGURO POPULAR

ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES DE	SEGURIDAD SOCIAL DE RETENCION	
2	CF40001	NO APLICA	20	100,956.00	129,720.00	230,676.00	35,963.04	0.00	3,894,259.20
2	CF40002	NO APLICA	14	89,100.00	124,260.00	213,360.00	32,264.40	0.00	2,535,338.40
2	CF40003	NO APLICA	102	84,876.00	94,596.00	179,472.00	25,026.00	0.00	15,753,492.00
2	CF40004	NO APLICA	27	80,916.00	78,288.00	159,204.00	20,696.64	0.00	3,739,698.72
2	M01004	NO APLICA	1	175,560.00	196,020.00	371,580.00	68,702.64	0.00	302,877.36
2	M01006	NO APLICA	105	151,476.00	161,172.00	312,648.00	54,841.92	0.00	27,069,638.40
2	M01006H	NO APLICA	35	185,224.80	0.00	185,224.80	26,254.80	0.00	5,563,950.00
2	M01006M	NO APLICA	21	185,224.80	0.00	185,224.80	26,254.80	0.00	3,338,370.00
2	M01007	NO APLICA	2	145,308.00	0.00	145,308.00	17,728.56	0.00	255,158.88
2	M02001	NO APLICA	1	138,696.00	132,912.00	271,608.00	45,189.12	0.00	226,418.88
2	M02015M	NO APLICA	40	154,490.40	0.00	154,490.40	19,689.84	0.00	5,392,022.40
2	M02035	NO APLICA	1	97,248.00	0.00	97,248.00	8,483.76	0.00	88,764.24
2	M02035M	NO APLICA	20	113,811.60	0.00	113,811.60	11,337.12	0.00	2,049,489.60
2	M02036	NO APLICA	9	84,000.00	0.00	84,000.00	6,608.88	0.00	696,520.08
2	M02036H	NO APLICA	26	96,855.60	0.00	96,855.60	8,420.88	0.00	2,299,302.72
2	M02036M	NO APLICA	20	96,855.60	0.00	96,855.60	8,420.88	0.00	1,768,694.40
2	M02040M	NO APLICA	5	106,555.20	0.00	106,555.20	10,036.56	0.00	482,593.20
2	M02049M	NO APLICA	17	150,672.00	0.00	150,672.00	18,874.32	0.00	2,240,560.56
2	M03018	NO APLICA	51	80,640.00	44,064.00	124,704.00	13,327.44	0.00	5,680,204.56
2	M03018R	NO APLICA	6	124,704.00	0.00	124,704.00	13,327.44	0.00	668,259.36
2	M03019	NO APLICA	58	77,340.00	36,936.00	114,276.00	11,420.16	0.00	5,965,638.72
2	M03019R	NO APLICA	71	114,276.00	0.00	114,276.00	11,420.16	0.00	7,302,764.64
2	M03020	NO APLICA	5	76,740.00	32,460.00	109,200.00	10,510.56	0.00	493,447.20
2	M03021	NO APLICA	209	76,440.00	26,748.00	103,188.00	9,434.16	0.00	19,594,552.56
2	M03023	NO APLICA	2	75,840.00	19,788.00	95,628.00	8,224.56	0.00	174,806.88
2	M03024	NO APLICA	22	75,240.00	18,720.00	93,960.00	7,957.68	0.00	1,892,051.04
2	M03025	NO APLICA	1	74,640.00	17,916.00	92,556.00	7,733.04	0.00	84,822.96
			891						119,553,696.96





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 <b>SERVICIOS DE SALUD DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS REGULARIZADO</b>									
ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES DE	SEGURIDAD SOCIAL DE RETENCION	
2	CF40004	NO APLICA	131	84,072.00	81,336.00	165,408.00	22,219.20	8,932.80	19,927,929.60
2	CF41013	NO APLICA	8	222,048.00	233,556.00	455,604.00	93,936.00	23,751.84	3,083,358.72
2	CF41015	NO APLICA	1	157,356.00	168,336.00	325,692.00	58,657.68	16,719.12	283,753.44
2	CF41024	NO APLICA	1	165,228.00	177,384.00	342,612.00	62,919.60	17,682.96	297,375.36
2	CF41059	NO APLICA	5	129,912.00	100,572.00	230,484.00	36,857.76	13,930.80	1,037,785.20
2	M01003	NO APLICA	2	157,356.00	168,336.00	325,692.00	58,657.68	16,719.12	567,506.88
2	M01004	NO APLICA	178	182,412.00	203,664.00	386,076.00	83,932.32	23,385.12	57,944,126.40
2	M01006	NO APLICA	629	157,356.00	168,336.00	325,692.00	62,358.72	18,390.96	177,204,546.96
2	M01007	NO APLICA	168	150,972.00	157,692.00	308,664.00	62,036.64	19,376.40	44,688,631.68
2	M02001	NO APLICA	30	144,108.00	138,096.00	282,204.00	55,490.40	18,501.36	7,356,448.80
2	M02003	NO APLICA	37	91,668.00	57,588.00	149,256.00	23,423.52	11,815.20	5,092,964.16
2	M02005	NO APLICA	2	76,716.00	45,684.00	122,400.00	17,112.24	9,940.80	230,457.12
2	M02006	NO APLICA	14	94,860.00	59,124.00	153,984.00	24,569.76	12,222.00	1,982,907.36
2	M02007	NO APLICA	1	91,668.00	57,588.00	149,256.00	19,251.12	9,739.68	139,744.56
2	M02015	NO APLICA	54	135,108.00	120,396.00	255,504.00	45,609.36	15,918.24	12,193,895.52
2	M02016	NO APLICA	5	91,668.00	57,588.00	149,256.00	23,167.20	11,687.76	688,882.80
2	M02029	NO APLICA	1	115,224.00	72,192.00	187,416.00	27,658.32	12,370.08	172,127.76
2	M02035	NO APLICA	639	101,040.00	97,440.00	198,480.00	30,021.60	10,863.12	114,586,451.28
2	M02036	NO APLICA	372	87,276.00	82,392.00	169,668.00	23,867.28	9,400.56	57,734,876.16
2	M02038	NO APLICA	23	91,668.00	57,588.00	149,256.00	20,878.08	10,548.96	3,195,318.24
2	M02040	NO APLICA	19	96,864.00	80,880.00	177,744.00	27,661.44	11,448.48	3,069,089.76
2	M02047	NO APLICA	8	76,716.00	37,992.00	114,708.00	13,766.64	9,093.84	880,281.60
2	M02048	NO APLICA	36	76,716.00	37,596.00	114,312.00	13,681.92	9,093.84	3,950,061.12
2	M02049	NO APLICA	3	124,404.00	87,816.00	212,220.00	35,613.84	14,667.12	573,819.84
2	M02050	NO APLICA	2	95,436.00	64,104.00	159,540.00	23,742.48	11,281.68	294,158.40
2	M02054	NO APLICA	1	81,060.00	48,912.00	129,972.00	15,452.40	8,772.00	123,291.60
2	M02058	NO APLICA	7	87,276.00	53,268.00	140,544.00	19,510.80	10,327.92	919,527.84
2	M02059	NO APLICA	5	76,716.00	37,992.00	114,708.00	13,766.64	9,093.84	550,176.00
2	M02061	NO APLICA	3	76,716.00	37,992.00	114,708.00	13,510.32	8,966.16	330,491.52
2	M02066	NO APLICA	19	89,436.00	59,820.00	149,256.00	21,417.84	10,580.16	2,629,948.08
2	M02073	NO APLICA	21	76,716.00	45,684.00	122,400.00	16,791.84	9,781.44	2,423,181.60
2	M03001	NO APLICA	1	149,412.00	135,672.00	285,084.00	52,620.96	17,462.40	249,925.44
2	M03004	NO APLICA	44	91,668.00	57,588.00	149,256.00	21,209.04	10,713.84	6,105,475.20
2	M03005	NO APLICA	43	76,716.00	37,596.00	114,312.00	13,681.92	9,093.84	4,718,128.56
2	M03006	NO APLICA	73	76,716.00	37,596.00	114,312.00	13,681.92	9,093.84	8,009,846.16
2	M03011	NO APLICA	26	76,716.00	28,392.00	105,108.00	11,936.88	9,093.84	2,658,888.96
2	M03018	NO APLICA	31	83,940.00	45,720.00	129,660.00	15,321.60	9,046.08	3,824,918.88
2	M03019	NO APLICA	49	80,640.00	38,400.00	119,040.00	7,086.00	8,695.68	5,911,834.32
2	M03020	NO APLICA	192	80,040.00	34,200.00	114,240.00	12,198.72	8,631.60	21,249,192.96
2	M03021	NO APLICA	44	79,740.00	28,200.00	107,940.00	10,854.72	8,472.24	4,644,530.88
2	M03022	NO APLICA	68	79,440.00	24,600.00	104,040.00	10,155.84	8,440.56	6,958,080.96
2	M03023	NO APLICA	61	79,140.00	21,300.00	100,440.00	9,725.76	8,536.08	6,054,269.52
2	M03024	NO APLICA	367	78,540.00	20,220.00	98,760.00	10,194.72	8,928.96	35,780,386.08
2	M03025	NO APLICA	468	77,940.00	19,800.00	97,740.00	9,071.28	8,280.96	45,372,450.24
			3892						675,691,043.52



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SERVICIOS DE SALUD DEL ESTADO DE OAXACA  
TABULADOR DE SUELDOS FEDERAL 416

ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES DE	SEGURIDAD SOCIAL DE RETENCION	
2	M01004	NO APLICA	177	182,412.00	203,664.00	386,076.00	84,022.32	23,416.80	57,608,274.96
3	M01004	NO APLICA	12	201,840.00	223,764.00	425,604.00	97,226.40	24,770.88	4,237,781.76
2	M01005	NO APLICA	7	178,032.00	205,560.00	383,592.00	83,374.32	22,986.00	2,262,425.76
2	M01006	NO APLICA	493	157,356.00	168,336.00	325,692.00	62,852.64	18,613.92	138,756,467.04
3	M01006	NO APLICA	13	174,084.00	184,788.00	358,872.00	71,050.08	20,569.20	4,009,084.56
2	M01007	NO APLICA	58	150,972.00	157,692.00	308,664.00	55,217.28	16,295.76	15,645,063.84




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 <b>SERVICIOS DE SALUD DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS FEDERAL 416</b>									
ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES	SEGURIDAD SOCIAL DE RETENCION	
2	M01004	NO APLICA	177	182,412.00	203,664.00	386,076.00	84,022.32	23,416.80	57,608,274.96
3	M01004	NO APLICA	12	201,840.00	223,764.00	425,604.00	97,226.40	24,770.88	4,237,781.76
2	M01005	NO APLICA	7	178,032.00	205,560.00	383,592.00	83,374.32	22,986.00	2,262,425.76
2	M01006	NO APLICA	493	157,356.00	168,336.00	325,692.00	62,852.64	18,613.92	138,756,467.04
3	M01006	NO APLICA	13	174,084.00	184,788.00	358,872.00	71,050.08	20,569.20	4,009,084.56
2	M01007	NO APLICA	58	150,972.00	157,692.00	308,664.00	55,217.28	16,295.76	15,645,063.84
 <b>SERVICIOS DE SALUD DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS FEDERAL 416</b>									
ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES	SEGURIDAD SOCIAL DE RETENCION	
3	M01007	NO APLICA	3	166,512.00	173,964.00	340,476.00	70,602.72	21,517.20	874,171.44
2	M01008	NO APLICA	69	164,088.00	181,644.00	345,732.00	67,794.96	19,432.80	20,518,518.96
3	M01008	NO APLICA	2	179,964.00	201,792.00	381,756.00	77,360.64	21,256.32	651,303.36
2	M01009	NO APLICA	27	178,032.00	204,192.00	382,224.00	77,622.96	21,094.32	8,793,774.72
3	M01009	NO APLICA	4	197,484.00	224,604.00	422,088.00	90,075.84	23,335.92	1,421,392.32
2	M01010	NO APLICA	44	189,552.00	215,952.00	405,504.00	90,279.12	24,327.36	14,940,298.56
3	M01010	NO APLICA	3	213,240.00	234,540.00	447,780.00	104,653.20	24,770.88	1,103,693.04
2	M01011	NO APLICA	37	217,464.00	228,744.00	446,208.00	104,525.04	24,770.88	13,558,792.08
3	M01011	NO APLICA	1	240,120.00	252,684.00	492,804.00	119,863.20	24,770.88	397,711.68
2	M01014	NO APLICA	2	157,056.00	171,588.00	328,644.00	67,233.84	20,247.84	563,316.00
2	M01015	NO APLICA	1	164,928.00	179,004.00	343,932.00	71,340.96	21,315.12	293,906.16
2	M02001	NO APLICA	15	144,108.00	138,096.00	282,204.00	55,702.08	18,597.12	3,676,485.60
3	M02001	NO APLICA	2	160,176.00	152,520.00	312,696.00	63,629.52	20,645.52	539,424.00
2	M02003	NO APLICA	63	91,668.00	57,588.00	149,256.00	23,423.52	11,815.20	8,671,803.84
3	M02003	NO APLICA	2	101,292.00	63,456.00	164,748.00	27,400.08	13,169.76	301,035.36
2	M02005	NO APLICA	10	76,716.00	45,684.00	122,400.00	17,240.40	10,004.40	1,151,640.00
2	M02006	NO APLICA	42	94,860.00	59,124.00	153,984.00	24,762.00	12,317.76	5,944,669.92
3	M02006	NO APLICA	1	104,484.00	65,148.00	169,632.00	28,579.68	13,576.56	154,628.88
2	M02007	NO APLICA	2	91,668.00	57,588.00	149,256.00	19,763.76	9,994.56	278,973.60
2	M02012	NO APLICA	3	91,668.00	57,588.00	149,256.00	23,615.76	11,910.72	412,652.88
2	M02014	NO APLICA	2	91,668.00	57,588.00	149,256.00	19,699.68	9,962.88	279,038.40
2	M02015	NO APLICA	24	135,108.00	120,396.00	255,504.00	42,643.44	14,578.32	5,458,533.12
3	M02015	NO APLICA	1	149,412.00	132,732.00	282,144.00	52,493.76	17,717.52	247,367.76
2	M02016	NO APLICA	15	91,668.00	57,588.00	149,256.00	23,743.92	11,974.56	2,062,299.60
2	M02018	NO APLICA	1	91,668.00	57,588.00	149,256.00	21,785.76	11,000.64	138,470.88
2	M02029	NO APLICA	43	115,224.00	72,192.00	187,416.00	27,978.72	12,529.44	7,394,568.96
3	M02029	NO APLICA	5	127,284.00	81,264.00	208,548.00	32,492.64	13,810.80	949,330.80
2	M02031	NO APLICA	148	159,264.00	157,404.00	316,668.00	56,888.16	17,081.04	40,975,410.24
3	M02031	NO APLICA	9	175,188.00	174,864.00	350,052.00	69,142.56	20,761.92	2,715,042.24
2	M02032	NO APLICA	1	152,616.00	162,840.00	315,456.00	56,885.28	16,502.16	275,072.88
2	M02034	NO APLICA	34	111,492.00	106,320.00	217,812.00	36,852.72	13,317.36	6,605,405.76
2	M02035	NO APLICA	569	101,040.00	97,440.00	198,480.00	32,500.32	12,095.76	101,324,925.36
3	M02035	NO APLICA	29	111,420.00	111,696.00	223,116.00	37,728.00	13,181.52	5,758,516.08
2	M02036	NO APLICA	508	87,276.00	82,392.00	169,668.00	25,795.68	10,359.60	78,349,815.36
3	M02036	NO APLICA	6	97,848.00	96,120.00	193,968.00	29,121.84	10,555.68	1,052,411.04



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2	M02037	NO APLICA	2	120,900.00	71,340.00	192,240.00	30,816.96	14,031.60	350,909.28
3	M02037	NO APLICA	1	133,692.00	78,816.00	212,508.00	35,273.28	15,454.08	192,688.80
2	M02038	NO APLICA	21	91,668.00	57,588.00	149,256.00	19,763.76	9,994.56	2,929,222.80
2	M02040	NO APLICA	29	96,864.00	80,880.00	177,744.00	29,986.80	12,605.04	4,650,504.96
3	M02040	NO APLICA	3	102,492.00	93,900.00	196,392.00	32,021.28	12,233.76	529,813.44
2	M02045	NO APLICA	11	91,668.00	57,588.00	149,256.00	21,785.76	11,000.64	1,523,179.68
3	M02045	NO APLICA	1	101,292.00	63,456.00	164,748.00	25,236.48	12,093.36	151,604.88
2	M02046	NO APLICA	6	76,716.00	45,684.00	122,400.00	17,304.48	10,036.32	690,791.04
3	M02046	NO APLICA	2	86,196.00	50,376.00	136,572.00	18,895.44	10,329.12	256,011.36
2	M02047	NO APLICA	42	76,716.00	37,992.00	114,708.00	14,022.96	9,221.28	4,616,065.44
3	M02047	NO APLICA	2	81,096.00	45,888.00	126,984.00	16,802.64	9,764.88	239,892.48
2	M02048	NO APLICA	38	76,716.00	37,596.00	114,312.00	13,681.92	9,093.84	4,169,508.96
3	M02048	NO APLICA	2	81,096.00	44,556.00	125,652.00	15,941.52	9,478.32	238,377.60
2	M02049	NO APLICA	8	124,404.00	87,816.00	212,220.00	35,806.08	14,762.88	1,529,414.40
3	M02049	NO APLICA	1	137,436.00	98,448.00	235,884.00	38,075.28	14,761.92	212,570.64
3	M02050	NO APLICA	1	105,264.00	70,848.00	176,112.00	25,564.32	11,471.04	162,018.72
2	M02051	NO APLICA	1	76,716.00	37,992.00	114,708.00	12,497.52	8,406.24	110,616.72
2	M02054	NO APLICA	187	81,060.00	48,912.00	129,972.00	15,388.32	8,740.08	23,061,543.12
3	M02054	NO APLICA	20	89,556.00	54,204.00	143,760.00	22,159.20	11,545.92	2,662,934.40
2	M02055	NO APLICA	96	87,276.00	53,268.00	140,544.00	17,966.88	9,559.92	12,685,155.84
3	M02055	NO APLICA	9	96,300.00	58,968.00	155,268.00	25,225.92	12,564.96	1,283,463.36
2	M02056	NO APLICA	34	89,652.00	55,200.00	144,852.00	22,716.96	11,717.28	4,550,978.88
3	M02056	NO APLICA	11	99,120.00	60,924.00	160,044.00	26,366.40	12,924.72	1,612,625.52
 <b>SERVICIOS DE SALUD DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS FEDERAL 416</b>									
ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES	SEGURIDAD SOCIAL DE RETENCION	
2	M02057	NO APLICA	38	89,652.00	55,200.00	144,852.00	18,887.04	9,812.40	5,159,539.68
3	M02057	NO APLICA	1	99,120.00	60,924.00	160,044.00	22,003.92	10,754.64	148,794.72
2	M02058	NO APLICA	62	87,276.00	53,268.00	140,544.00	17,902.80	9,528.24	8,194,505.28
3	M02058	NO APLICA	3	96,300.00	58,968.00	155,268.00	23,168.88	11,541.84	430,922.88
2	M02059	NO APLICA	14	76,716.00	37,992.00	114,708.00	13,958.88	9,189.12	1,539,135.36
3	M02059	NO APLICA	2	81,096.00	45,888.00	126,984.00	14,750.16	8,743.92	241,955.52
2	M02061	NO APLICA	2	76,716.00	37,992.00	114,708.00	14,087.04	9,253.20	219,748.32
2	M02066	NO APLICA	4	89,436.00	59,820.00	149,256.00	21,674.16	10,707.84	553,158.72
2	M02068	NO APLICA	89	99,612.00	60,756.00	160,368.00	24,264.96	11,897.04	13,172,007.12
2	M02072	NO APLICA	2	101,040.00	98,220.00	199,260.00	32,666.88	12,095.76	357,377.76
3	M02072	NO APLICA	1	111,420.00	112,500.00	223,920.00	37,835.52	13,149.60	199,234.08
2	M02073	NO APLICA	236	76,716.00	45,684.00	122,400.00	16,791.84	9,781.44	27,231,945.60
3	M02073	NO APLICA	24	86,196.00	50,376.00	136,572.00	20,224.08	10,990.08	3,056,112.00
2	M02074	NO APLICA	27	94,860.00	59,124.00	153,984.00	24,826.08	12,349.68	3,820,705.20
3	M02074	NO APLICA	1	104,484.00	65,148.00	169,632.00	28,515.60	13,544.88	154,661.28
2	M02077	NO APLICA	12	160,860.00	172,908.00	333,768.00	68,688.48	20,764.80	3,430,131.84
2	M02078	NO APLICA	8	135,108.00	120,396.00	255,504.00	42,149.52	14,355.36	1,821,678.72
2	M02081	NO APLICA	56	107,400.00	106,164.00	213,564.00	35,858.16	12,839.28	10,670,526.72
3	M02081	NO APLICA	4	118,680.00	117,924.00	236,604.00	41,059.92	14,125.68	838,679.04
2	M02082	NO APLICA	57	95,496.00	88,272.00	183,768.00	29,175.36	11,416.32	9,462,510.72
3	M02082	NO APLICA	2	105,372.00	103,572.00	208,944.00	34,763.76	12,570.24	373,500.96
2	M02083	NO APLICA	6	101,040.00	97,440.00	198,480.00	30,213.84	10,958.64	1,075,348.80
2	M02084	NO APLICA	3	129,912.00	100,572.00	230,484.00	39,824.88	15,406.56	618,197.04
2	M02085	NO APLICA	6	97,752.00	96,612.00	194,364.00	31,550.88	11,717.76	1,047,149.28
2	M02086	NO APLICA	5	89,964.00	70,392.00	160,356.00	21,622.08	9,558.72	741,463.20
2	M02087	NO APLICA	2	118,680.00	122,556.00	241,236.00	42,149.52	14,125.68	426,424.32
2	M02088	NO APLICA	3	150,972.00	157,692.00	308,664.00	62,389.44	19,535.76	797,430.96



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2	M02094	NO APLICA	1	95,436.00	64,104.00	159,540.00	26,101.44	12,455.04	145,893.60
2	M02095	NO APLICA	3	93,996.00	57,360.00	151,356.00	24,291.84	12,271.44	418,006.80
3	M02095	NO APLICA	1	104,052.00	63,096.00	167,148.00	28,094.64	13,553.28	152,606.64
2	M02097	NO APLICA	2	93,996.00	57,360.00	151,356.00	24,291.84	12,271.44	278,671.20
2	M02098	NO APLICA	22	91,668.00	57,588.00	149,256.00	19,827.84	10,026.72	3,068,007.36
3	M02098	NO APLICA	4	101,292.00	63,456.00	164,748.00	27,464.16	13,201.68	601,942.08
2	M02105	NO APLICA	509	135,108.00	120,684.00	255,792.00	61,796.16	14,482.56	106,115,505.60
3	M02105	NO APLICA	18	149,412.00	133,044.00	282,456.00	52,567.20	17,717.52	4,456,913.76
2	M02107	NO APLICA	15	149,412.00	130,200.00	279,612.00	51,827.76	17,685.60	3,682,047.60
2	M02110	NO APLICA	6	126,468.00	104,016.00	230,484.00	39,751.20	15,004.08	1,234,421.28
2	M03001	NO APLICA	3	149,412.00	135,672.00	285,084.00	49,388.88	16,002.48	755,092.80
2	M03004	NO APLICA	133	91,668.00	57,588.00	149,256.00	21,657.60	10,936.80	18,425,181.60
2	M03005	NO APLICA	150	76,716.00	37,596.00	114,312.00	12,372.96	8,374.32	16,547,004.00
3	M03005	NO APLICA	12	81,096.00	44,556.00	125,652.00	15,941.52	9,478.32	1,430,265.60
2	M03006	NO APLICA	29	76,716.00	37,596.00	114,312.00	12,265.44	8,310.48	3,200,354.16
3	M03006	NO APLICA	1	81,096.00	44,556.00	125,652.00	16,454.16	9,733.20	118,931.04
2	M03011	NO APLICA	34	76,716.00	28,392.00	105,108.00	11,936.88	9,093.84	3,477,008.64
3	M03011	NO APLICA	3	81,096.00	32,988.00	114,084.00	13,470.48	9,478.32	330,275.52
2	M03012	NO APLICA	27	76,716.00	28,392.00	105,108.00	12,098.16	9,189.12	2,759,371.92
2	M03013	NO APLICA	5	76,716.00	45,684.00	122,400.00	15,473.76	9,125.52	580,258.80
2	M03018	NO APLICA	51	83,940.00	45,720.00	129,660.00	16,640.88	9,702.24	6,258,789.36
2	M03019	NO APLICA	164	80,640.00	38,400.00	119,040.00	13,117.44	8,727.36	18,802,586.88
3	M03019	NO APLICA	5	84,840.00	44,100.00	128,940.00	15,360.24	9,237.36	614,085.60
2	M03020	NO APLICA	233	80,040.00	34,200.00	114,240.00	13,416.96	9,322.80	25,663,980.72
3	M03020	NO APLICA	13	84,180.00	39,600.00	123,780.00	14,257.92	9,167.28	1,542,961.68
2	M03021	NO APLICA	119	79,740.00	28,200.00	107,940.00	12,231.36	9,288.72	12,494,685.84
3	M03021	NO APLICA	7	83,580.00	29,400.00	112,980.00	13,264.80	9,757.20	766,306.80
2	M03022	NO APLICA	212	79,440.00	24,600.00	104,040.00	10,370.88	8,568.00	21,674,269.44
3	M03022	NO APLICA	15	82,980.00	25,800.00	108,780.00	11,381.52	9,039.60	1,596,571.20
2	M03023	NO APLICA	163	79,140.00	21,300.00	100,440.00	10,772.16	9,156.72	16,108,403.28
3	M03023	NO APLICA	9	82,440.00	25,200.00	107,640.00	10,800.96	8,759.28	950,384.88




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ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES	SEGURIDAD SOCIAL DE RETENCION	
2	M03024	NO APLICA	228	78,540.00	20,220.00	98,760.00	9,234.48	8,345.04	22,314,487.68
3	M03024	NO APLICA	8	81,840.00	24,000.00	105,840.00	10,693.44	8,823.12	831,757.44
2	CF21135	28	1	54,480.00	90,672.00	145,152.00	7,771.44	127.68	137,508.24
2	CF21905	27	5	63,156.00	190,812.00	253,968.00	116,394.00	0.00	687,870.00
3	CF21905	27	1	63,156.00	190,812.00	253,968.00	116,754.00	127.68	137,341.68
2	CF34068	28	3	54,480.00	90,672.00	145,152.00	40,634.88	159.36	314,029.44
3	CF34068	28	1	57,132.00	99,456.00	156,588.00	42,701.04	159.36	114,046.32
2	CF34245	29	11	65,232.00	156,372.00	221,604.00	90,794.64	159.36	1,440,655.92
3	CF34245	29	1	67,884.00	165,180.00	233,064.00	110,987.04	0.00	122,076.96
2	CF34260	30	4	82,836.00	243,216.00	326,052.00	186,936.00	0.00	556,464.00
2	CF34261	29	9	65,232.00	156,372.00	221,604.00	99,469.92	222.96	1,101,213.36
1	CF34263	28	2	54,480.00	90,672.00	145,152.00	54,761.04	0.00	180,781.92
2	CF34263	28	27	57,132.00	99,456.00	156,588.00	55,729.20	127.68	2,726,634.96
2	CF40001	NO APLICA	1	104,892.00	134,784.00	239,676.00	38,659.68	11,431.68	212,448.00
2	CF40002	NO APLICA	1	92,580.00	129,096.00	221,676.00	34,814.88	10,123.44	196,984.56
2	CF40003	NO APLICA	3	88,188.00	98,292.00	186,480.00	27,040.56	9,529.20	506,905.92
2	CF40004	NO APLICA	2	84,072.00	81,336.00	165,408.00	22,539.60	9,092.16	303,921.12
2	CF41001	NO APLICA	4	189,552.00	215,952.00	405,504.00	79,266.00	20,426.64	1,386,658.56
3	CF41001	NO APLICA	1	213,240.00	234,540.00	447,780.00	91,138.80	22,656.72	379,297.92
2	CF41002	NO APLICA	6	196,680.00	225,048.00	421,728.00	83,323.20	20,897.28	2,155,812.48
2	CF41003	NO APLICA	4	208,164.00	218,232.00	426,396.00	84,723.60	22,117.44	1,455,159.36
2	CF41011	NO APLICA	3	189,552.00	215,952.00	405,504.00	79,266.00	20,426.64	1,039,993.92
2	CF41013	NO APLICA	1	222,048.00	233,556.00	455,604.00	94,206.00	23,847.60	385,245.60



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 <b>SERVICIOS DE SALUD DEL ESTADO DE OAXACA</b> <b>TABULADOR DE SUELDOS FEDERAL 416</b>									
ZONA	PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACION ES FISCALES	SEGURIDAD SOCIAL DE RETENCION	
2	CF41014	NO APLICA	24	208,164.00	218,232.00	426,396.00	85,533.60	22,404.24	8,718,399.36
3	CF41014	NO APLICA	3	229,908.00	241,392.00	471,300.00	98,194.80	24,427.68	1,192,598.64
2	CF41015	NO APLICA	33	157,356.00	168,336.00	325,692.00	59,292.72	17,005.92	9,352,371.60
3	CF41015	NO APLICA	4	174,084.00	184,788.00	358,872.00	66,461.52	18,496.56	1,243,628.16
2	CF41018	NO APLICA	3	164,448.00	181,296.00	345,744.00	63,867.84	17,695.68	898,715.52
2	CF41024	NO APLICA	36	165,228.00	177,384.00	342,612.00	63,272.40	17,842.32	10,698,549.12
3	CF41024	NO APLICA	4	180,348.00	194,808.00	375,156.00	70,856.16	19,416.96	1,294,867.20
2	CF41028	NO APLICA	1	192,888.00	207,384.00	400,272.00	77,696.40	20,781.36	343,356.96
2	CF41030	NO APLICA	4	95,268.00	65,088.00	160,356.00	22,198.80	10,409.04	594,264.96
2	CF41031	NO APLICA	6	144,108.00	138,096.00	282,204.00	48,993.84	15,566.64	1,492,660.80
2	CF41032	NO APLICA	1	95,268.00	65,088.00	160,356.00	21,878.40	10,249.68	148,727.28
2	CF41038	NO APLICA	15	95,436.00	64,104.00	159,540.00	21,896.40	10,363.20	2,220,102.00
3	CF41038	NO APLICA	3	105,264.00	70,848.00	176,112.00	25,500.24	11,439.12	486,152.64
2	CF41040	NO APLICA	23	178,032.00	187,452.00	365,484.00	68,016.72	18,915.84	7,276,811.76
3	CF41040	NO APLICA	4	197,484.00	206,220.00	403,704.00	77,916.00	20,982.72	1,387,082.88
2	CF41054	NO APLICA	2	134,952.00	100,500.00	235,452.00	37,662.48	14,338.80	424,256.64
2	CF41055	NO APLICA	1	76,716.00	45,684.00	122,400.00	13,514.64	8,151.12	117,036.48
2	CF41056	NO APLICA	11	93,120.00	66,420.00	159,540.00	21,768.24	10,053.36	1,626,076.32
3	CF41056	NO APLICA	1	102,912.00	73,200.00	176,112.00	25,308.00	11,093.76	161,897.76
2	CF41057	NO APLICA	6	96,864.00	81,720.00	178,584.00	26,092.32	10,578.72	978,422.40
3	CF41057	NO APLICA	2	107,052.00	100,212.00	207,264.00	31,962.00	11,533.68	373,671.36
2	CF41058	NO APLICA	9	103,131.12	70,916.88	174,048.00	24,995.28	11,180.88	1,442,102.40
2	CF41059	NO APLICA	5	129,912.00	100,572.00	230,484.00	37,178.16	14,090.16	1,036,980.00
2	CF41060	NO APLICA	10	134,952.00	100,500.00	235,452.00	38,111.04	14,561.76	2,119,027.20
3	CF41060	NO APLICA	1	149,172.00	112,224.00	261,396.00	44,029.20	16,072.80	233,439.60
2	CF41061	NO APLICA	2	150,372.00	161,484.00	311,856.00	55,756.32	16,136.40	544,472.16
2	CF41062	NO APLICA	23	152,616.00	161,760.00	314,376.00	56,631.12	16,502.16	6,307,681.92
3	CF41062	NO APLICA	2	169,296.00	177,876.00	347,172.00	64,062.48	18,147.12	602,513.28
2	CF41064	NO APLICA	4	164,448.00	181,296.00	345,744.00	63,867.84	17,695.68	1,198,287.36
2	CF41065	NO APLICA	5	175,116.00	177,120.00	352,236.00	65,394.72	18,829.20	1,528,352.40
3	CF41065	NO APLICA	1	192,636.00	196,572.00	389,208.00	74,287.20	20,722.56	335,643.36
2	CF41074	NO APLICA	1	120,900.00	71,340.00	192,240.00	28,752.96	13,005.12	176,492.16
2	CF41075	NO APLICA	11	126,972.00	74,520.00	201,492.00	30,985.44	13,777.68	2,027,126.64
2	CF41087	NO APLICA	1	174,399.60	185,523.84	359,923.44	67,344.00	18,816.96	311,396.40
2	CF52254	33	1	144,264.00	416,784.00	561,048.00	446,664.00	0.00	114,384.00
2	CF53083	31	1	64,344.00	200,904.00	265,248.00	131,280.00	0.00	133,968.00
			6246						1,106,625,834.00



GOBIERNO DEL ESTADO  
DE OAXACA

### **TRANSITORIO**

**ÚNICO:** El presente Decreto con sus Anexos, entrarán en vigor a partir del uno de enero de dos mil catorce previa publicación en el Periódico Oficial del Estado.