



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ABOGADO	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
ABOGADO	BASE	13B	338,685.60	195,972.00	14,598.00	-	75,138.00	52,977.60	-	6,624.00	49,141.80
ABOGADO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
ABOGADO	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
ABOGADO	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
ABOGADO	CONTRATO CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	16,269.60
ACTUARIO NOTIFICADOR	BASE	10A	280,347.40	157,548.00	14,598.00	-	65,202.00	42,999.40	-	5,300.00	43,615.80
ACTUARIO NOTIFICADOR	BASE	11A	297,182.80	168,636.00	14,598.00	-	68,070.00	45,878.80	-	5,686.00	45,210.00
ACTUARIO NOTIFICADOR	BASE	11C	304,251.80	173,304.00	14,598.00	-	69,258.00	47,091.80	-	5,839.00	45,881.40
ACTUARIO NOTIFICADOR	BASE	12A	310,267.60	177,252.00	14,598.00	-	70,302.00	48,115.60	-	5,976.00	46,450.20
ACTUARIO NOTIFICADOR	BASE	12C	326,176.80	187,728.00	14,598.00	-	73,014.00	50,836.80	-	6,335.00	47,956.20
ACTUARIO NOTIFICADOR	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
ADMINISTRATIVO	CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	29,866.80
ADMINISTRATIVO	CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	30,042.60
ADMINISTRATIVO	CONFIANZA	06	130,955.80	64,884.00	21,408.00	-	20,532.00	17,579.80	6,552.00	2,310.00	30,292.80
ADMINISTRATIVO	CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	31,695.60
ADMINISTRATIVO	CONTRATO CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	18,475.20
ADMINISTRATIVO	CONTRATO CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	18,411.60
ADMINISTRATIVO	CONTRATO CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	18,361.20
ADMINISTRATIVO	CONTRATO CONFIANZA	08	137,721.00	69,996.00	21,408.00	-	20,532.00	18,801.00	6,984.00	2,489.00	18,079.20
AEROMEDICO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
AGENTE ESTATAL DE INVESTIGACIONES	CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	30,042.60
AGENTE FISCAL	CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	29,866.80
AGENTE FISCAL	CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	30,042.60
AGENTE FISCAL	CONTRATO CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	18,475.20
AGENTE FISCAL	CONTRATO CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	18,411.60
AGENTES DEL MINISTERIO PUBLICO	CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	37,339.80



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
AGRONOMO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
ANALISTA	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
ANALISTA	BASE	13B	338,685.60	195,972.00	14,598.00	-	75,138.00	52,977.60	-	6,624.00	49,141.80
ANALISTA	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
ANALISTA	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
ANALISTA	CONTRATO	12	132,486.60	81,312.00	-	-	28,296.00	13,374.60	9,504.00	2,797.00	17,612.40
ANALISTA	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
ANALISTA	CONTRATO CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	16,713.60
ANALISTA	CONTRATO CONFIANZA	14	190,108.60	109,860.00	21,828.00	-	20,532.00	28,324.60	9,564.00	3,952.00	16,435.20
ANALISTA ESPECIALIZADO	CONFIANZA	14	190,108.60	109,860.00	21,828.00	-	20,532.00	28,324.60	9,564.00	3,952.00	36,759.60
APLICADOR PSICOLOGICO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
ARCHIVISTA	CONTRATO	03	102,294.40	54,804.00	-	-	28,296.00	9,690.40	9,504.00	1,939.00	18,705.60
ASESOR	CONFIANZA	14	190,108.60	109,860.00	21,828.00	-	20,532.00	28,324.60	9,564.00	3,952.00	36,759.60
ASESOR	CONTRATO CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	16,713.60
ASESOR	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
ASESOR	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
ASESOR	MANDOS MEDIOS	17B	194,517.40	82,920.00	-	30,936.00	16,116.00	19,809.40	44,736.00	5,121.00	32,886.60
ASESOR	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
ASESOR	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
ASESOR	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
ASESOR	MANDOS MEDIOS	21A	276,105.40	94,620.00	-	77,988.00	16,116.00	22,605.40	64,776.00	7,590.00	34,569.00
ASESOR	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
ASESOR	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20



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				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASISTENTE	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
ASISTENTE	CONTRATO CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	17,446.80
ASISTENTE	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
AUDITOR	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
AUDITOR	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
AUXILIAR	BASE	01A	214,302.00	114,084.00	14,598.00	-	53,910.00	31,710.00	-	3,799.00	37,366.80
AUXILIAR	BASE	01C	216,644.00	115,620.00	14,598.00	-	54,318.00	32,108.00	-	3,854.00	37,588.80
AUXILIAR	BASE	02A	217,975.80	116,496.00	14,598.00	-	54,546.00	32,335.80	-	3,881.00	37,713.60
AUXILIAR	BASE	02B	219,732.00	117,660.00	14,598.00	-	54,834.00	32,640.00	-	3,923.00	37,881.00
AUXILIAR	BASE	02C	220,855.40	118,392.00	14,598.00	-	55,038.00	32,827.40	-	3,950.00	37,986.00
AUXILIAR	BASE	03A	222,664.60	119,580.00	14,598.00	-	55,350.00	33,136.60	-	3,991.00	38,158.20
AUXILIAR	BASE	03B	224,272.00	120,636.00	14,598.00	-	55,626.00	33,412.00	-	4,032.00	38,308.80
AUXILIAR	BASE	03C	226,194.40	121,896.00	14,598.00	-	55,962.00	33,738.40	-	4,074.00	38,490.60
AUXILIAR	CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	29,229.00
AUXILIAR	CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	29,644.20
AUXILIAR	CONTRATO	01	99,522.60	52,368.00	-	-	28,296.00	9,354.60	9,504.00	1,861.00	18,805.20
AUXILIAR	CONTRATO CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	18,595.20
AUXILIAR	CONTRATO CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	18,537.60
AUXILIAR DE ANALISTA	CONTRATO	09	114,979.60	65,940.00	-	-	28,296.00	11,239.60	9,504.00	2,303.00	18,246.00
AUXILIAR DE DIRECTOR	CONTRATO CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	18,595.20
AUXILIAR DE OFICINA	BASE	01A	214,302.00	114,084.00	14,598.00	-	53,910.00	31,710.00	-	3,799.00	37,366.80
AUXILIAR DE OFICINA	BASE	01C	216,644.00	115,620.00	14,598.00	-	54,318.00	32,108.00	-	3,854.00	37,588.80
AUXILIAR DE OFICINA	BASE	02A	217,975.80	116,496.00	14,598.00	-	54,546.00	32,335.80	-	3,881.00	37,713.60
AUXILIAR DE OFICINA	BASE	02B	219,732.00	117,660.00	14,598.00	-	54,834.00	32,640.00	-	3,923.00	37,881.00
AUXILIAR DE OFICINA	BASE	02C	220,855.40	118,392.00	14,598.00	-	55,038.00	32,827.40	-	3,950.00	37,986.00
AUXILIAR DE OFICINA	BASE	03A	222,664.60	119,580.00	14,598.00	-	55,350.00	33,136.60	-	3,991.00	38,158.20
AUXILIAR DE OFICINA	BASE	03B	224,272.00	120,636.00	14,598.00	-	55,626.00	33,412.00	-	4,032.00	38,308.80
AUXILIAR DE OFICINA	BASE	03C	226,194.40	121,896.00	14,598.00	-	55,962.00	33,738.40	-	4,074.00	38,490.60
AUXILIAR DE OFICINA	BASE	10A	280,347.40	157,548.00	14,598.00	-	65,202.00	42,999.40	-	5,300.00	43,615.80
AUXILIAR DE OFICINA	BASE	11A	297,182.80	168,636.00	14,598.00	-	68,070.00	45,878.80	-	5,686.00	45,210.00



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				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
AUXILIAR DE OFICINA	CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	29,229.00
AUXILIAR DE OFICINA	CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	29,428.80
AUXILIAR DE OFICINA	CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	29,644.20
AUXILIAR DE OFICINA	CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	30,042.60
AUXILIAR DE OFICINA	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
AUXILIAR DE OFICINA	CONFIANZA	14	190,108.60	109,860.00	21,828.00	-	20,532.00	28,324.60	9,564.00	3,952.00	36,759.60
AUXILIAR DE OFICINA	CONTRATO	01	99,522.60	52,368.00	-	-	28,296.00	9,354.60	9,504.00	1,861.00	18,805.20
AUXILIAR DE OFICINA	CONTRATO	02	100,711.60	53,412.00	-	-	28,296.00	9,499.60	9,504.00	1,888.00	18,762.00
AUXILIAR DE OFICINA	CONTRATO	08	111,863.60	63,204.00	-	-	28,296.00	10,859.60	9,504.00	2,212.00	18,358.80
AUXILIAR DE OFICINA	CONTRATO	10	122,277.60	72,348.00	-	-	28,296.00	12,129.60	9,504.00	2,511.00	17,982.00
AUXILIAR DE OFICINA	CONTRATO CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	18,595.20
AUXILIAR DE OFICINA	CONTRATO CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	18,537.60
AUXILIAR DE OFICINA	CONTRATO CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	18,411.60
AUXILIAR DE OFICINA	CONTRATO CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	17,887.20
AUXILIAR DE OFICINA	CONTRATO CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	16,713.60
AUXILIAR TECNICO	BASE	04A	228,003.40	123,084.00	14,598.00	-	56,274.00	34,047.40	-	4,115.00	38,661.00
AUXILIAR TECNICO	BASE	04B	228,910.40	123,708.00	14,598.00	-	56,394.00	34,210.40	-	4,130.00	38,751.00
AUXILIAR TECNICO	BASE	04C	230,120.00	124,488.00	14,598.00	-	56,622.00	34,412.00	-	4,157.00	38,863.20
AUXILIAR TECNICO	CONTRATO	03	102,294.40	54,804.00	-	-	28,296.00	9,690.40	9,504.00	1,939.00	18,705.60
AYUDANTE DE RECAUDADOR	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
AYUDANTE DE RECAUDADOR	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
BOMBERO	HABERES POLICIA ESTATAL	02A	132,516.80	72,432.00	15,888.00	-	23,011.20	19,745.60	1,440.00	2,621.00	19,426.80
BOMBERO	HABERES POLICIA ESTATAL	02B	133,930.40	73,512.00	15,888.00	-	23,080.80	20,009.60	1,440.00	2,653.00	19,404.00
BOMBERO	HABERES POLICIA ESTATAL	03A	135,428.80	74,664.00	15,888.00	-	23,145.60	20,291.20	1,440.00	2,698.00	19,379.40
BOMBERO	HABERES POLICIA ESTATAL	03B	137,034.80	75,888.00	15,888.00	-	23,228.40	20,590.40	1,440.00	2,743.00	19,353.60



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				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
BOMBERO	HABERES POLICIA ESTATAL	03C	138,579.20	77,076.00	15,888.00	-	23,294.40	20,880.80	1,440.00	2,787.00	19,329.00
CAPTURISTA DE DATOS	BASE	05A	230,818.00	124,956.00	14,598.00	-	56,730.00	34,534.00	-	4,171.00	38,930.40
CAPTURISTA DE DATOS	CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	30,042.60
CAPTURISTA DE DATOS	CONTRATO	04	104,168.00	56,448.00	-	-	28,296.00	9,920.00	9,504.00	1,991.00	18,637.20
CAPTURISTA DE DATOS	CONTRATO CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	18,411.60
CARPINTERO	BASE	04B	228,910.40	123,708.00	14,598.00	-	56,394.00	34,210.40	-	4,130.00	38,751.00
CHOFER	CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	29,428.80
CHOFER	CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	29,644.20
CHOFER	CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	29,866.80
CHOFER	CONFIANZA	06	130,955.80	64,884.00	21,408.00	-	20,532.00	17,579.80	6,552.00	2,310.00	30,292.80
CHOFER	CONTRATO CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	18,595.20
CHOFER	CONTRATO CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	18,537.60
CHOFER	CONTRATO CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	18,475.20
CHOFER	CONTRATO CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	18,361.20
CHOFER	CONTRATO CONFIANZA	06	130,955.80	64,884.00	21,408.00	-	20,532.00	17,579.80	6,552.00	2,310.00	18,289.20
COLECTOR	CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	30,042.60
COLECTOR	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
COLECTOR	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
COMANDANTE	CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	31,695.60
COMANDANTE	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
COMANDANTE	OFICIALIDAD HABERES	07	145,700.00	81,360.00	33,180.00	-	-	21,476.00	9,684.00	3,189.00	19,237.20
COMANDANTE	OFICIALIDAD PABIC	07	136,211.52	73,701.60	33,180.00	-	-	19,645.92	9,684.00	2,894.00	19,399.80
COMISIONADO	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
COMISIONADO	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
COMISIONADO	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20
CONCILIADOR	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
CONCILIADOR	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
CONCILIADOR	CONTRATO CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	17,446.80
CONCILIADOR	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
CONCILIADOR	CONTRATO CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	16,713.60
CONCILIADOR	MANDOS MEDIOS	16B	158,342.00	82,440.00	-	4,536.00	16,116.00	19,694.00	35,556.00	4,016.00	32,817.00
CONCILIADOR	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
CONCILIADOR	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
CONCILIADOR	MANDOS MEDIOS	21A	276,105.40	94,620.00	-	77,988.00	16,116.00	22,605.40	64,776.00	7,590.00	34,569.00
CONSEJERO JURIDICO DEL GNOB DEL EDO	MANDOS MEDIOS	24A	859,180.20	314,376.00	-	253,788.00	16,116.00	75,100.20	199,800.00	24,877.00	66,165.00
CONTADOR	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
CONTADOR	BASE	13B	338,685.60	195,972.00	14,598.00	-	75,138.00	52,977.60	-	6,624.00	49,141.80
CONTADOR	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
CONTADOR	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
CONTRALOR INTERNO	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
COORDINADOR	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
COORDINADOR	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
COORDINADOR	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
COORDINADOR	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
COORDINADOR	MANDOS MEDIOS	21A	276,105.40	94,620.00	-	77,988.00	16,116.00	22,605.40	64,776.00	7,590.00	34,569.00
COORDINADOR	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
COORDINADOR	MANDOS MEDIOS	22B	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
COORDINADOR	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20
COORDINADOR	MANDOS MEDIOS	24A	859,180.20	314,376.00	-	253,788.00	16,116.00	75,100.20	199,800.00	24,877.00	66,165.00
CUSTODIO PENITENCIARIO	CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	29,644.20
CUSTODIO PENITENCIARIO	CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	29,866.80
CUSTODIO PENITENCIARIO	CONTRATO CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	18,537.60
CUSTODIO PENITENCIARIO	CONTRATO CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	18,475.20
DACTILOSCOPISTA	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
DEFENSOR PUBLICO	CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	37,339.80
DEFENSOR PUBLICO	CONTRATO CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	16,269.60
DELEGADO	CONFIANZA	07	134,284.40	67,464.00	21,408.00	-	20,532.00	18,196.40	6,684.00	2,394.00	30,664.20
DELEGADO	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
DELEGADO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
DELEGADO	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
DELEGADO DE CONTRALORIA	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
DELEGADO DE CONTRALORIA	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
DELEGADO DE TRANSITO DEL ESTADO	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
DESPACHADOR DE VUELOS	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
DIBUJANTE	BASE	04A	228,003.40	123,084.00	14,598.00	-	56,274.00	34,047.40	-	4,115.00	38,661.00
DIBUJANTE	BASE	10A	280,347.40	157,548.00	14,598.00	-	65,202.00	42,999.40	-	5,300.00	43,615.80
DICTAMINADOR	CONFIANZA	14	190,108.60	109,860.00	21,828.00	-	20,532.00	28,324.60	9,564.00	3,952.00	36,759.60



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
DICTAMINADOR	CONTRATO CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	16,713.60
DIRECTOR	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
DIRECTOR	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
DIRECTOR	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
DIRECTOR	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
DIRECTOR	MANDOS MEDIOS	21A	276,105.40	94,620.00	-	77,988.00	16,116.00	22,605.40	64,776.00	7,590.00	34,569.00
DIRECTOR	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
DIRECTOR	MANDOS MEDIOS	22B	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
DIRECTOR	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20
ENFERMERA	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
ENLACE ADMINISTRATIVO	CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	37,339.80
ENLACE ADMINISTRATIVO	CONTRATO CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	16,269.60
ENLACE ADMINISTRATIVO	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
ENLACE SOCIAL AEROMEDICO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
ENTORNISTA	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
EVALUADOR	CONTRATO CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	17,446.80
EVALUADOR	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
FISCAL	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
FISCAL	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
FISCAL	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20
FISCAL	MANDOS MEDIOS	24A	859,180.20	314,376.00	-	253,788.00	16,116.00	75,100.20	199,800.00	24,877.00	66,165.00
GESTOR ADMINISTRATIVO DE DIRECCION	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
GESTOR ADMINISTRATIVO DE DIRECCION	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
GOBERNADOR CONSTITUCIONAL DEL EDO	MANDOS MEDIOS	25A	1,707,897.40	422,040.00	-	339,924.00	16,116.00	100,821.40	828,996.00	51,636.00	81,645.00
INGENIERO	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
INGENIERO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
INGENIERO	CONTRATO	12	132,486.60	81,312.00	-	-	28,296.00	13,374.60	9,504.00	2,797.00	17,612.40
INSPECTOR DE PERSONAL	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
INSPECTOR DE PERSONAL	CONTRATO CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	17,446.80
INSTRUCTOR DE CAPACITACION	CONFIANZA	14	190,108.60	109,860.00	21,828.00	-	20,532.00	28,324.60	9,564.00	3,952.00	36,759.60
INSTRUCTOR DE CAPACITACION	CONTRATO CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	16,713.60
INSTRUCTOR DEPORTIVO	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
INSTRUCTOR DEPORTIVO	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
INTENDENTE	CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	29,229.00
INTENDENTE	CONTRATO	01	99,522.60	52,368.00	-	-	28,296.00	9,354.60	9,504.00	1,861.00	18,805.20
INTENDENTE	CONTRATO CONFIANZA	01	121,124.60	57,480.00	21,408.00	-	20,532.00	15,812.60	5,892.00	2,025.00	18,595.20
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	16B	158,342.00	82,440.00	-	4,536.00	16,116.00	19,694.00	35,556.00	4,016.00	32,817.00
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	17B	194,517.40	82,920.00	-	30,936.00	16,116.00	19,809.40	44,736.00	5,121.00	32,886.60
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DEPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
JEFE DE ESTADO MAYOR	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
JEFE DE GRUPO	CONFIANZA	07	134,284.40	67,464.00	21,408.00	-	20,532.00	18,196.40	6,684.00	2,394.00	30,664.20
JEFE DE LA GUBERNATURA	MANDOS MEDIOS	24A	859,180.20	314,376.00	-	253,788.00	16,116.00	75,100.20	199,800.00	24,877.00	66,165.00
JEFE DE LA UNIDAD	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
JEFE DE LA UNIDAD	MANDOS MEDIOS	21A	276,105.40	94,620.00	-	77,988.00	16,116.00	22,605.40	64,776.00	7,590.00	34,569.00
JEFE DE MODULO	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
JEFE DE OFICINA	CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	37,339.80
JEFE DE OFICINA	CONTRATO CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	16,269.60
JEFE DE UNIDAD	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
JEFE DE UNIDAD	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
JEFE DE UNIDAD	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
JEFE DE VIGILANCIA	CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	37,339.80
JEFE DE VIGILANCIA	CONTRATO CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	16,269.60
MAGISTRADO PDTE JTA CONC AGRARIA	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
MANEJADOR DE FONDOS	CONFIANZA	07	134,284.40	67,464.00	21,408.00	-	20,532.00	18,196.40	6,684.00	2,394.00	30,664.20
MECANICO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
MEDICO ESPECIALISTA	CONTRATO CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	16,269.60
MEDICO GENERAL	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
MEDICO GENERAL	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
MEDICO LEGISTA	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
MEDICO LEGISTA	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
MEDICO OFICIAL	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
MEDICO OFICIAL	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
MEDICO OFICIAL	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
MUSICO	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
MUSICO	CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	33,233.40
MUSICO	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
MUSICO	CONTRATO	09	114,979.60	65,940.00	-	-	28,296.00	11,239.60	9,504.00	2,303.00	18,246.00
MUSICO	CONTRATO CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	17,887.20
MUSICO	CONTRATO CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	17,637.60
ODONTOLOGO	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
ODONTOLOGO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
OFICIAL	OFICIALIDAD HABERES	05	139,706.34	76,822.80	33,180.00	-	-	20,391.54	9,312.00	3,001.00	19,333.80
OFICIAL	OFICIALIDAD PABIC	05	130,954.62	69,758.40	33,180.00	-	-	18,704.22	9,312.00	2,746.00	19,483.80
OFICIAL ADMINISTRATIVO	BASE	04A	228,003.40	123,084.00	14,598.00	-	56,274.00	34,047.40	-	4,115.00	38,661.00
OFICIAL ADMINISTRATIVO	BASE	04B	228,910.40	123,708.00	14,598.00	-	56,394.00	34,210.40	-	4,130.00	38,751.00
OFICIAL ADMINISTRATIVO	BASE	04C	230,120.00	124,488.00	14,598.00	-	56,622.00	34,412.00	-	4,157.00	38,863.20
OFICIAL ADMINISTRATIVO	BASE	05A	230,818.00	124,956.00	14,598.00	-	56,730.00	34,534.00	-	4,171.00	38,930.40
OFICIAL ADMINISTRATIVO	BASE	05B	232,454.60	126,036.00	14,598.00	-	57,006.00	34,814.60	-	4,212.00	39,085.80
OFICIAL ADMINISTRATIVO	BASE	05C	234,187.20	127,164.00	14,598.00	-	57,318.00	35,107.20	-	4,253.00	39,247.80
OFICIAL ADMINISTRATIVO	BASE	06A	235,823.60	128,244.00	14,598.00	-	57,594.00	35,387.60	-	4,294.00	39,403.20
OFICIAL ADMINISTRATIVO	BASE	06B	238,086.20	129,744.00	14,598.00	-	57,966.00	35,778.20	-	4,337.00	39,618.00
OFICIAL ADMINISTRATIVO	BASE	06C	240,917.80	131,592.00	14,598.00	-	58,470.00	36,257.80	-	4,405.00	39,884.40
OFICIAL ADMINISTRATIVO	BASE	07A	243,264.40	133,140.00	14,598.00	-	58,866.00	36,660.40	-	4,460.00	40,107.60
OFICIAL ADMINISTRATIVO	BASE	07B	245,856.40	134,856.00	14,598.00	-	59,298.00	37,104.40	-	4,515.00	40,354.20
OFICIAL ADMINISTRATIVO	BASE	07C	248,111.80	136,332.00	14,598.00	-	59,694.00	37,487.80	-	4,570.00	40,566.00
OFICIAL ADMINISTRATIVO	BASE	08A	250,691.20	138,036.00	14,598.00	-	60,126.00	37,931.20	-	4,625.00	40,811.40
OFICIAL ADMINISTRATIVO	BASE	08B	254,048.20	140,244.00	14,598.00	-	60,702.00	38,504.20	-	4,707.00	41,128.80
OFICIAL ADMINISTRATIVO	BASE	08C	256,450.40	141,828.00	14,598.00	-	61,110.00	38,914.40	-	4,762.00	41,355.60
OFICIAL ADMINISTRATIVO	BASE	09A	259,133.00	143,604.00	14,598.00	-	61,554.00	39,377.00	-	4,818.00	41,611.20
OFICIAL ADMINISTRATIVO	BASE	09B	269,640.60	150,516.00	14,598.00	-	63,354.00	41,172.60	-	5,053.00	42,605.40
OFICIAL ADMINISTRATIVO	BASE	09C	273,893.00	153,312.00	14,598.00	-	64,086.00	41,897.00	-	5,150.00	43,007.40
OFICIAL ADMINISTRATIVO	CONTRATO	03	102,294.40	54,804.00	-	-	28,296.00	9,690.40	9,504.00	1,939.00	18,705.60
OFICIAL ADMINISTRATIVO	CONTRATO	05	105,193.00	57,348.00	-	-	28,296.00	10,045.00	9,504.00	2,017.00	18,600.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
OFICIAL ADMINISTRATIVO	CONTRATO	06	106,927.40	58,872.00	-	-	28,296.00	10,255.40	9,504.00	2,069.00	18,537.60
OFICIAL DE POLICIA Y O TRANSITO	CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	30,042.60
OFICIAL DE REGISTRO CIVIL	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
OFICIAL DE REGISTRO CIVIL	CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	37,339.80
OFICIAL DE TRANSPORTE	BASE	03B	224,272.00	120,636.00	14,598.00	-	55,626.00	33,412.00	-	4,032.00	38,308.80
OFICIAL DE TRANSPORTE	BASE	06A	235,823.60	128,244.00	14,598.00	-	57,594.00	35,387.60	-	4,294.00	39,403.20
OFICIAL DE TRANSPORTE	BASE	07A	243,264.40	133,140.00	14,598.00	-	58,866.00	36,660.40	-	4,460.00	40,107.60
OFICIAL DE TRANSPORTE	BASE	08A	250,691.20	138,036.00	14,598.00	-	60,126.00	37,931.20	-	4,625.00	40,811.40
OFICIAL DE TRANSPORTE	CONTRATO	02	100,711.60	53,412.00	-	-	28,296.00	9,499.60	9,504.00	1,888.00	18,762.00
OFICIAL MAYOR	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
OPERADOR AEROMEDICO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
OPERADOR DE COMPUTADORA	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
OPERADOR DE COMPUTADORA	CONTRATO	09	114,979.60	65,940.00	-	-	28,296.00	11,239.60	9,504.00	2,303.00	18,246.00
OPERADOR DE MAQ PESADA	BASE	05A	230,818.00	124,956.00	14,598.00	-	56,730.00	34,534.00	-	4,171.00	38,930.40
OPERADOR DE MAQ PESADA	BASE	06A	235,823.60	128,244.00	14,598.00	-	57,594.00	35,387.60	-	4,294.00	39,403.20
OPERADOR DE MAQ PESADA	BASE	07A	243,264.40	133,140.00	14,598.00	-	58,866.00	36,660.40	-	4,460.00	40,107.60
OPERADOR DE MAQ PESADA	BASE	07B	245,856.40	134,856.00	14,598.00	-	59,298.00	37,104.40	-	4,515.00	40,354.20
PERITO	CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	29,866.80
PERITO	CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	33,233.40
PERITO	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
PERITO	CONTRATO CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	17,637.60
PILOTO	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
PISICOLOGO	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
PISICOLOGO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
PISICOLOGO	CONTRATO	12	132,486.60	81,312.00	-	-	28,296.00	13,374.60	9,504.00	2,797.00	17,612.40
PISICOLOGO	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
PISICOLOGO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
POL.VIAL EST.	HABERES POLICIA ESTATAL	02A	132,516.80	72,432.00	15,888.00	-	23,011.20	19,745.60	1,440.00	2,621.00	19,426.80



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
POL.VIAL EST.	HABERES POLICIA ESTATAL	02B	133,930.40	73,512.00	15,888.00	-	23,080.80	20,009.60	1,440.00	2,653.00	19,404.00
POL.VIAL EST.	HABERES POLICIA ESTATAL	03A	135,428.80	74,664.00	15,888.00	-	23,145.60	20,291.20	1,440.00	2,698.00	19,379.40
POL.VIAL EST.	HABERES POLICIA ESTATAL	03B	137,034.80	75,888.00	15,888.00	-	23,228.40	20,590.40	1,440.00	2,743.00	19,353.60
POL.VIAL EST.	HABERES POLICIA ESTATAL	03C	138,579.20	77,076.00	15,888.00	-	23,294.40	20,880.80	1,440.00	2,787.00	19,329.00
POLICIA	HABERES PABIC	02A	123,571.20	65,880.00	15,888.00	-	22,219.20	18,144.00	1,440.00	2,369.00	19,566.00
POLICIA	HABERES PABIC	02B	124,935.20	66,924.00	15,888.00	-	22,284.00	18,399.20	1,440.00	2,413.00	19,543.80
POLICIA	HABERES PABIC	03A	126,020.80	67,752.00	15,888.00	-	22,339.20	18,601.60	1,440.00	2,443.00	19,526.40
POLICIA	HABERES PABIC	03B	127,200.80	68,652.00	15,888.00	-	22,399.20	18,821.60	1,440.00	2,474.00	19,507.20
POLICIA	HABERES PABIC	03C	128,610.80	69,732.00	15,888.00	-	22,465.20	19,085.60	1,440.00	2,517.00	19,484.40
POLICIA	HABERES POLICIA ESTATAL	02A	132,516.80	72,432.00	15,888.00	-	23,011.20	19,745.60	1,440.00	2,621.00	19,426.80
POLICIA	HABERES POLICIA ESTATAL	02B	133,930.40	73,512.00	15,888.00	-	23,080.80	20,009.60	1,440.00	2,653.00	19,404.00
POLICIA	HABERES POLICIA ESTATAL	03A	135,428.80	74,664.00	15,888.00	-	23,145.60	20,291.20	1,440.00	2,698.00	19,379.40
POLICIA	HABERES POLICIA ESTATAL	03B	137,034.80	75,888.00	15,888.00	-	23,228.40	20,590.40	1,440.00	2,743.00	19,353.60
POLICIA	HABERES POLICIA ESTATAL	03C	138,579.20	77,076.00	15,888.00	-	23,294.40	20,880.80	1,440.00	2,787.00	19,329.00
POLIGRAFISTA	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
PRESIDENTE DE JUNTA	CONFIANZA	15	195,955.80	113,892.00	21,828.00	-	20,532.00	29,287.80	10,416.00	4,115.00	37,339.80
PRESIDENTE DE JUNTA	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
PROCURADOR	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
PROCURADOR	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
PROCURADOR	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
PROGRAMADO DE COMPUTADORA	BASE	12A	310,267.60	177,252.00	14,598.00	-	70,302.00	48,115.60	-	5,976.00	46,450.20
PROGRAMADO DE COMPUTADORA	BASE	12C	326,176.80	187,728.00	14,598.00	-	73,014.00	50,836.80	-	6,335.00	47,956.20
PROGRAMADO DE COMPUTADORA	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROGRAMADO DE COMPUTADORA	CONTRATO CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	17,446.80
PROMOTOR	CONFIANZA	07	134,284.40	67,464.00	21,408.00	-	20,532.00	18,196.40	6,684.00	2,394.00	30,664.20
PROYECTISTA	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
PROYECTISTA	BASE	13B	338,685.60	195,972.00	14,598.00	-	75,138.00	52,977.60	-	6,624.00	49,141.80
PROYECTISTA	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
RECEPCIONISTA	CONTRATO CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	18,537.60
REPORTERO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
REPORTERO	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
REPORTERO	CONTRATO CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	17,887.20
REPRESENTANTE	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
SECRETARIA	CONFIANZA	07	134,284.40	67,464.00	21,408.00	-	20,532.00	18,196.40	6,684.00	2,394.00	30,664.20
SECRETARIA	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
SECRETARIA	CONTRATO CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	18,537.60
SECRETARIA	CONTRATO CONFIANZA	05	128,560.40	63,144.00	21,408.00	-	20,532.00	17,164.40	6,312.00	2,242.00	18,361.20
SECRETARIA	CONTRATO CONFIANZA	06	130,955.80	64,884.00	21,408.00	-	20,532.00	17,579.80	6,552.00	2,310.00	18,289.20
SECRETARIA	CONTRATO CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	17,887.20
SECRETARIA EJECUTIVA	CONFIANZA	08	137,721.00	69,996.00	21,408.00	-	20,532.00	18,801.00	6,984.00	2,489.00	31,028.40
SECRETARIA EJECUTIVA	CONTRATO CONFIANZA	07	134,284.40	67,464.00	21,408.00	-	20,532.00	18,196.40	6,684.00	2,394.00	18,183.60
SECRETARIA EJECUTIVA	CONTRATO CONFIANZA	08	137,721.00	69,996.00	21,408.00	-	20,532.00	18,801.00	6,984.00	2,489.00	18,079.20
SECRETARIA EJECUTIVA	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
SECRETARIO DE ACUERDOS	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
SECRETARIO DE ACUERDOS	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
SECRETARIO DE ACUERDOS	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
SECRETARIO DE LA COMISION DE LIMITE	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
SECRETARIO EJECUTIVO	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
SECRETARIO EJECUTIVO	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20
SECRETARIO GENERAL	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
SECRETARIO MINISTERIAL	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
SECRETARIO PARTICULAR	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
SECRETARIO PARTICULAR	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
SECRETARIO PARTICULAR	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
SECRETARIO PARTICULAR	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
SECRETARIO PARTICULAR	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
SECRETARIO PARTICULAR DEL EJECUTIVO	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
SECRETARIO PRIVADO DEL EJECUTIVO	MANDOS MEDIOS	24A	859,180.20	314,376.00	-	253,788.00	16,116.00	75,100.20	199,800.00	24,877.00	66,165.00
SECRETARIO TECNICO	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
SECRETARIO TECNICO	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
SECRETARIO TECNICO	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
SECRETARIO TECNICO	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
SRIO AUX JTA LOCAL CONC Y ARB	MANDOS MEDIOS	16B	158,342.00	82,440.00	-	4,536.00	16,116.00	19,694.00	35,556.00	4,016.00	32,817.00
SUBCOMANDANTE	OFICIALIDAD HABERES	06	142,295.56	78,718.80	33,180.00	-	-	20,844.76	9,552.00	3,086.00	19,293.60
SUBCOMANDANTE	OFICIALIDAD PABIC	06	133,240.56	71,409.60	33,180.00	-	-	19,098.96	9,552.00	2,806.00	19,448.40



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
SUBDELEGADO	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
SUBDIRECTOR	CONFIANZA	14	190,108.60	109,860.00	21,828.00	-	20,532.00	28,324.60	9,564.00	3,952.00	36,759.60
SUBDIRECTOR	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
SUBDIRECTOR	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
SUBDIRECTOR	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
SUBOFICIAL	CONFIANZA	04	126,960.00	61,920.00	21,408.00	-	20,532.00	16,872.00	6,228.00	2,189.00	29,866.80
SUBOFICIAL	OFICIALIDAD HABERES	04	138,088.10	75,584.40	33,180.00	-	-	20,095.70	9,228.00	2,956.00	19,360.20
SUBOFICIAL	OFICIALIDAD PABIC	04	129,544.80	68,688.00	33,180.00	-	-	18,448.80	9,228.00	2,702.00	19,507.20
SUBSECRETARIO	MANDOS MEDIOS	20A	239,185.40	83,640.00	-	63,396.00	16,116.00	19,981.40	56,052.00	6,496.00	32,989.80
SUBSECRETARIO	MANDOS MEDIOS	21A	276,105.40	94,620.00	-	77,988.00	16,116.00	22,605.40	64,776.00	7,590.00	34,569.00
SUBSECRETARIO	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
SUBSECRETARIO	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20
SUPERVISOR	MANDOS MEDIOS	18A	210,570.00	83,160.00	-	42,624.00	16,116.00	19,866.00	48,804.00	5,612.00	32,921.40
SUPERVISOR DE ENFERMERIA	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
SUPERVISOR DE OBRA	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
SUPERVISOR DE OBRA	CONTRATO CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	17,209.20
SUPERVISOR GENERAL	CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	31,695.60
SUPERVISOR GENERAL	CONTRATO CONFIANZA	08	137,721.00	69,996.00	21,408.00	-	20,532.00	18,801.00	6,984.00	2,489.00	18,079.20
SUPERVISOR REGIONAL DE TRANSITO	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
TECNICO	BASE	10A	280,347.40	157,548.00	14,598.00	-	65,202.00	42,999.40	-	5,300.00	43,615.80
TECNICO	BASE	10B	285,950.40	161,244.00	14,598.00	-	66,150.00	43,958.40	-	5,425.00	44,147.40
TECNICO	BASE	10C	291,484.00	164,904.00	14,598.00	-	67,074.00	44,908.00	-	5,549.00	44,674.20
TECNICO	BASE	11A	297,182.80	168,636.00	14,598.00	-	68,070.00	45,878.80	-	5,686.00	45,210.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TECNICO	BASE	11B	298,384.80	169,428.00	14,598.00	-	68,274.00	46,084.80	-	5,713.00	45,324.00
TECNICO	BASE	11C	304,251.80	173,304.00	14,598.00	-	69,258.00	47,091.80	-	5,839.00	45,881.40
TECNICO	BASE	12A	310,267.60	177,252.00	14,598.00	-	70,302.00	48,115.60	-	5,976.00	46,450.20
TECNICO	BASE	12B	316,173.00	181,140.00	14,598.00	-	71,310.00	49,125.00	-	6,114.00	47,008.80
TECNICO	BASE	12C	326,176.80	187,728.00	14,598.00	-	73,014.00	50,836.80	-	6,335.00	47,956.20
TECNICO	CONFIANZA	08	137,721.00	69,996.00	21,408.00	-	20,532.00	18,801.00	6,984.00	2,489.00	31,028.40
TECNICO	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
TECNICO	CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	33,233.40
TECNICO	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
TECNICO	CONTRATO	09	114,979.60	65,940.00	-	-	28,296.00	11,239.60	9,504.00	2,303.00	18,246.00
TECNICO	CONTRATO	10	122,277.60	72,348.00	-	-	28,296.00	12,129.60	9,504.00	2,511.00	17,982.00
TECNICO	CONTRATO	11	127,960.40	77,340.00	-	-	28,296.00	12,820.40	9,504.00	2,667.00	17,775.60
TECNICO	CONTRATO CONFIANZA	07	134,284.40	67,464.00	21,408.00	-	20,532.00	18,196.40	6,684.00	2,394.00	18,183.60
TECNICO	CONTRATO CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	17,887.20
TECNICO	CONTRATO CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	17,637.60
TECNICO	CONTRATO CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	17,446.80
TECNICO ADMINISTRATIVO	BASE	12A	310,267.60	177,252.00	14,598.00	-	70,302.00	48,115.60	-	5,976.00	46,450.20
TECNICO ADMINISTRATIVO	CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	32,565.00
TECNICO ADMINISTRATIVO	CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	33,233.40
TECNICO ADMINISTRATIVO	CONFIANZA	12	164,826.00	91,080.00	21,408.00	-	20,532.00	23,838.00	7,968.00	3,256.00	34,059.00
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	09	143,665.40	74,640.00	21,408.00	-	20,532.00	19,909.40	7,176.00	2,666.00	17,887.20
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	17,637.60
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	11	157,346.60	85,332.00	21,408.00	-	20,532.00	22,466.60	7,608.00	3,038.00	17,446.80
TECNICO ESPECIALIZADO	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
TECNICO ESPECIALIZADO	BASE	13B	338,685.60	195,972.00	14,598.00	-	75,138.00	52,977.60	-	6,624.00	49,141.80
TECNICO ESPECIALIZADO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
TECNICO ESPECIALIZADO	CONFIANZA	13	180,855.40	103,128.00	21,828.00	-	20,532.00	26,715.40	8,652.00	3,682.00	35,792.40
TECNICO ESPECIALIZADO	CONTRATO	12	132,486.60	81,312.00	-	-	28,296.00	13,374.60	9,504.00	2,797.00	17,612.40



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				117		SECRETARÍA DE ADMINISTRACIÓN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TESORERO	MANDOS MEDIOS	22A	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
TITULAR DE LA SECRETARIA	MANDOS MEDIOS	24A	859,180.20	314,376.00	-	253,788.00	16,116.00	75,100.20	199,800.00	24,877.00	66,165.00
TRABAJADOR SOCIAL	BASE	11A	297,182.80	168,636.00	14,598.00	-	68,070.00	45,878.80	-	5,686.00	45,210.00
TRABAJADOR SOCIAL	CONTRATO CONFIANZA	10	151,400.20	80,688.00	21,408.00	-	20,532.00	21,356.20	7,416.00	2,873.00	17,637.60
VELADOR	BASE	03A	222,664.60	119,580.00	14,598.00	-	55,350.00	33,136.60	-	3,991.00	38,158.20
VERIFICADOR	MANDOS MEDIOS	16A	152,681.40	82,200.00	-	600.00	16,116.00	19,637.40	34,128.00	3,843.00	32,782.20
VETERINARIO	BASE	13A	332,384.40	191,808.00	14,598.00	-	74,082.00	51,896.40	-	6,485.00	48,543.00
VETERINARIO	BASE	13C	344,915.00	200,088.00	14,598.00	-	76,182.00	54,047.00	-	6,762.00	49,732.80
VICEFISCAL	MANDOS MEDIOS	22B	605,482.60	218,760.00	-	177,300.00	16,116.00	52,258.60	141,048.00	17,360.00	52,417.80
VICEFISCAL	MANDOS MEDIOS	23A	774,611.80	282,504.00	-	228,288.00	16,116.00	67,487.80	180,216.00	22,375.00	61,582.20
VIGILANTE	CONFIANZA	03	124,909.20	60,372.00	21,408.00	-	20,532.00	16,501.20	6,096.00	2,134.00	29,644.20
VIGILANTE	CONTRATO CONFIANZA	02	122,896.60	58,872.00	21,408.00	-	20,532.00	16,144.60	5,940.00	2,079.00	18,537.60
VISITADOR	MANDOS MEDIOS	17A	179,674.60	82,680.00	-	20,160.00	16,116.00	19,750.60	40,968.00	4,678.00	32,851.80
VISITADOR	MANDOS MEDIOS	19A	222,626.60	83,400.00	-	51,336.00	16,116.00	19,922.60	51,852.00	5,981.00	32,955.00
VISITADOR	MANDOS MEDIOS	21A	276,105.40	94,620.00	-	77,988.00	16,116.00	22,605.40	64,776.00	7,590.00	34,569.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ABOGADO	BASE	20	280,488.00	290,868.00	
ABOGADO	CONFIANZA	9	154,140.00	154,140.00	
ABOGADO	CONTRATO CONFIANZA	19	140,988.00	166,668.00	
ACTUARIO NOTIFICADOR	BASE	15	237,348.00	275,340.00	
ACTUARIO NOTIFICADOR	CONFIANZA	7	130,044.00	130,044.00	
ADMINISTRATIVO	CONFIANZA	87	110,088.00	123,756.00	
ADMINISTRATIVO	CONTRATO CONFIANZA	137	108,408.00	118,920.00	
AEROMEDICO	MANDOS MEDIOS	0	118,956.00	118,956.00	
AGENTE ESTATAL DE INVESTIGACIONES	CONFIANZA	1,106	111,396.00	111,396.00	
AGENTE FISCAL	CONFIANZA	11	110,088.00	111,396.00	
AGENTE FISCAL	CONTRATO CONFIANZA	14	108,408.00	110,088.00	
AGENTES DEL MINISTERIO PUBLICO	CONFIANZA	440	166,668.00	166,668.00	
AGRONOMO	BASE	7	290,868.00	290,868.00	
ANALISTA	BASE	710	280,488.00	290,868.00	
ANALISTA	CONFIANZA	114	154,140.00	154,140.00	
ANALISTA	CONTRATO	7	119,112.00	119,112.00	
ANALISTA	CONTRATO CONFIANZA	207	140,988.00	161,784.00	
ANALISTA ESPECIALIZADO	CONFIANZA	1	161,784.00	161,784.00	
APLICADOR PSICOLOGICO	MANDOS MEDIOS	3	118,956.00	118,956.00	
ARCHIVISTA	CONTRATO	1	92,604.00	92,604.00	
ASESOR	CONFIANZA	8	161,784.00	161,784.00	
ASESOR	CONTRATO CONFIANZA	16	154,140.00	154,140.00	
ASESOR	MANDOS MEDIOS	95	98,916.00	526,908.00	
ASISTENTE	CONFIANZA	1	140,988.00	140,988.00	
ASISTENTE	CONTRATO CONFIANZA	1	134,880.00	134,880.00	
ASISTENTE	MANDOS MEDIOS	0	118,956.00	118,956.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
AUDITOR	CONFIANZA	41	154,140.00	154,140.00	
AUDITOR	CONTRATO CONFIANZA	41	140,988.00	140,988.00	
AUXILIAR	BASE	1,295	182,592.00	192,456.00	
AUXILIAR	CONFIANZA	147	105,312.00	108,408.00	
AUXILIAR	CONTRATO	224	90,168.00	90,168.00	
AUXILIAR	CONTRATO CONFIANZA	372	105,312.00	106,752.00	
AUXILIAR DE ANALISTA	CONTRATO	1	103,740.00	103,740.00	
AUXILIAR DE DIRECTOR	CONTRATO CONFIANZA	11	105,312.00	105,312.00	
AUXILIAR DE OFICINA	BASE	779	182,592.00	251,304.00	
AUXILIAR DE OFICINA	CONFIANZA	29	105,312.00	161,784.00	
AUXILIAR DE OFICINA	CONTRATO	7	90,168.00	110,148.00	
AUXILIAR DE OFICINA	CONTRATO CONFIANZA	47	105,312.00	154,140.00	
AUXILIAR TECNICO	BASE	549	193,956.00	195,708.00	
AUXILIAR TECNICO	CONTRATO	1	92,604.00	92,604.00	
AYUDANTE DE RECAUDADOR	CONFIANZA	6	154,140.00	154,140.00	
AYUDANTE DE RECAUDADOR	CONTRATO CONFIANZA	12	140,988.00	140,988.00	
BOMBERO	HABERES POLICIA ESTATAL	200	115,051.20	119,978.40	
CAPTURISTA DE DATOS	BASE	2	196,284.00	196,284.00	
CAPTURISTA DE DATOS	CONFIANZA	0	111,396.00	111,396.00	
CAPTURISTA DE DATOS	CONTRATO	0	94,248.00	94,248.00	
CAPTURISTA DE DATOS	CONTRATO CONFIANZA	3	110,088.00	110,088.00	
CARPINTERO	BASE	0	194,700.00	194,700.00	
COLECTOR	CONFIANZA	4	111,396.00	154,140.00	
COLECTOR	CONTRATO CONFIANZA	2	140,988.00	140,988.00	
COMANDANTE	CONFIANZA	35	123,756.00	123,756.00	
COMANDANTE	MANDOS MEDIOS	4	163,152.00	163,152.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
COMANDANTE	OFICIALIDAD HABERES	21	132,884.40	132,884.40	
COMANDANTE	OFICIALIDAD PABIC	11	124,730.40	124,730.40	
COMISIONADO	MANDOS MEDIOS	3	150,852.00	526,908.00	
CONCILIADOR	CONFIANZA	6	140,988.00	154,140.00	
CONCILIADOR	CONTRATO CONFIANZA	13	134,880.00	154,140.00	
CONCILIADOR	MANDOS MEDIOS	78	103,092.00	188,724.00	
CONSEJERO JURIDICO DEL GNOB DEL EDO	MANDOS MEDIOS	1	584,280.00	584,280.00	
CONTADOR	BASE	39	280,488.00	290,868.00	
CONTADOR	CONTRATO CONFIANZA	3	140,988.00	140,988.00	
CONTRALOR INTERNO	MANDOS MEDIOS	4	150,852.00	412,176.00	
COORDINADOR	MANDOS MEDIOS	111	118,956.00	584,280.00	
CUSTODIO PENITENCIARIO	CONFIANZA	109	108,408.00	110,088.00	
CUSTODIO PENITENCIARIO	CONTRATO CONFIANZA	470	106,752.00	108,408.00	
CHOFER	CONFIANZA	31	106,752.00	113,376.00	
CHOFER	CONTRATO CONFIANZA	28	105,312.00	113,376.00	
DACTILOSCOPISTA	CONFIANZA	1	154,140.00	154,140.00	
DEFENSOR PUBLICO	CONFIANZA	179	166,668.00	166,668.00	
DEFENSOR PUBLICO	CONTRATO CONFIANZA	1	166,668.00	166,668.00	
DELEGADO	CONFIANZA	5	116,088.00	116,088.00	
DELEGADO	MANDOS MEDIOS	54	98,916.00	163,152.00	
DELEGADO DE CONTRALORIA	MANDOS MEDIOS	7	118,956.00	141,900.00	
DELEGADO DE TRANSITO DEL ESTADO	CONFIANZA	16	154,140.00	154,140.00	
DESPACHADOR DE VUELOS	MANDOS MEDIOS	0	141,900.00	141,900.00	
DIBUJANTE	BASE	1	193,956.00	237,348.00	
DICTAMINADOR	CONFIANZA	12	161,784.00	161,784.00	
DICTAMINADOR	CONTRATO CONFIANZA	2	154,140.00	154,140.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DIRECTOR	MANDOS MEDIOS	234	118,956.00	526,908.00	
ENFERMERA	CONFIANZA	1	130,044.00	130,044.00	
ENLACE ADMINISTRATIVO	CONFIANZA	3	166,668.00	166,668.00	
ENLACE ADMINISTRATIVO	CONTRATO CONFIANZA	15	166,668.00	166,668.00	
ENLACE ADMINISTRATIVO	MANDOS MEDIOS	0	98,916.00	98,916.00	
ENLACE SOCIAL AEROMEDICO	MANDOS MEDIOS	0	118,956.00	118,956.00	
ENTORNISTA	MANDOS MEDIOS	17	118,956.00	118,956.00	
EVALUADOR	CONTRATO CONFIANZA	1	134,880.00	134,880.00	
EVALUADOR	MANDOS MEDIOS	14	118,956.00	118,956.00	
FISCAL	MANDOS MEDIOS	24	163,152.00	584,280.00	
GESTOR ADMINISTRATIVO DE DIRECCION	CONFIANZA	10	154,140.00	154,140.00	
GESTOR ADMINISTRATIVO DE DIRECCION	CONTRATO CONFIANZA	23	140,988.00	140,988.00	
GOBERNADOR CONSTITUCIONAL DEL EDO	MANDOS MEDIOS	1	778,080.00	778,080.00	
INGENIERO	BASE	42	280,488.00	290,868.00	
INGENIERO	CONTRATO	0	119,112.00	119,112.00	
INSPECTOR DE PERSONAL	CONFIANZA	29	140,988.00	140,988.00	
INSPECTOR DE PERSONAL	CONTRATO CONFIANZA	3	134,880.00	134,880.00	
INSTRUCTOR DE CAPACITACION	CONFIANZA	3	161,784.00	161,784.00	
INSTRUCTOR DE CAPACITACION	CONTRATO CONFIANZA	3	154,140.00	154,140.00	
INSTRUCTOR DEPORTIVO	CONFIANZA	1	140,988.00	140,988.00	
INSTRUCTOR DEPORTIVO	CONTRATO CONFIANZA	1	140,988.00	140,988.00	
INTENDENTE	CONFIANZA	36	105,312.00	105,312.00	
INTENDENTE	CONTRATO	5	90,168.00	90,168.00	
INTENDENTE	CONTRATO CONFIANZA	28	105,312.00	105,312.00	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	954	98,916.00	150,852.00	
JEFE DE ESTADO MAYOR	MANDOS MEDIOS	1	412,176.00	412,176.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
JEFE DE GRUPO	CONFIANZA	45	116,088.00	116,088.00	
JEFE DE LA GUBERNATURA	MANDOS MEDIOS	1	584,280.00	584,280.00	
JEFE DE LA UNIDAD	MANDOS MEDIOS	2	98,916.00	188,724.00	
JEFE DE MODULO	MANDOS MEDIOS	11	163,152.00	163,152.00	
JEFE DE OFICINA	CONFIANZA	366	166,668.00	166,668.00	
JEFE DE OFICINA	CONTRATO CONFIANZA	417	166,668.00	166,668.00	
JEFE DE UNIDAD	MANDOS MEDIOS	108	141,900.00	163,152.00	
JEFE DE VIGILANCIA	CONFIANZA	7	166,668.00	166,668.00	
JEFE DE VIGILANCIA	CONTRATO CONFIANZA	21	166,668.00	166,668.00	
MAGISTRADO PDTE JTA CONC AGRARIA	MANDOS MEDIOS	1	412,176.00	412,176.00	
MANEJADOR DE FONDOS	CONFIANZA	0	116,088.00	116,088.00	
MECANICO	MANDOS MEDIOS	0	118,956.00	118,956.00	
MEDIADOR	BASE	1	182,592.00	182,592.00	
MEDICO ESPECIALISTA	CONTRATO CONFIANZA	7	166,668.00	166,668.00	
MEDICO GENERAL	CONFIANZA	2	154,140.00	154,140.00	
MEDICO GENERAL	CONTRATO CONFIANZA	11	140,988.00	140,988.00	
MEDICO LEGISTA	CONFIANZA	2	154,140.00	154,140.00	
MEDICO LEGISTA	CONTRATO CONFIANZA	0	140,988.00	140,988.00	
MEDICO OFICIAL	BASE	4	280,488.00	290,868.00	
MEDICO OFICIAL	CONFIANZA	24	154,140.00	154,140.00	
MUSICO	CONFIANZA	79	130,044.00	140,988.00	
MUSICO	CONTRATO	1	103,740.00	103,740.00	
MUSICO	CONTRATO CONFIANZA	44	123,756.00	130,044.00	
ODONTOLOGO	BASE	3	280,488.00	290,868.00	
OFICIAL	OFICIALIDAD HABERES	52	127,632.00	127,632.00	
OFICIAL	OFICIALIDAD PABIC	2	120,110.40	120,110.40	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
OFICIAL ADMINISTRATIVO	BASE	3,707	193,956.00	231,996.00	
OFICIAL ADMINISTRATIVO	CONTRATO	11	92,604.00	96,672.00	
OFICIAL DE POLICIA Y O TRANSITO	CONFIANZA	48	111,396.00	111,396.00	
OFICIAL DE REGISTRO CIVIL	CONFIANZA	223	154,140.00	166,668.00	
OFICIAL DE TRANSPORTE	BASE	4	190,860.00	212,760.00	
OFICIAL DE TRANSPORTE	CONTRATO	0	91,212.00	91,212.00	
OFICIAL MAYOR	MANDOS MEDIOS	2	412,176.00	412,176.00	
OPERADOR AEROMEDICO	MANDOS MEDIOS	0	118,956.00	118,956.00	
OPERADOR DE COMPUTADORA	CONFIANZA	1	130,044.00	130,044.00	
OPERADOR DE COMPUTADORA	CONTRATO	1	103,740.00	103,740.00	
OPERADOR DE MAQ PESADA	BASE	3	196,284.00	208,752.00	
PERITO	CONFIANZA	203	110,088.00	140,988.00	
PERITO	CONTRATO CONFIANZA	0	130,044.00	130,044.00	
PILOTO	MANDOS MEDIOS	0	141,900.00	141,900.00	
PISICOLOGO	BASE	11	280,488.00	290,868.00	
PISICOLOGO	CONTRATO	1	119,112.00	119,112.00	
PISICOLOGO	CONTRATO CONFIANZA	1	140,988.00	140,988.00	
PISICOLOGO	MANDOS MEDIOS	16	118,956.00	118,956.00	
POL.VIAL EST.	HABERES POLICIA ESTATAL	538	115,051.20	119,978.40	
POLICIA	HABERES PABIC	3,208	106,267.20	110,365.20	
POLICIA	HABERES POLICIA ESTATAL	2,896	115,051.20	119,978.40	
POLIGRAFISTA	MANDOS MEDIOS	25	118,956.00	118,956.00	
PRESIDENTE DE JUNTA	CONFIANZA	11	166,668.00	166,668.00	
PRESIDENTE DE JUNTA	MANDOS MEDIOS	2	412,176.00	412,176.00	
PROCURADOR	MANDOS MEDIOS	2	118,956.00	412,176.00	
PROGRAMADO DE COMPUTADORA	BASE	1	262,152.00	275,340.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
PROGRAMADO DE COMPUTADORA	CONFIANZA	2	140,988.00	140,988.00	
PROGRAMADO DE COMPUTADORA	CONTRATO CONFIANZA	0	134,880.00	134,880.00	
PROMOTOR	CONFIANZA	0	116,088.00	116,088.00	
PROYECTISTA	BASE	23	280,488.00	290,868.00	
RECEPCIONISTA	CONTRATO CONFIANZA	1	106,752.00	106,752.00	
REPORTERO	BASE	1	290,868.00	290,868.00	
REPORTERO	CONFIANZA	0	130,044.00	130,044.00	
REPORTERO	CONTRATO CONFIANZA	2	123,756.00	123,756.00	
REPRESENTANTE	MANDOS MEDIOS	22	118,956.00	118,956.00	
SECRETARIA	CONFIANZA	7	116,088.00	130,044.00	
SECRETARIA	CONTRATO CONFIANZA	35	106,752.00	123,756.00	
SECRETARIA EJECUTIVA	CONFIANZA	8	118,920.00	118,920.00	
SECRETARIA EJECUTIVA	CONTRATO CONFIANZA	17	116,088.00	118,920.00	
SECRETARIA EJECUTIVA	MANDOS MEDIOS	1	98,916.00	98,916.00	
SECRETARIO DE ACUERDOS	CONFIANZA	9	154,140.00	154,140.00	
SECRETARIO DE ACUERDOS	MANDOS MEDIOS	2	118,956.00	141,900.00	
SECRETARIO DE LA COMISION DE LIMITE	MANDOS MEDIOS	1	412,176.00	412,176.00	
SECRETARIO EJECUTIVO	MANDOS MEDIOS	3	412,176.00	526,908.00	
SECRETARIO GENERAL	MANDOS MEDIOS	3	141,900.00	141,900.00	
SECRETARIO GENERAL DE ACUERDOS	MANDOS MEDIOS	12	163,152.00	163,152.00	
SECRETARIO MINISTERIAL	CONFIANZA	167	140,988.00	140,988.00	
SECRETARIO PARTICULAR	MANDOS MEDIOS	23	98,916.00	163,152.00	
SECRETARIO PARTICULAR DEL EJECUTIVO	MANDOS MEDIOS	1	412,176.00	412,176.00	
SECRETARIO PRIVADO DEL EJECUTIVO	MANDOS MEDIOS	1	584,280.00	584,280.00	
SECRETARIO TECNICO	MANDOS MEDIOS	5	118,956.00	412,176.00	
SRIO AUX JTA LOCAL CONC Y ARB	MANDOS MEDIOS	3	103,092.00	103,092.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
SUBCOMANDANTE	OFICIALIDAD HABERES	17	129,922.80	129,922.80	
SUBCOMANDANTE	OFICIALIDAD PABIC	4	122,140.80	122,140.80	
SUBDELEGADO	MANDOS MEDIOS	4	98,916.00	98,916.00	
SUBDIRECTOR	CONFIANZA	1	161,784.00	161,784.00	
SUBDIRECTOR	MANDOS MEDIOS	43	141,900.00	163,152.00	
SUBOFICIAL	CONFIANZA	50	110,088.00	110,088.00	
SUBOFICIAL	OFICIALIDAD HABERES	46	126,218.40	126,218.40	
SUBOFICIAL	OFICIALIDAD PABIC	18	118,875.60	118,875.60	
SUBSECRETARIO	MANDOS MEDIOS	36	163,152.00	526,908.00	
SUPERVISOR	MANDOS MEDIOS	17	141,900.00	141,900.00	
SUPERVISOR DE ENFERMERIA	CONTRATO CONFIANZA	2	140,988.00	140,988.00	
SUPERVISOR DE OBRA	CONFIANZA	12	154,140.00	154,140.00	
SUPERVISOR DE OBRA	CONTRATO CONFIANZA	8	140,988.00	140,988.00	
SUPERVISOR GENERAL	CONFIANZA	3	123,756.00	123,756.00	
SUPERVISOR GENERAL	CONTRATO CONFIANZA	0	118,920.00	118,920.00	
SUPERVISOR REGIONAL DE TRANSITO	CONFIANZA	4	154,140.00	154,140.00	
TECNICO	BASE	2,421	237,348.00	275,340.00	
TECNICO	CONFIANZA	63	118,920.00	140,988.00	
TECNICO	CONTRATO	8	103,740.00	115,140.00	
TECNICO	CONTRATO CONFIANZA	151	116,088.00	134,880.00	
TECNICO ADMINISTRATIVO	BASE	5	262,152.00	262,152.00	
TECNICO ADMINISTRATIVO	CONFIANZA	54	130,044.00	140,988.00	
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	62	123,756.00	134,880.00	
TECNICO ESPECIALIZADO	BASE	2,402	280,488.00	290,868.00	
TECNICO ESPECIALIZADO	CONFIANZA	6	154,140.00	154,140.00	
TECNICO ESPECIALIZADO	CONTRATO	2	119,112.00	119,112.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			117	SECRETARÍA DE ADMINISTRACIÓN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
TESORERO	MANDOS MEDIOS	1	412,176.00	412,176.00	
TITULAR DE LA SECRETARIA	MANDOS MEDIOS	15	584,280.00	584,280.00	
TRABAJADOR SOCIAL	BASE	0	251,304.00	251,304.00	
TRABAJADOR SOCIAL	CONTRATO CONFIANZA	6	130,044.00	130,044.00	
VELADOR	BASE	0	189,528.00	189,528.00	
VERIFICADOR	MANDOS MEDIOS	4	98,916.00	98,916.00	
VETERINARIO	BASE	14	280,488.00	290,868.00	
VICEFISCAL	MANDOS MEDIOS	7	412,176.00	526,908.00	
VIGILANTE	CONFIANZA	0	108,408.00	108,408.00	
VIGILANTE	CONTRATO CONFIANZA	1	106,752.00	106,752.00	
VISITADOR	MANDOS MEDIOS	5	118,956.00	188,724.00	

				201	HONORABLE CONGRESO DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
ABOGADO	BASE	13C	4,838,258.46	1,878,604.90	131,382.00	-	685,638.00	481,734.09	1,660,899.47	56,358.15	492,357.10	
ANALISTA	BASE	13C	17,550,746.61	6,888,217.96	481,734.00	-	2,514,006.00	1,766,358.33	5,900,430.33	206,646.54	1,764,591.31	
CONTADOR	BASE	13C	1,589,732.90	626,201.63	43,794.00	-	228,546.00	160,578.03	530,613.24	18,786.05	164,119.03	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				201	HONORABLE CONGRESO DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
MEDICO GENERAL	BASE	13C	523,611.93	208,733.88	14,598.00	-	76,182.00	53,526.01	170,572.04	6,262.02	54,706.34
PSICOLOGO	BASE	13C	1,059,901.13	417,467.76	29,196.00	-	152,364.00	107,052.02	353,821.36	12,524.03	109,412.69
TECNICO	BASE	12A	465,491.83	185,212.80	14,598.00	-	70,302.00	47,416.67	147,962.36	5,556.38	51,094.56
TECNICO	BASE	10A	2,606,813.32	989,506.07	87,588.00	-	391,212.00	252,881.89	885,625.36	29,685.18	255,807.29
TECNICO	BASE	12C	481,987.43	196,003.08	14,598.00	-	73,014.00	50,219.50	148,152.85	5,880.09	14,548.51
TECNICO ESPECIALIZADO	BASE	13C	55,829,255.33	22,125,791.02	1,547,388.00	-	8,075,292.00	5,673,757.06	18,407,027.25	663,773.73	5,798,872.46
ANALISTA 13	CONTRATO CONFIANZA	13	1,796,555.94	968,702.95	196,452.00	-	184,788.00	228,370.16	218,242.84	29,061.09	165,464.64
AUXILIAR 01	CONTRATO CONFIANZA	1	1,091,606.27	479,930.56	171,264.00	-	164,256.00	113,156.62	162,999.09	14,397.92	163,637.76
TECNICO 10	CONTRATO CONFIANZA	10	2,019,026.70	1,010,557.31	256,896.00	-	246,384.00	238,253.83	266,935.56	30,316.72	232,828.99
TECNICO ADMINISTRATIVO 11	CONTRATO CONFIANZA	11	350,097.04	178,120.37	42,816.00	-	41,064.00	41,996.40	46,100.28	5,343.61	38,384.02
DIRECTOR 20A	MANDOS MEDIOS Y SUPERIORES	20A	11,486,463.14	1,921,606.52	-	1,394,712.00	354,552.00	452,778.52	7,362,814.10	57,648.20	798,356.06
JEFE DE DEPARTAMENTO 17A	MANDOS MEDIOS Y SUPERIORES	17A	16,364,322.90	4,058,128.00	-	947,520.00	757,452.00	956,126.55	9,645,096.35	121,743.84	1,698,444.26
JEFE DE UNIDAD 18A	MANDOS MEDIOS Y SUPERIORES	18A	2,723,178.91	694,755.60	-	340,992.00	128,928.00	163,695.84	1,394,807.47	20,842.67	289,705.15
SECRETARIO SERV. ADM. 24A	MANDOS MEDIOS Y SUPERIORES	24A	1,456,748.64	328,304.57	-	253,788.00	16,116.00	77,353.21	781,186.87	9,849.14	72,781.90
SECRETARIO SERV. PARL. 24A	MANDOS MEDIOS Y SUPERIORES	24A	1,384,156.30	328,304.57	-	253,788.00	16,116.00	77,353.21	708,594.52	9,849.14	72,781.90



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				201	HONORABLE CONGRESO DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
TITULAR OIC 24A	MANDOS MEDIOS Y SUPERIORES	24A	1,384,156.30	328,304.57	-	253,788.00	16,116.00	77,353.21	708,594.52	9,849.14	72,781.90	
ADMINISTRATIVO 06	CONFIANZA	6	154,559.18	67,718.69	21,408.00	-	20,532.00	15,964.79	28,935.70	2,031.56	33,322.34	
ANALISTA 13	CONFIANZA	13	2,904,246.53	1,506,871.25	305,592.00	-	287,448.00	355,242.47	449,092.81	45,206.14	551,195.57	
CHOFER TITULAR DE SECRETARIO 07	CONFIANZA	7	787,040.86	352,057.61	107,040.00	-	102,660.00	82,999.46	142,283.80	10,561.73	168,652.44	
JEFE DE OFICINA 15	CONFIANZA	15	1,338,012.65	713,207.23	130,968.00	-	123,192.00	168,144.20	202,501.22	21,396.22	246,441.89	
SECRETARIA DE JEFE DE UNIDAD 07	CONFIANZA	7	158,444.64	70,411.52	21,408.00	-	20,532.00	16,599.89	29,493.22	2,112.35	33,730.49	
TECNICO 10	CONFIANZA	10	6,476,144.87	3,115,885.03	792,096.00	-	759,684.00	734,615.98	1,073,863.85	93,476.55	1,325,410.15	

			201	HONORABLE CONGRESO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ABOGADO 13C	BASE	9	403,188	4,838,258	
ANALISTA 13C	BASE	33	1,462,562	17,550,747	
CONTADOR 13C	BASE	3	132,478	1,589,733	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			201	HONORABLE CONGRESO DEL ESTADO DE OAXACA
			REMUNERACIONES	
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA
MEDICO GENERAL 13C	BASE	1	43,634	523,612
PSICOLOGO 13C	BASE	2	88,325	1,059,901
TECNICO 12A	BASE	1	38,791	465,492
TECNICO 10A	BASE	6	217,234	2,606,813
TECNICO 12C	BASE	1	40,166	481,987
TECNICO ESPECIALIZADO 13C	BASE	106	4,652,438	55,829,255
ANALISTA 13	CONTRATO CONFIANZA	9	165,923	1,796,556
AUXILIAR 01	CONTRATO CONFIANZA	8	105,803	1,091,606
TECNICO 10	CONTRATO CONFIANZA	12	190,181	2,019,027
TECNICO ADMINISTRATIVO 11	CONTRATO CONFIANZA	2	29,175	350,097
DIRECTOR 20A	MANDOS MEDIOS Y SUPERIORES	22	957,205	11,486,463
JEFE DE DEPARTAMENTO 17A	MANDOS MEDIOS Y SUPERIORES	47	1,363,694	16,364,323
JEFE DE UNIDAD 18A	MANDOS MEDIOS Y SUPERIORES	8	226,932	2,723,179
SECRETARIO SERV. ADM. 24A	MANDOS MEDIOS Y SUPERIORES	1	121,396	1,456,749
SECRETARIO SERV. PARL. 24A	MANDOS MEDIOS Y SUPERIORES	1	115,346	1,384,156
TITULAR OIC 24A	MANDOS MEDIOS Y SUPERIORES	1	115,346	1,384,156
ADMINISTRATIVO 06	CONFIANZA	1	12,880	154,559
ANALISTA 13	CONFIANZA	14	242,021	2,904,247
CHOFER TITULAR DE SECRETARIO 07	CONFIANZA	5	65,587	787,041
JEFE DE OFICINA 15	CONFIANZA	6	111,501	1,338,013
SECRETARIA DE JEFE DE UNIDAD 07	CONFIANZA	1	13,204	158,445
TECNICO 10	CONFIANZA	37	539,679	6,476,145



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				202	ÓRGANO SUPERIOR DE FISCALIZACIÓN DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TITULAR DE ÓRGANO DE FISCALIZACIÓN	MANDOS MEDIOS Y SUPERIORES	24A	230,948.24	26,198.00	-	21,149.00	1,343.00	72,258.24	110,000.00	1,569.55	5,513.77
SUBAUDITOR	MANDOS MEDIOS Y SUPERIORES	23A	197,656.58	23,542.00	-	19,024.00	1,343.00	67,487.80	86,259.78	1,416.27	5,131.89
AUDITOR ESPECIAL	MANDOS MEDIOS Y SUPERIORES	23A	197,656.58	23,542.00	-	19,024.00	1,343.00	67,487.80	86,259.78	1,416.27	5,131.89
DIRECTORES	MANDOS MEDIOS Y SUPERIORES	22A	95,316.00	18,230.00	-	14,775.00	1,343.00	21,268.00	39,700.00	1,020.53	4,368.13
SECRETARIO TÉCNICO	MANDOS MEDIOS Y SUPERIORES	22A	95,316.00	18,230.00	-	14,775.00	1,343.00	21,268.00	39,700.00	1,020.53	4,368.13
JEFES DE DEPARTAMENTO 17A	MANDOS MEDIOS Y SUPERIORES	17A	45,577.60	6,890.00	-	1,680.00	1,343.00	19,750.60	15,914.00	297.86	2,737.65
AUDITOR	NOMBRAMIENTO CONFIANZA	13	37,628.40	8,594.00	1,819.00	-	2,580.00	24,635.40	-	307.95	2,982.65
AUDITOR	CONTRATO CONFIANZA	15	41,966.80	9,491.00	1,819.00	-	1,711.00	28,945.80	-	344.44	3,111.63
AUDITOR	CONTRATO CONFIANZA	13	38,497.40	8,594.00	1,819.00	-	1,711.00	26,373.40	-	312.30	2,982.65
CONTADOR 13C	BASE	13C	78,756.93	16,674.00	1,216.50	-	6,348.50	51,967.00	2,550.93	602.35	4,144.40
TECNICO ESPECIALIZADO 13C	BASE	13C	78,756.93	16,674.00	1,216.50	-	6,348.50	51,967.00	2,550.93	602.35	4,144.40
ANALISTA 13C	BASE	13C	78,756.93	16,674.00	1,216.50	-	6,348.50	51,967.00	2,550.93	602.35	4,144.40
INGENIERO 13C	BASE	13C	78,756.93	16,674.00	1,216.50	-	6,348.50	51,967.00	2,550.93	602.35	4,144.40
TECNICO 13C	BASE	13C	78,756.93	16,674.00	1,216.50	-	6,348.50	51,967.00	2,550.93	602.35	4,144.40
TECNICO ESPECIALIZADO 13B	BASE	13B	76,353.50	16,331.00	1,216.50	-	6,261.50	50,897.60	1,646.90	589.96	4,095.09
TECNICO ESPECIALIZADO 13A	BASE	13A	74,802.50	15,984.00	1,216.50	-	6,173.50	49,816.40	1,612.10	577.42	4,045.20
TECNICO 12B	BASE	12B	69,299.00	15,095.00	1,216.50	-	5,942.50	47,045.00	-	545.31	3,917.37
TECNICO 12A	BASE	12A	69,371.00	14,771.00	1,216.50	-	5,858.50	46,035.60	1,489.40	533.60	3,870.79
TECNICO 11B	BASE	11B	65,029.80	14,119.00	1,216.50	-	5,689.50	44,004.80	-	510.05	3,777.04
TECNICO 11A	BASE	11A	64,740.80	14,053.00	1,216.50	-	5,672.50	43,798.80	-	507.66	3,767.55
TECNICO 10A	BASE	10A	60,698.40	13,129.00	1,216.50	-	5,433.50	40,919.40	-	477.93	3,634.70
AUDITOR	HONORARIOS		36,170.73	24,113.82	-	-	-	12,056.91	-	753.56	753.05
AUDITOR A	HONORARIOS		17,896.77	11,931.18	-	-	-	5,965.59	-	372.85	1,255.21
AUDITOR B	HONORARIOS		17,896.77	11,931.18	-	-	-	5,965.59	-	372.85	1,255.21
JEFE DE DEPARTAMENTO	HONORARIOS		39,383.34	26,255.56	-	-	-	13,127.78	-	820.49	664.77



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			202	ÓRGANO SUPERIOR DE FISCALIZACIÓN DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
TITULAR DE ÓRGANO DE FISCALIZACIÓN	MMYS	1	584,280	584,280	
SUBAUDITOR	MMYS	3	526,908	526,908	
AUDITOR ESPECIAL	MMYS	2	526,908	526,908	
DIRECTORES	MMYS	13	412,176	412,176	
SECRETARIO TÉCNICO	MMYS	1	412,176	412,176	
JEFES DE DEPARTAMENTO 17A	MMYS	30	118,956	118,956	
AUDITOR 13	NOMBRAMIENTO CONFIANZA	1	155,916	155,916	
AUDITOR 15	CONTRATO CONFIANZA	10	156,252	156,252	
AUDITOR 13	CONTRATO CONFIANZA	54	145,488	145,488	
CONTADOR 13C	BASE	10	290,868	290,868	
TÉCNICO ESPECIALIZADO 13C	BASE	13	290,868	290,868	
ANALISTA 13C	BASE	4	290,868	290,868	
INGENIERO 13C	BASE	1	290,868	290,868	
TÉCNICO 13C	BASE	1	290,868	290,868	
TÉCNICO ESPECIALIZADO 13B	BASE	1	285,708	285,708	
TÉCNICO ESPECIALIZADO 13A	BASE	1	280,488	280,488	
TÉCNICO 12B	BASE	1	267,048	267,048	
TÉCNICO 12A	BASE	3	262,152	262,152	
TÉCNICO 11B	BASE	1	252,300	252,300	
TÉCNICO 11A	BASE	1	251,304	251,304	
TÉCNICO 10A	BASE	2	237,348	237,348	
AUDITOR	HONORARIOS	167	289,366	289,366	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			202	ÓRGANO SUPERIOR DE FISCALIZACIÓN DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
AUDITOR A	HONORARIOS	2	143,174	143,174	
AUDITOR B	HONORARIOS	2	143,174	143,174	
JEFE DE DEPARTAMENTO	HONORARIOS	10	315,067	315,067	

				301	TRIBUNAL SUPERIOR DE JUSTICIA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
MAGISTRADO PRESIDENTE	MANDOS MEDIOS Y SUPERIORES	25 A	3,391,274.60	427,901.50	-	704,199.00	21,648.00	100,821.40	2,136,704.70	96,687.50	81,644.40
MAGISTRADO	MANDOS MEDIOS Y SUPERIORES	23 A	64,350,390.00	6,210,358.00	-	12,897,570.00	606,144.00	1,463,240.80	43,173,077.20	1,885,939.20	1,467,715.20
SECRETARIO GENERAL DE ACUERDOS	MANDOS MEDIOS Y SUPERIORES	22 A	1,294,177.90	221,798.50	-	177,300.00	21,648.00	52,258.60	821,172.80	37,629.10	52,418.40
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	21 B	2,840,587.20	287,802.00	-	283,860.00	64,944.00	67,810.20	2,136,171.00	82,559.40	103,705.20
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	21 A	660,929.60	95,934.00	-	94,620.00	21,648.00	22,603.40	426,124.20	18,942.10	34,568.40



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO DE OAXACA				301	TRIBUNAL SUPERIOR DE JUSTICIA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
SECRETARIO PRIVADO	MANDOS MEDIOS Y SUPERIORES	21 A	650,206.40	95,934.00	-	94,620.00	21,648.00	22,603.40	415,401.00	18,620.40	34,568.40
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	20 A	802,843.60	84,801.50	-	77,196.00	21,648.00	19,981.40	599,216.70	23,226.80	32,989.20
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	18 A	450,489.00	84,315.00	-	42,624.00	21,648.00	21,946.00	279,956.00	12,208.20	32,920.80
ASESOR	MANDOS MEDIOS Y SUPERIORES	17 C	2,387,963.60	336,286.00	-	164,208.00	86,592.00	79,237.60	1,721,640.00	68,212.40	131,548.80
SECRETARIO AUXILIAR	MANDOS MEDIOS Y SUPERIORES	17 C	1,391,068.30	168,143.00	-	82,104.00	43,296.00	39,618.80	1,057,906.50	40,018.90	65,774.40
ASESOR	MANDOS MEDIOS Y SUPERIORES	17 A	666,773.00	167,657.00	-	58,080.00	43,296.00	39,501.20	358,238.80	18,291.40	65,702.40
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	17 A	2,933,684.10	754,456.50	-	261,360.00	194,832.00	177,755.40	1,545,280.20	80,305.50	280,365.60
SECRETARIO DE ESTUDIO Y CUENTA	MANDOS MEDIOS Y SUPERIORES	16 A	27,625,089.30	6,167,271.00	-	537,240.00	1,601,952.00	1,469,807.60	17,848,818.70	735,452.60	2,365,101.60
SECRETARIO DE ACUERDOS DE SALA	MANDOS MEDIOS Y SUPERIORES	16 A	4,432,594.20	750,073.50	-	65,340.00	194,832.00	176,736.60	3,245,612.10	115,967.40	295,045.20
SECRETARIO DE ACUERDOS AUXILIAR DE SALA	CONFIANZA	15 C	4,328,380.80	1,501,162.00	283,764.00	-	266,916.00	384,901.40	1,891,637.40	101,896.30	464,340.00
JEFE DE OFICINA	CONFIANZA	15	3,584,399.00	1,847,584.00	349,248.00	-	328,512.00	466,524.80	592,530.20	75,000.20	513,148.80
ACTUARIO JUDICIAL	CONFIANZA	14 B	2,096,985.80	891,088.00	174,624.00	-	164,256.00	224,516.80	642,501.00	46,837.60	294,086.40
ANALISTA	CONFIANZA	13	2,345,444.30	1,150,165.50	240,108.00	-	225,852.00	293,869.40	435,449.40	48,122.60	355,558.80
TECNICO ADMINISTRATIVO	CONFIANZA	12	175,208.00	92,345.00	21,408.00	-	20,532.00	23,838.00	17,085.00	3,419.10	17,210.40
ACTUARIO JUDICIAL	CONFIANZA	10	1,278,400.70	572,659.50	149,856.00	-	143,724.00	149,493.40	262,667.80	24,404.60	213,032.40
TECNICO	CONFIANZA	10	1,392,772.80	654,468.00	171,264.00	-	164,256.00	170,849.60	231,935.20	26,134.60	260,524.80
SECRETARIO EJECUTIVO DE DIRECTOR	CONFIANZA	8	168,670.00	70,968.00	21,408.00	-	20,532.00	18,801.00	36,961.00	3,078.40	31,028.40
CHOFER	CONFIANZA	7	463,615.20	205,203.00	64,224.00	-	61,596.00	54,589.20	78,003.00	8,049.30	54,550.80



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO DE OAXACA				301	TRIBUNAL SUPERIOR DE JUSTICIA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
CAPTURISTA DE DATOS	CONFIANZA	5	863,699.40	384,126.00	128,448.00	-	123,192.00	96,746.40	131,187.00	15,786.20	168,577.20
OFICIAL ADMINISTRATIVO	CONFIANZA	4	5,563,211.60	2,322,860.00	792,096.00	-	759,684.00	626,344.00	1,062,227.60	94,146.40	1,036,340.40
AUXILIAR	CONFIANZA	1	426,500.30	174,835.50	64,224.00	-	61,596.00	47,437.80	78,407.00	6,896.40	87,688.80
ACTUARIO JUDICIAL	BASE	13 C	417,616.40	202,867.00	14,598.00	5,700.00	76,182.00	54,046.80	64,222.60	7,955.90	49,732.80
ANALISTA	BASE	13 C	5,583,435.20	2,637,271.00	189,774.00	74,100.00	990,366.00	702,608.40	989,315.80	102,823.30	535,477.20
ABOGADO	BASE	13 C	3,160,455.80	1,217,202.00	87,588.00	34,200.00	457,092.00	324,280.80	1,040,093.00	49,652.40	298,396.80
TECNICO ESPECIALIZADO	BASE	13 C	13,252,464.60	5,883,143.00	423,342.00	168,900.00	2,209,278.00	1,569,437.20	2,998,364.40	233,254.30	1,405,234.80
TECNICO ESPECIALIZADO	BASE	13 B	1,887,532.80	794,776.00	58,392.00	22,800.00	300,552.00	211,910.40	499,102.40	32,171.80	196,564.80
TECNICO ESPECIALIZADO	BASE	13 A	5,384,121.20	2,333,664.00	175,176.00	69,600.00	888,984.00	628,996.80	1,287,700.40	92,898.90	582,508.80
TECNICO	BASE	12 B	377,836.80	183,656.00	14,598.00	5,700.00	71,310.00	49,125.00	53,447.80	7,492.70	47,008.80
TECNICO	BASE	12 A	3,436,239.60	1,617,426.00	131,382.00	51,300.00	632,718.00	433,040.40	570,373.20	63,518.80	418,046.40
ACTUARIO JUDICIAL	BASE	11 C	369,694.00	175,711.00	14,598.00	5,700.00	69,258.00	47,091.60	57,335.40	6,913.70	45,882.00
TECNICO	BASE	11 C	719,237.80	351,422.00	29,196.00	11,400.00	138,516.00	94,183.20	94,520.60	14,089.60	91,764.00
TECNICO	BASE	11 B	691,077.00	343,562.00	29,196.00	11,400.00	136,548.00	92,169.60	78,201.40	13,355.40	90,648.00
TECNICO	BASE	11 A	2,085,775.60	1,025,868.00	87,588.00	37,800.00	408,420.00	275,272.80	250,826.80	39,991.80	271,267.20
TECNICO	BASE	10 B	1,314,306.80	653,934.00	58,392.00	7,920.00	264,600.00	175,833.60	153,627.20	25,007.20	176,592.00
TECNICO	BASE	10 A	1,659,185.20	798,680.00	72,990.00	9,900.00	326,010.00	214,997.00	236,608.20	30,469.60	218,082.00
ACTUARIO JUDICIAL	BASE	10 A	307,272.80	159,736.00	14,598.00	3,900.00	65,202.00	40,919.40	22,917.40	6,246.60	43,616.40
OFICIAL ADMINISTRATIVO	BASE	9 C	314,992.50	155,441.50	14,598.00	1,980.00	64,086.00	41,897.00	36,990.00	5,869.80	43,008.00
OFICIAL ADMINISTRATIVO	BASE	9 A	2,093,270.70	1,019,189.50	102,186.00	13,860.00	430,878.00	275,639.00	251,518.20	39,093.70	291,278.40
OFICIAL ADMINISTRATIVO	BASE	8 C	593,225.80	287,596.00	29,196.00	3,960.00	122,220.00	77,828.80	72,425.00	10,941.00	82,711.20
OFICIAL ADMINISTRATIVO	BASE	8 B	303,827.20	142,192.00	14,598.00	1,980.00	60,702.00	38,504.20	45,851.00	5,445.50	41,128.80
OFICIAL ADMINISTRATIVO	BASE	8 A	2,292,152.20	1,119,624.00	116,784.00	15,840.00	481,008.00	303,449.60	255,446.60	42,607.20	326,496.00
OFICIAL ADMINISTRATIVO	BASE	7 C	285,287.90	138,225.50	14,598.00	1,980.00	59,694.00	37,487.80	33,302.60	5,226.50	40,566.00
OFICIAL ADMINISTRATIVO	BASE	7 A	798,773.00	404,967.00	43,794.00	5,940.00	176,598.00	109,981.20	57,492.80	14,510.70	120,322.80
OFICIAL ADMINISTRATIVO	BASE	6 C	274,803.10	133,419.50	14,598.00	1,980.00	58,470.00	36,257.80	30,077.80	5,046.90	39,884.40
OFICIAL ADMINISTRATIVO	BASE	6 A	1,585,522.00	780,150.00	87,588.00	11,880.00	345,564.00	210,245.60	150,094.40	28,872.60	212,694.00
OFICIAL ADMINISTRATIVO	BASE	5 B	270,423.50	127,786.50	14,598.00	1,980.00	57,006.00	34,814.60	34,238.40	4,836.10	39,086.40
OFICIAL ADMINISTRATIVO	BASE	5 A	1,058,392.20	506,766.00	58,392.00	7,920.00	226,920.00	138,136.00	120,258.20	19,306.80	155,721.60
OFICIAL ADMINISTRATIVO	BASE	4 A	2,714,339.30	1,372,728.50	160,578.00	21,780.00	619,014.00	368,281.40	171,957.40	49,485.40	425,264.40
MAGISTRADO JUBILADO	MANDOS MEDIOS Y SUPERIORES	22 B	19,285,861.40	15,746,447.40	-	-	519,552.00	-	3,019,862.00	578,576.20	286,732.80
HONORARIOS ASIMILADOS	HONORARIOS	1	645,850.80	645,850.80	-	-	-	-	-	19,375.80	-



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO DE OAXACA			301	TRIBUNAL SUPERIOR DE JUSTICIA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
MAGISTRADO PRESIDENTE 25 A	MANDOS MEDIOS Y SUPERIORES	1	3,391,275	3,391,275	
MAGISTRADO 23 A	MANDOS MEDIOS Y SUPERIORES	28	64,350,390	64,350,390	
SECRETARIO GENERAL DE ACUERDOS 22 A	MANDOS MEDIOS Y SUPERIORES	1	1,294,178	1,294,178	
DIRECTOR 21 B	MANDOS MEDIOS Y SUPERIORES	3	2,840,587	2,840,587	
SECRETARIO PRIVADO 21 A	MANDOS MEDIOS Y SUPERIORES	1	650,206	650,206	
DIRECTOR 21 A	MANDOS MEDIOS Y SUPERIORES	1	660,930	660,930	
SECRETARIO PARTICULAR 20 A	MANDOS MEDIOS Y SUPERIORES	1	802,844	802,844	
JEFE DE UNIDAD 18 A	MANDOS MEDIOS Y SUPERIORES	1	450,489	450,489	
ASESOR 17 C	MANDOS MEDIOS Y SUPERIORES	4	2,387,964	2,387,964	
SECRETARIO AUXILIAR 17 C	MANDOS MEDIOS Y SUPERIORES	2	1,391,068	1,391,068	
JEFE DE DEPARTAMENTO 17 A	MANDOS MEDIOS Y SUPERIORES	9	2,933,684	2,933,684	
ASESOR 17 A	MANDOS MEDIOS Y SUPERIORES	2	666,773	666,773	
SECRETARIO DE ESTUDIO Y CUENTA 16 A	MANDOS MEDIOS Y SUPERIORES	74	27,625,089	27,625,089	
SECRETARIO DE ACUERDOS DE SALA 16 A	MANDOS MEDIOS Y SUPERIORES	9	4,432,594	4,432,594	
MAGISTRADO JUBILADO 22 B	MANDOS MEDIOS Y SUPERIORES	24	19,285,861	19,285,861	
HONORARIOS ASIMILADOS 1	HONORARIOS	2	645,851	645,851	
SECRETARIO DE ACUERDOS AUXILIAR DE SALA 15 C	CONFIANZA	13	4,328,381	4,328,381	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO DE OAXACA			301	TRIBUNAL SUPERIOR DE JUSTICIA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
JEFE DE OFICINA 15	CONFIANZA	16	3,584,399	3,584,399	
ACTUARIO JUDICIAL 14 B	CONFIANZA	8	2,096,986	2,096,986	
ANALISTA 13	CONFIANZA	11	2,345,444	2,345,444	
TECNICO ADMINISTRATIVO 12	CONFIANZA	1	175,208	175,208	
ACTUARIO JUDICIAL 10	CONFIANZA	7	1,278,401	1,278,401	
TECNICO 10	CONFIANZA	8	1,392,773	1,392,773	
SECRETARIO EJECUTIVO DE DIRECTOR 8	CONFIANZA	1	168,670	168,670	
CHOFER 7	CONFIANZA	3	463,615	463,615	
CAPTURISTA DE DATOS 5	CONFIANZA	6	863,699	863,699	
OFICIAL ADMINISTRATIVO 4	CONFIANZA	37	5,563,212	5,563,212	
AUXILIAR 1	BASE	3	426,500	426,500	
ABOGADO 13 C	BASE	6	3,160,456	3,160,456	
TECNICO ESPECIALIZADO 13 C	BASE	29	13,252,465	13,252,465	
ANALISTA 13 C	BASE	13	5,583,435	5,583,435	
ACTUARIO JUDICIAL 13 C	BASE	1	417,616	417,616	
TECNICO ESPECIALIZADO 13 B	BASE	4	1,887,533	1,887,533	
TECNICO ESPECIALIZADO 13 A	BASE	12	5,384,121	5,384,121	
TECNICO 12 B	BASE	1	377,837	377,837	
TECNICO 12 A	BASE	9	3,436,240	3,436,240	
TECNICO 11 C	BASE	2	719,238	719,238	
ACTUARIO JUDICIAL 11 C	BASE	1	369,694	369,694	
TECNICO 11 B	BASE	2	691,077	691,077	
TECNICO 11 A	BASE	6	2,085,776	2,085,776	
TECNICO 10 B	BASE	4	1,314,307	1,314,307	
TECNICO 10 A	BASE	5	1,659,185	1,659,185	
ACTUARIO JUDICIAL 10 A	BASE	1	307,273	307,273	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 TRIBUNAL SUPERIOR DE JUSTICIA DEL ESTADO DE OAXACA			301	TRIBUNAL SUPERIOR DE JUSTICIA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
OFICIAL ADMINISTRATIVO 9 C	BASE	1	314,993	314,993	
OFICIAL ADMINISTRATIVO 9 A	BASE	7	2,093,271	2,093,271	
OFICIAL ADMINISTRATIVO 8 C	BASE	2	593,226	593,226	
OFICIAL ADMINISTRATIVO 8 B	BASE	1	303,827	303,827	
OFICIAL ADMINISTRATIVO 8 A	BASE	8	2,292,152	2,292,152	
OFICIAL ADMINISTRATIVO 7 C	BASE	1	285,288	285,288	
OFICIAL ADMINISTRATIVO 7 A	BASE	3	798,773	798,773	
OFICIAL ADMINISTRATIVO 6 C	BASE	1	274,803	274,803	
OFICIAL ADMINISTRATIVO 6 A	BASE	6	1,585,522	1,585,522	
OFICIAL ADMINISTRATIVO 5 B	BASE	1	270,424	270,424	
OFICIAL ADMINISTRATIVO 5 A	BASE	4	1,058,392	1,058,392	
OFICIAL ADMINISTRATIVO 4 A	BASE	11	2,714,339	2,714,339	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				302	CONSEJO DE LA JUDICATURA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
CONSEJERO	MANDOS MEDIOS Y SUPERIORES	23 A	9,221,864.40	887,194.00	-	1,842,510.00	86,592.00	209,034.40	6,196,534.00	268,868.90	209,673.60	
SECRETARIO EJECUTIVO	MANDOS MEDIOS Y SUPERIORES	22 A	1,264,281.10	221,798.50	-	177,300.00	21,648.00	52,258.60	791,276.00	36,732.10	52,418.40	
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	21 C	9,847,398.40	767,472.00	-	756,960.00	173,184.00	180,827.20	7,968,955.20	288,334.80	276,547.20	
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	21 B	3,892,663.50	383,736.00	-	378,480.00	86,592.00	90,413.60	2,953,441.90	110,234.40	138,273.60	
VISITADOR GENERAL	MANDOS MEDIOS Y SUPERIORES	21 B	957,511.40	95,934.00	-	94,620.00	21,648.00	22,603.40	722,706.00	27,839.30	34,568.40	
VISITADOR	MANDOS MEDIOS Y SUPERIORES	18 B	3,129,823.50	337,260.00	-	170,496.00	86,592.00	79,464.00	2,456,011.50	87,463.70	131,683.20	
ADMINISTRADOR REGIONAL	MANDOS MEDIOS Y SUPERIORES	18 A	2,978,353.00	590,205.00	-	298,368.00	151,536.00	139,062.00	1,799,182.00	83,349.00	230,445.60	
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	18 A	3,311,902.50	590,205.00	-	298,368.00	151,536.00	139,062.00	2,132,731.50	93,355.60	230,445.60	
SECRETARIO ADMINISTRATIVO DE CONSEJO	MANDOS MEDIOS Y	17 C	582,704.90	84,071.50	-	41,052.00	21,648.00	19,809.40	416,124.00	16,624.60	32,887.20	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				302	CONSEJO DE LA JUDICATURA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
SECRETARIO AUXILIAR EJECUTIVO	MANDOS MEDIOS Y SUPERIORES	17 C	832,966.10	84,071.50	-	41,052.00	21,648.00	19,809.40	666,385.20	24,132.30	32,887.20	
JUEZ	MANDOS MEDIOS Y SUPERIORES	17 C	109,675,578.90	16,553,022.00	-	7,060,944.00	3,723,456.00	3,900,031.20	78,438,125.70	3,056,147.20	5,953,401.60	
SECRETARIO DE ACUERDOS AUTORIZADO PARA DICTAR SENTENCIAS	MANDOS MEDIOS Y SUPERIORES	17 C	3,109,615.60	420,357.50	-	205,260.00	108,240.00	103,207.00	2,272,551.10	88,015.50	164,436.00	
SECRETARIO AUXILIAR	MANDOS MEDIOS Y SUPERIORES	17 C	1,202,615.00	168,143.00	-	82,104.00	43,296.00	39,618.80	869,453.20	34,020.10	65,774.40	
COORDINADOR	MANDOS MEDIOS Y SUPERIORES	17 B	516,927.80	84,071.50	-	41,052.00	21,648.00	19,809.40	350,346.90	14,651.30	32,887.20	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	17 A	29,679,900.50	8,382,850.00	-	2,904,000.00	2,164,800.00	1,987,540.00	14,240,710.50	801,791.40	3,208,644.00	
SECRETARIO DE ESTUDIO Y CUENTA	MANDOS MEDIOS Y SUPERIORES	16 A	362,191.90	83,341.50	-	7,260.00	21,648.00	19,637.40	230,305.00	9,958.60	32,782.80	
SECRETARIO DE CONSEJO	MANDOS MEDIOS Y SUPERIORES	16 A	2,883,418.80	666,732.00	-	58,080.00	173,184.00	161,259.20	1,824,163.60	78,377.30	247,056.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				302	CONSEJO DE LA JUDICATURA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
MEDIADOR JUDICIAL	MANDOS MEDIOS Y SUPERIORES	16 A	5,525,611.70	1,250,122.50	-	108,900.00	324,720.00	296,641.00	3,545,228.20	149,417.90	491,742.00	
SECRETARIO DE ACUERDOS DE SALA	MANDOS MEDIOS Y SUPERIORES	16 A	456,327.80	83,341.50	-	7,260.00	21,648.00	19,637.40	324,440.90	12,834.80	32,782.80	
SECRETARIO DE ACUERDOS	CONFIANZA	15 C	62,270,673.60	21,709,112.00	4,103,664.00	-	3,860,016.00	5,508,186.40	27,089,695.20	1,462,723.30	6,113,776.80	
SECRETARIO INSTRUCTOR	CONFIANZA	15 C	613,652.40	230,948.00	43,656.00	-	41,064.00	58,575.60	239,408.80	14,765.00	74,678.40	
AUDITOR	CONFIANZA	15 B	3,272,267.20	1,501,162.00	283,764.00	-	266,916.00	376,581.40	843,843.80	72,131.20	485,409.60	
PERITO JUDICIAL	CONFIANZA	15 B	4,603,977.50	2,078,532.00	392,904.00	-	369,576.00	531,340.40	1,231,625.10	99,810.00	651,036.00	
GESTOR ADMINISTRATIVO	CONFIANZA	15	224,412.40	115,474.00	21,828.00	-	20,532.00	29,287.80	37,290.60	4,687.90	37,339.20	
JEFE DE OFICINA	CONFIANZA	15	56,386,798.60	28,983,974.00	5,478,828.00	-	5,153,532.00	7,328,357.80	9,442,106.80	1,176,204.10	8,360,798.40	
ACTUARIO JUDICIAL	CONFIANZA	14 B	8,924,765.40	3,787,124.00	742,152.00	-	698,088.00	965,116.40	2,732,285.00	196,738.40	1,107,596.40	
ANALISTA	CONFIANZA	13	37,449,498.70	18,925,450.50	3,950,868.00	-	3,716,292.00	4,833,407.40	6,023,480.80	753,033.10	4,856,726.40	
TECNICO ADMINISTRATIVO	CONFIANZA	12	3,177,354.00	1,477,520.00	342,528.00	-	328,512.00	381,408.00	647,386.00	62,812.80	528,122.40	
TRABAJADOR SOCIAL	CONFIANZA	11	695,347.80	346,068.00	85,632.00	-	82,128.00	87,786.40	93,733.40	13,428.60	101,359.20	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				302		CONSEJO DE LA JUDICATURA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TECNICO	CONFIANZA	10	4,827,809.10	2,208,829.50	578,016.00	-	554,364.00	576,617.40	909,982.20	91,345.00	744,930.00
ACTUARIO JUDICIAL	CONFIANZA	10	14,799,514.80	7,035,531.00	1,841,088.00	-	1,765,752.00	1,830,393.20	2,326,750.60	276,446.60	2,173,716.00
SECRETARIO EJECUTIVO DE DIRECTOR	CONFIANZA	8	1,369,691.00	567,744.00	171,264.00	-	164,256.00	148,328.00	318,099.00	25,761.90	222,328.80
CHOFER	CONFIANZA	7	1,799,586.00	752,411.00	235,488.00	-	225,852.00	196,000.40	389,834.60	32,654.30	312,350.40
OFICIAL DE POLICIA	CONFIANZA	5	2,369,634.80	832,273.00	278,304.00	-	266,916.00	223,137.20	769,004.60	44,970.00	378,879.60
CAPTURISTA DE DATOS	CONFIANZA	5	3,652,488.20	1,536,504.00	513,792.00	-	492,768.00	409,865.60	699,558.60	63,404.60	674,308.80
OFICIAL ADMINISTRATIVO	CONFIANZA	4	40,776,680.40	17,264,500.00	5,887,200.00	-	5,646,300.00	4,596,120.00	7,382,560.40	700,108.40	7,148,036.40
AUXILIAR	CONFIANZA	1	9,351,386.00	3,846,381.00	1,412,928.00	-	1,355,112.00	1,041,551.60	1,695,413.40	154,415.70	1,727,100.00
TECNICO ESPECIALIZADO	BASE	13 C	38,878,969.40	16,635,094.00	1,197,036.00	498,000.00	6,246,924.00	4,442,237.60	9,859,677.80	668,849.00	4,041,073.20
ANALISTA	BASE	13 C	10,985,691.80	5,071,675.00	364,950.00	142,500.00	1,904,550.00	1,355,330.00	2,146,686.80	199,809.30	1,206,303.60
ABOGADO	BASE	13 C	12,317,737.80	5,477,409.00	394,146.00	157,500.00	2,056,914.00	1,459,263.60	2,772,505.20	219,257.30	1,342,785.60
EDUCADORA	BASE	13 C	417,997.20	202,867.00	14,598.00	5,700.00	76,182.00	54,046.80	64,603.40	8,056.90	49,732.80
CONTADOR	BASE	13 C	405,257.40	202,867.00	14,598.00	5,700.00	76,182.00	54,046.80	51,863.60	7,955.90	49,732.80



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				302	CONSEJO DE LA JUDICATURA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
TECNICO ESPECIALIZADO	BASE	13 B	5,957,530.00	2,384,328.00	175,176.00	72,000.00	901,656.00	639,891.20	1,784,478.80	96,721.30	589,694.40	
ABOGADO	BASE	13 B	886,691.40	397,388.00	29,196.00	11,400.00	150,276.00	105,955.20	192,476.20	16,184.80	98,282.40	
ANALISTA	BASE	13 A	1,464,267.60	777,888.00	58,392.00	22,800.00	296,328.00	207,585.60	101,274.00	28,795.00	194,169.60	
ABOGADO	BASE	13 A	6,135,251.80	2,917,080.00	218,970.00	85,500.00	1,111,230.00	778,446.00	1,024,025.80	115,765.20	728,136.00	
TECNICO ESPECIALIZADO	BASE	13 A	19,475,343.60	8,751,240.00	656,910.00	263,700.00	3,333,690.00	2,339,498.00	4,130,305.60	349,833.00	2,184,408.00	
ACTUARIO JUDICIAL	BASE	12 C	374,069.70	190,335.50	14,598.00	5,700.00	73,014.00	50,836.80	39,585.40	7,285.90	47,955.60	
TECNICO	BASE	12 C	4,415,791.70	2,093,690.50	160,578.00	62,700.00	803,154.00	559,204.80	736,464.40	84,025.10	527,511.60	
ACTUARIO JUDICIAL	BASE	12 B	739,914.60	367,312.00	29,196.00	11,400.00	142,620.00	98,250.00	91,136.60	14,437.60	94,017.60	
TECNICO	BASE	12 B	2,620,912.00	1,285,592.00	102,186.00	39,900.00	499,170.00	343,875.00	350,189.00	51,170.30	329,061.60	
TECNICO	BASE	12 A	18,321,420.20	8,805,986.00	715,302.00	286,500.00	3,444,798.00	2,359,744.40	2,709,089.80	349,569.30	2,276,030.40	
ACTUARIO JUDICIAL	BASE	12 A	1,949,452.60	898,570.00	72,990.00	28,500.00	351,510.00	242,658.00	355,224.60	36,052.90	232,248.00	
ACTUARIO JUDICIAL	BASE	11 C	727,735.40	351,422.00	29,196.00	11,400.00	138,516.00	94,183.20	103,018.20	13,566.00	91,764.00	
TECNICO	BASE	11 C	3,621,103.00	1,757,110.00	145,980.00	57,000.00	692,580.00	470,916.00	497,517.00	69,488.50	458,820.00	
TECNICO	BASE	11 B	3,142,730.40	1,546,029.00	131,382.00	51,300.00	614,466.00	414,763.20	384,790.20	60,868.30	407,916.00	
TECNICO	BASE	11 A	12,915,944.00	6,326,186.00	540,126.00	210,900.00	2,518,590.00	1,695,435.60	1,624,706.40	247,649.50	1,641,616.80	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				302		CONSEJO DE LA JUDICATURA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ACTUARIO JUDICIAL	BASE	11 A	1,373,973.80	683,912.00	58,392.00	22,800.00	272,280.00	183,515.20	153,074.60	26,079.20	180,844.80
ACTUARIO JUDICIAL	BASE	10 C	333,420.90	167,194.50	14,598.00	5,700.00	67,074.00	42,828.00	36,026.40	7,002.70	44,674.80
TECNICO	BASE	10 C	3,739,729.90	1,839,139.50	160,578.00	21,780.00	737,814.00	493,988.00	486,430.40	70,814.90	491,422.80
TECNICO	BASE	10 B	3,650,219.30	1,798,318.50	160,578.00	21,780.00	727,650.00	483,542.40	458,350.40	69,094.20	485,628.00
TECNICO	BASE	10 A	9,285,551.40	4,632,344.00	423,342.00	57,420.00	1,890,858.00	1,240,742.60	1,040,844.80	174,087.90	1,177,435.20
OFICIAL ADMINISTRATIVO	BASE	9 C	2,586,950.80	1,243,532.00	116,784.00	15,840.00	512,688.00	335,176.00	362,930.80	47,809.00	344,064.00
OFICIAL ADMINISTRATIVO	BASE	9 B	1,880,136.80	915,639.00	87,588.00	11,880.00	380,124.00	247,035.60	237,870.20	34,964.00	255,636.00
OFICIAL ADMINISTRATIVO	BASE	9 A	7,684,485.90	3,639,962.50	364,950.00	49,500.00	1,538,850.00	984,425.00	1,106,798.40	139,723.70	1,040,280.00
OFICIAL ADMINISTRATIVO	BASE	8 C	3,615,344.60	1,725,576.00	175,176.00	23,760.00	733,320.00	466,972.80	490,539.80	65,931.60	496,267.20
OFICIAL ADMINISTRATIVO	BASE	8 B	1,461,054.80	710,960.00	72,990.00	9,900.00	303,510.00	192,521.00	171,173.80	26,944.30	205,644.00
OFICIAL ADMINISTRATIVO	BASE	8 A	11,485,722.80	5,598,120.00	583,920.00	79,200.00	2,405,040.00	1,517,248.00	1,302,194.80	210,878.40	1,606,942.80
OFICIAL ADMINISTRATIVO	BASE	7 C	1,419,312.10	691,127.50	72,990.00	9,900.00	298,470.00	187,439.00	159,385.60	25,857.40	202,830.00
OFICIAL ADMINISTRATIVO	BASE	7 B	2,002,096.40	957,103.00	102,186.00	13,860.00	415,086.00	259,730.80	254,130.60	36,193.50	282,475.20
OFICIAL ADMINISTRATIVO	BASE	7 A	8,108,602.80	3,914,681.00	423,342.00	57,420.00	1,707,114.00	1,061,071.60	944,974.20	147,719.50	1,138,489.20



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				302		CONSEJO DE LA JUDICATURA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
OFICIAL ADMINISTRATIVO	BASE	6 C	2,220,158.60	1,067,356.00	116,784.00	15,840.00	467,760.00	290,062.40	262,356.20	40,507.40	319,075.20
OFICIAL ADMINISTRATIVO	BASE	6 B	1,914,722.00	920,822.00	102,186.00	13,860.00	405,762.00	250,447.40	221,644.60	34,839.00	277,334.40
OFICIAL ADMINISTRATIVO	BASE	6 A	9,835,019.40	4,680,900.00	525,528.00	71,280.00	2,073,384.00	1,276,033.60	1,207,893.80	174,855.60	1,394,790.00
OFICIAL ADMINISTRATIVO	BASE	5 C	1,033,304.20	515,720.00	58,392.00	7,920.00	229,272.00	140,428.80	81,571.40	18,361.40	133,464.00
OFICIAL ADMINISTRATIVO	BASE	5 B	2,556,063.20	1,277,865.00	145,980.00	19,800.00	570,060.00	348,146.00	194,212.20	45,756.20	390,864.00
OFICIAL ADMINISTRATIVO	BASE	5 A	11,390,641.00	5,574,426.00	642,312.00	87,120.00	2,496,120.00	1,511,176.00	1,079,487.00	203,617.80	1,689,820.80
OFICIAL ADMINISTRATIVO	BASE	4 C	1,817,889.40	883,519.00	102,186.00	13,860.00	396,354.00	240,884.00	181,086.40	32,249.50	272,042.40
OFICIAL ADMINISTRATIVO	BASE	4 B	2,018,163.20	1,003,408.00	116,784.00	15,840.00	451,152.00	273,683.20	157,296.00	34,988.80	310,012.80
OFICIAL ADMINISTRATIVO	BASE	4 A	10,954,723.60	5,490,914.00	642,312.00	87,120.00	2,476,056.00	1,481,445.60	776,876.00	197,630.80	1,678,287.60
AUXILIAR	BASE	3 A	229,482.60	121,241.00	14,598.00	1,980.00	55,350.00	33,136.60	3,177.00	4,229.90	38,157.60
AUXILIAR	BASE	1 A	1,470,213.60	694,011.00	87,588.00	11,880.00	323,460.00	188,180.00	165,094.60	25,953.60	224,200.80
HONORARIOS ASIMILADOS	HONORARIOS	1	1,371,771.60	1,371,771.60	-	-	-	-	-	41,153.40	-



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			302	CONSEJO DE LA JUDICATURA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
CONSEJERO 23 A	MANDOS MEDIOS Y SUPERIORES	4	9,221,864.40	9,221,864.40	
SECRETARIO EJECUTIVO 22 A	MANDOS MEDIOS Y SUPERIORES	1	1,264,281.10	1,264,281.10	
DIRECTOR 21 C	MANDOS MEDIOS Y SUPERIORES	8	9,847,398.40	9,847,398.40	
DIRECTOR 21 B	MANDOS MEDIOS Y SUPERIORES	4	3,892,663.50	3,892,663.50	
VISITADOR GENERAL 21 B	MANDOS MEDIOS Y SUPERIORES	1	957,511.40	957,511.40	
VISITADOR 18 B	MANDOS MEDIOS Y SUPERIORES	4	3,129,823.50	3,129,823.50	
JEFE DE UNIDAD 18 A	MANDOS MEDIOS Y SUPERIORES	7	3,311,902.50	3,311,902.50	
ADMINISTRADOR REGIONAL 18 A	MANDOS MEDIOS Y SUPERIORES	7	2,978,353.00	2,978,353.00	
SECRETARIO DE ACUERDOS AUTORIZADO PARA DICTAR SENTENCIAS 17 C	MANDOS MEDIOS Y SUPERIORES	5	3,109,615.60	3,109,615.60	
SECRETARIO AUXILIAR 17 C	MANDOS MEDIOS Y SUPERIORES	2	1,202,615.00	1,202,615.00	
SECRETARIO ADMINISTRATIVO DE CONSEJO 17 C	MANDOS MEDIOS Y SUPERIORES	1	582,704.90	582,704.90	
JUEZ 17 C	MANDOS MEDIOS Y SUPERIORES	172	109,675,578.90	109,675,578.90	
SECRETARIO AUXILIAR EJECUTIVO 17 C	MANDOS MEDIOS Y SUPERIORES	1	832,966.10	832,966.10	
COORDINADOR 17 B	MANDOS MEDIOS Y SUPERIORES	1	516,927.80	516,927.80	
JEFE DE DEPARTAMENTO 17 A	MANDOS MEDIOS Y SUPERIORES	100	29,679,900.50	29,679,900.50	
SECRETARIO DE CONSEJO 16 A	MANDOS MEDIOS Y SUPERIORES	8	2,883,418.80	2,883,418.80	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			302	CONSEJO DE LA JUDICATURA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
SECRETARIO DE ESTUDIO Y CUENTA 16 A	MANDOS MEDIOS Y SUPERIORES	1	362,191.90	362,191.90	
SECRETARIO DE ACUERDOS DE SALA 16 A	MANDOS MEDIOS Y SUPERIORES	1	456,327.80	456,327.80	
MEDIADOR JUDICIAL 16 A	MANDOS MEDIOS Y SUPERIORES	15	5,525,611.70	5,525,611.70	
HONORARIOS ASIMILADOS 1	HONORARIOS	3	1,371,771.60	1,371,771.60	
SECRETARIO DE ACUERDOS 15 C	CONFIANZA	188	62,270,673.60	62,270,673.60	
SECRETARIO INSTRUCTOR 15 C	CONFIANZA	2	613,652.40	613,652.40	
PERITO JUDICIAL 15 B	CONFIANZA	18	4,603,977.50	4,603,977.50	
AUDITOR 15 B	CONFIANZA	13	3,272,267.20	3,272,267.20	
GESTOR ADMINISTRATIVO 15	CONFIANZA	1	224,412.40	224,412.40	
JEFE DE OFICINA 15	CONFIANZA	251	56,386,798.60	56,386,798.60	
ACTUARIO JUDICIAL 14 B	CONFIANZA	34	8,924,765.40	8,924,765.40	
ANALISTA 13	CONFIANZA	181	37,449,498.70	37,449,498.70	
TECNICO ADMINISTRATIVO 12	CONFIANZA	16	3,177,354.00	3,177,354.00	
TRABAJADOR SOCIAL 11	CONFIANZA	4	695,347.80	695,347.80	
ACTUARIO JUDICIAL 10	CONFIANZA	86	14,799,514.80	14,799,514.80	
TECNICO 10	CONFIANZA	27	4,827,809.10	4,827,809.10	
SECRETARIO EJECUTIVO DE DIRECTOR 8	CONFIANZA	8	1,369,691.00	1,369,691.00	
CHOFER 7	CONFIANZA	11	1,799,586.00	1,799,586.00	
OFICIAL DE POLICIA 5	CONFIANZA	13	2,369,634.80	2,369,634.80	
CAPTURISTA DE DATOS 5	CONFIANZA	24	3,652,488.20	3,652,488.20	
OFICIAL ADMINISTRATIVO 4	CONFIANZA	275	40,776,680.40	40,776,680.40	
AUXILIAR 1	CONFIANZA	66	9,351,386.00	9,351,386.00	
ABOGADO 13 C	BASE	27	12,317,737.80	12,317,737.80	
CONTADOR 13 C	BASE	1	405,257.40	405,257.40	
EDUCADORA 13 C	BASE	1	417,997.20	417,997.20	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			302	CONSEJO DE LA JUDICATURA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ANALISTA 13 C	BASE	25	10,985,691.80	10,985,691.80	
TECNICO ESPECIALIZADO 13 C	BASE	82	38,878,969.40	38,878,969.40	
ABOGADO 13 B	BASE	2	886,691.40	886,691.40	
TECNICO ESPECIALIZADO 13 B	BASE	12	5,957,530.00	5,957,530.00	
ANALISTA 13 A	BASE	4	1,464,267.60	1,464,267.60	
TECNICO ESPECIALIZADO 13 A	BASE	45	19,475,343.60	19,475,343.60	
ABOGADO 13 A	BASE	15	6,135,251.80	6,135,251.80	
ACTUARIO JUDICIAL 12 C	BASE	1	374,069.70	374,069.70	
TECNICO 12 C	BASE	11	4,415,791.70	4,415,791.70	
ACTUARIO JUDICIAL 12 B	BASE	2	739,914.60	739,914.60	
TECNICO 12 B	BASE	7	2,620,912.00	2,620,912.00	
TECNICO 12 A	BASE	49	18,321,420.20	18,321,420.20	
ACTUARIO JUDICIAL 12 A	BASE	5	1,949,452.60	1,949,452.60	
TECNICO 11 C	BASE	10	3,621,103.00	3,621,103.00	
ACTUARIO JUDICIAL 11 C	BASE	2	727,735.40	727,735.40	
TECNICO 11 B	BASE	9	3,142,730.40	3,142,730.40	
ACTUARIO JUDICIAL 11 A	BASE	4	1,373,973.80	1,373,973.80	
TECNICO 11 A	BASE	37	12,915,944.00	12,915,944.00	
ACTUARIO JUDICIAL 10 C	BASE	1	333,420.90	333,420.90	
TECNICO 10 C	BASE	11	3,739,729.90	3,739,729.90	
TECNICO 10 B	BASE	11	3,650,219.30	3,650,219.30	
TECNICO 10 A	BASE	29	9,285,551.40	9,285,551.40	
OFICIAL ADMINISTRATIVO 9 C	BASE	8	2,586,950.80	2,586,950.80	
OFICIAL ADMINISTRATIVO 9 B	BASE	6	1,880,136.80	1,880,136.80	
OFICIAL ADMINISTRATIVO 9 A	BASE	25	7,684,485.90	7,684,485.90	
OFICIAL ADMINISTRATIVO 8 C	BASE	12	3,615,344.60	3,615,344.60	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			302	CONSEJO DE LA JUDICATURA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
OFICIAL ADMINISTRATIVO 8 B	BASE	5	1,461,054.80	1,461,054.80	
OFICIAL ADMINISTRATIVO 8 A	BASE	40	11,485,722.80	11,485,722.80	
OFICIAL ADMINISTRATIVO 7 C	BASE	5	1,419,312.10	1,419,312.10	
OFICIAL ADMINISTRATIVO 7 B	BASE	7	2,002,096.40	2,002,096.40	
OFICIAL ADMINISTRATIVO 7 A	BASE	29	8,108,602.80	8,108,602.80	
OFICIAL ADMINISTRATIVO 6 C	BASE	8	2,220,158.60	2,220,158.60	
OFICIAL ADMINISTRATIVO 6 B	BASE	7	1,914,722.00	1,914,722.00	
OFICIAL ADMINISTRATIVO 6 A	BASE	36	9,835,019.40	9,835,019.40	
OFICIAL ADMINISTRATIVO 5 C	BASE	4	1,033,304.20	1,033,304.20	
OFICIAL ADMINISTRATIVO 5 B	BASE	10	2,556,063.20	2,556,063.20	
OFICIAL ADMINISTRATIVO 5 A	BASE	44	11,390,641.00	11,390,641.00	
OFICIAL ADMINISTRATIVO 4 C	BASE	7	1,817,889.40	1,817,889.40	
OFICIAL ADMINISTRATIVO 4 B	BASE	8	2,018,163.20	2,018,163.20	
OFICIAL ADMINISTRATIVO 4 A	BASE	44	10,954,723.60	10,954,723.60	
AUXILIAR 3 A	BASE	1	229,482.60	229,482.60	
AUXILIAR 1 A	BASE	6	1,470,213.60	1,470,213.60	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				401	DEFENSORIA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
DEFENSOR/A	CONFIANZA	A1	984,946.14	658,680.00		131,736.00	40,838.16	153,691.98		185,135.16	36,156.05	
COORDINADOR/A	CONFIANZA	C4	1,230,927.73	932,881.00		48,687.36	31,687.20	217,672.17		194,896.47	93,070.23	
DEFENSOR/A ESPECIALIZADA/A	CONFIANZA	D4	1,691,208.22	1,277,700.00		67,847.52	47,530.80	298,129.90		245,820.50	124,987.21	
JEFE/A DE LA UNIDAD	CONFIANZA	E1	605,655.36	450,720.00		33,923.76	15,843.60	105,168.00		108,189.96	32,503.97	
DEFENSOR/A ADJUNTO	CONFIANZA	F1	1,997,568.00	1,512,000.00		97,056.00	35,712.00	352,800.00		271,233.83	217,163.87	
TECNICO/A ESPECIALIZADO/A	CONFIANZA	F2	2,781,615.24	2,118,720.00		66,210.00	40,521.60	556,163.64		268,381.44	395,941.76	
COORDINADOR/A GENERAL	CONFIANZA	B1	1,229,864.64	901,440.00		90,144.00	27,944.64	210,336.00		216,379.92	41,960.26	
AUXILIAR JURIDICO/A	CONFIANZA	F4	2,342,040.34	1,660,560.00		107,448.00	49,816.80	524,215.54		160,400.10	403,188.61	
OFICIA LADMINISTRATIVO/A	CONFIANZA	G1	1,252,563.74	925,920.00		77,160.00	15,432.00	234,051.74		49,103.52	309,463.80	
OFICIAL ADMINISTRATIVO/A	CONFIANZA	G2	253,439.94	180,000.00		24,000.00	7,440.00	41,999.94		3,479.64	62,940.39	
OFICIAL TRANSPORTE	CONFIANZA	G3	1,263,718.52	976,800.00		39,072.00	19,926.72	227,919.80		94,353.00	209,801.30	
TECNICO/A	CONFIANZA	H1	2,190,103.68	1,720,320.00		48,840.00	19,536.00	401,407.68		182,032.96	335,682.08	
SECRETARIO/A	CONFIANZA	I1	887,208.00	665,280.00		49,896.00	16,800.00	155,232.00		38,936.64	167,841.04	
NOTIFICADOR/A	CONFIANZA	J1	437,846.00	336,000.00		8,495.04	14,951.04	78,399.92		20,039.20	96,743.24	
INTENDENTE	CONFIANZA	K1	396,760.44	304,200.00		9,151.20	12,429.36	70,979.88		4,099.20	125,880.78	
CONTRALOR/A INTERNO/A	CONFIANZA	B2	534,595.66	393,104.00		33,923.76	15,843.60	91,724.30		88,793.78	20,980.13	
DIRECTOR/A	CONFIANZA	B3	2,038,848.92	1,572,417.00		67,847.52	31,687.20	366,897.20		355,175.12	83,920.52	
SECRETARIO/A EJECUTIVO/A	CONFIANZA	B4	183,313.58	132,420.00		13,242.00	6,753.60	30,897.98		30,897.98	20,980.13	
CONSULTOR/A	CONFIANZA	B5	2,090,065.32	1,533,240.00		135,695.04	63,374.40	357,755.88		294,984.60	125,880.78	
SECRETARIO/A TECNICO/A	CONFIANZA	C1	112,386.38	73,200.00		14,640.00	7,466.40	17,079.98		3,149.68	20,980.13	
SECRETARIO/A PARTICULAR	CONFIANZA	C2	425,229.63	310,960.00		24,343.68	17,368.56	72,557.39		78,138.52	20,980.13	
COORDINADOR/A	HONORARIOS	N/A	1,459,200.00	1,459,200.00								
DIRECTOR/A	HONORARIOS	N/A	1,080,000.00	1,080,000.00								
DEFENSOR/A ESPECIALIZADA/A	HONORARIOS	N/A	1,800,000.00	1,800,000.00								
DEFENSOR/A REGIONAL	HONORARIOS	N/A	3,264,000.00	3,264,000.00								
DEFENSOR/A ADJUNTO	HONORARIOS	N/A	648,000.00	648,000.00								
TECNICO/A ESPECIALIZADO/A	HONORARIOS	N/A	1,200,000.00	1,200,000.00								



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			401	DEFENSORIA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DEFENSOR/A	CONFIANZA	1	984,946	984,946	
COORDINADOR/A	CONFIANZA	3	1,230,928	1,230,928	
DEFENSOR/A ESPECIALIZADA/A	CONFIANZA	5	1,691,208	1,691,208	
JEFE/A DE LA UNIDAD	CONFIANZA	1	605,655	605,655	
DEFENSOR/A ADJUNTO	CONFIANZA	7	1,997,568	1,997,568	
TECNICO/A ESPECIALIZADO/A	CONFIANZA	16	2,781,615	2,781,615	
COORDINADOR/A GENERAL	CONFIANZA	2	1,229,865	1,229,865	
AUXILIAR JURIDICO/A	CONFIANZA	17	2,342,040	2,342,040	
OFICIA L ADMINISTRATIVO/A	CONFIANZA	12	1,252,564	1,252,564	
OFICIAL ADMINISTRATIVO/A	CONFIANZA	3	253,440	253,440	
OFICIAL TRANSPORTE	CONFIANZA	10	1,263,719	1,263,719	
TECNICO/A	CONFIANZA	16	2,190,104	2,190,104	
SECRETARIO/A	CONFIANZA	8	887,208	887,208	
NOTIFICADOR/A	CONFIANZA	4	437,846	437,846	
INTENDENTE	CONFIANZA	6	396,760	396,760	
CONTRALOR/A INTERNO/A	CONFIANZA	1	534,596	534,596	
DIRECTOR/A	CONFIANZA	4	2,038,849	2,038,849	
SECRETARIO/A EJECUTIVO/A	CONFIANZA	1	183,314	183,314	
CONSULTOR/A	CONFIANZA	6	2,090,065	2,090,065	
SECRETARIO/A TECNICO/A	CONFIANZA	1	112,386	112,386	
SECRETARIO/A PARTICULAR	CONFIANZA	1	425,230	425,230	
COORDINADOR/A	HONORARIOS	4	1,459,200	1,459,200	
DIRECTOR/A	HONORARIOS	3	1,080,000	1,080,000	
DEFENSOR/A ESPECIALIZADA/A	HONORARIOS	5	1,800,000	1,800,000	
DEFENSOR/A REGIONAL	HONORARIOS	17	3,264,000	3,264,000	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			401	DEFENSORIA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DEFENSOR/A ADJUNTO	HONORARIOS	3	648,000	648,000	
TECNICO/A ESPECIALIZADO/A	HONORARIOS	5	1,200,000	1,200,000	

				402	INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
CONSEJERO/CONSEJERA PRESIDENTE	CONFIANZA	A	1,941,556.00	403,689.00	-	-	-	388,312.00	1,149,555.00	490,204.00	58,817.00
CONSEJERA O CONSEJERO ELECTORAL	CONFIANZA	A	1,300,007.00	403,689.00	-	-	-	260,002.00	636,316.00	295,992.00	58,817.00
TITULAR DE LA SECRETARÍA EJECUTIVA	CONFIANZA	A	1,098,507.00	342,369.00	-	-	-	219,702.00	536,436.00	240,070.00	50,662.00
TITULAR DE LA COORDINACIÓN ADMINISTRATIVA	CONFIANZA	A	892,748.00	204,400.00	-	-	-	178,550.00	509,798.00	182,346.00	32,207.00
TITULAR DE DIRECCIÓN EJECUTIVA/TITULAR DE LA CONTRALORÍA GENERAL	CONFIANZA	A	843,243.00	204,400.00	-	-	-	168,648.00	470,195.00	168,705.00	32,207.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				402		INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASESORA O ASESOR	CONFIANZA	A	571,773.00	191,625.00	-	-	-	114,354.00	265,794.00	101,718.00	30,478.00
TITULAR DE JEFATURA DE DEPARTAMENTO	CONFIANZA	A	555,157.00	150,015.00	-	-	-	111,032.00	294,110.00	93,969.00	25,028.00
TITULAR DE UNIDAD TÉCNICA	CONFIANZA	A	489,091.00	150,015.00	-	-	-	97,818.00	241,258.00	79,337.00	25,028.00
COORDINACIÓN DE LOGÍSTICA	CONFIANZA	A	487,842.00	116,435.00	-	-	-	81,338.00	290,069.00	61,085.00	20,614.00
COORDINACIÓN DE QUEJAS Y DENUNCIAS	CONFIANZA	A	332,130.00	116,435.00	-	-	-	61,862.00	153,833.00	46,530.00	19,468.00
COORDINADORA O COORDINADOR SPEN	CONFIANZA	A	406,689.00	116,435.00	-	-	-	81,338.00	208,916.00	61,085.00	20,554.00
SUPERVISORA O SUPERVISOR	CONFIANZA	A	388,850.00	108,040.00	-	-	-	77,770.00	203,040.00	54,474.00	19,468.00
JEFATURA DE OFICINA	CONFIANZA	A	337,836.00	108,040.00	-	-	-	67,568.00	162,228.00	47,276.00	19,468.00
ESPECIALISTA	CONFIANZA	A	374,369.00	108,040.00	-	-	-	74,874.00	191,455.00	47,276.00	19,468.00
ANALISTA	CONFIANZA	A	292,347.00	95,265.00	-	-	-	58,470.00	138,612.00	38,314.00	17,782.00
SUPERVISORA O SUPERVISOR PP	CONFIANZA	A	144,000.00	144,000.00	-	-	-	-	-	-	-
AUXILIAR TÉCNICO ESPECIALIZADO	CONFIANZA	A	270,378.00	95,265.00	-	-	-	54,071.00	121,042.00	29,230.00	17,799.00
SECRETARIA EJECUTIVA	CONFIANZA	A	270,384.00	95,265.00	-	-	-	54,077.00	121,042.00	33,869.00	17,799.00
TÉCNICA O TÉCNICO SPEN	CONFIANZA	A	246,239.00	95,265.00	-	-	-	49,248.00	101,726.00	29,230.16	17,749.00
AUXILIAR DE OFICINA	CONFIANZA	A	238,043.00	74,825.00	-	-	-	47,608.00	115,610.00	27,620.00	17,799.00
CHOFER	CONFIANZA	A	252,899.00	74,825.00	-	-	-	50,580.00	127,494.00	30,542.00	15,370.00
AUXILIAR TÉCNICO	CONFIANZA	A	270,383.00	95,265.00	-	-	-	54,076.00	121,042.00	26,576.00	17,799.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				402		INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASISTENTE SECRETARIAL	CONFIANZA A		270,383.00	95,265.00	-	-	-	54,076.00	121,042.00	23,427.00	17,799.00
AUXILIAR GENERAL	CONFIANZA A		242,079.00	95,265.00	-	-	-	45,088.00	101,726.00	26,576.00	15,370.00
AUXILIAR ADMINISTRATIVO	CONFIANZA A		156,411.00	54,020.00	-	-	-	31,282.00	71,109.00	11,890.00	12,926.00
AUXILIAR DE INTENDENCIA	CONFIANZA A		144,807.00	54,020.00	-	-	-	28,962.00	61,825.00	11,360.00	12,926.00

			402		INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
CONSEJERO/CONSEJERA PRESIDENTE	CONFIANZA	1	1,941,556	1,941,556		
CONSEJERA O CONSEJERO ELECTORAL	CONFIANZA	6	1,300,007	1,300,007		
SECRETARIO (A) EJECUTIVO (A)	CONFIANZA	1	1,098,507	1,098,507		
COORDINADOR (A) ADMINISTRATIVO (A)	CONFIANZA	1	892,748	892,748		
DIRECTOR (A) EJECUTIVO (A) / CONTRALOR (A) GENERAL	CONFIANZA	5	843,243	843,243		
ASESOR (A)	CONFIANZA	4	508,172	586,464		
JEFE (A) DE DEPARTAMENTO	CONFIANZA	3	490,310	555,156		
JEFE (A) DE LA UNIDAD TÉCNICA	CONFIANZA	5	466,943	516,803		



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			402	INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
COORDINADOR (A) DE LOGÍSTICA	CONFIANZA	6	406,689	487,842	
COORDINADOR (A) SPEN	CONFIANZA	8	406,689	406,689	
SUPERVISOR (A)	CONFIANZA	6	377,265	393,866	
ESPECIALISTA	CONFIANZA	10	345,142	377,914	
COORDINADOR (A) DE QUEJAS Y DENUNCIAS	CONFIANZA	1	332,130	332,130	
JEFE (A) DE OFICINA	CONFIANZA	4	322,538	350,110	
ANALISTA	CONFIANZA	13	274,777	311,559	
SUPERVISORA O SUPERVISOR PP	CONFIANZA	12	144,000	144,000	
TÉCNICO SPEN	CONFIANZA	14	246,239	246,239	
AUXILIAR TÉCNICO ESPECIALIZADO	CONFIANZA	2	251,062	281,336	
SECRETARIA EJECUTIVA	CONFIANZA	2	260,102	270,384	
AUXILIAR DE OFICINA	CONFIANZA	2	238,042	252,073	
CHOFER	CONFIANZA	5	237,693	255,605	
AUXILIAR TÉCNICO	CONFIANZA	4	230,901	248,901	
ASISTENTE SECRETARIAL	CONFIANZA	1	244,511	248,902	
AUXILIAR GENERAL	CONFIANZA	2	187,373	201,874	
AUXILIAR ADMINISTRATIVO	CONFIANZA	1	147,127	159,702	
AUXILIAR DE INTENDENCIA	CONFIANZA	2	138,249	149,134	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				403	UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
AFANADORA	BASE	MEDIA SUPERIOR	15,739,325.65	6,706,322.88	2,656,080.00	2,123,959.68	1,133,585.06	2,198,902.53	920,475.50	569,867.28	256,363.84
ASIGNATURA "A" (hom.)	BASE	MEDIA SUPERIOR	54,469,615.29	24,018,052.32	5,053,026.24	13,906,053.84	758,482.14	7,819,980.91	2,914,019.84	4,122,708.24	824,676.18
ASIGNATURA "A" NH	BASE	MEDIA SUPERIOR	7,721,305.34	3,034,195.20	1,122,894.72	2,226,473.52	105,213.39	1,034,840.91	197,687.60	203,070.72	66,797.86
ASIGNATURA "B" (hom.)	BASE	MEDIA SUPERIOR	86,289,239.00	38,267,485.20	6,597,006.48	24,490,364.64	1,255,157.02	12,440,085.30	3,239,140.36	5,026,800.00	894,723.16
ASIGNATURA "B" NH	BASE	MEDIA SUPERIOR	7,292,775.45	2,935,353.60	1,146,288.36	1,918,705.68	97,081.19	962,465.58	232,881.04	194,235.84	70,487.77
ASIGNATURA "C" NH	BASE	MEDIA SUPERIOR	128,047,686.86	57,215,332.80	29,990,612.30	14,470,532.16	1,433,717.16	15,645,161.42	9,292,331.02	4,914,905.04	2,611,482.27
AUXILIAR DE SERVICIOS	BASE	MEDIA SUPERIOR	64,405,821.58	29,983,382.88	11,952,360.00	4,683,251.28	5,773,642.08	8,722,717.81	3,290,467.53	1,959,919.92	1,248,883.28
BIBLIOTECARIO	BASE	MEDIA SUPERIOR	11,207,687.62	4,483,685.52	1,380,120.00	2,153,790.24	724,336.80	1,788,972.26	676,782.80	653,662.08	181,916.47
ENFERMERA	BASE	MEDIA SUPERIOR	2,682,418.71	1,163,675.52	312,480.00	573,691.20	134,622.99	400,976.05	96,972.95	107,291.52	28,451.77
JARDINERO	BASE	MEDIA SUPERIOR	7,623,239.70	3,090,177.84	1,223,880.00	956,325.84	619,232.18	1,126,395.97	607,227.87	388,035.36	152,947.54
MECANOGRAFA	BASE	MEDIA SUPERIOR	16,366,072.19	7,924,798.56	2,968,560.00	747,795.60	1,576,504.89	2,188,525.85	959,887.29	636,356.16	337,483.48
OFICIAL DE SERVICIOS	BASE	MEDIA SUPERIOR	19,788,627.50	7,795,740.96	2,916,480.00	4,690,394.64	850,910.98	2,856,133.39	678,967.53	538,904.88	182,730.41
SECRETARIA	BASE	MEDIA SUPERIOR	76,329,273.92	31,938,771.84	8,645,280.00	17,100,354.96	3,790,911.08	11,563,878.42	3,290,077.62	3,340,321.44	847,280.85
TAQUIMECANOGRAFA	BASE	MEDIA SUPERIOR	4,613,382.59	2,004,434.88	729,120.00	497,987.04	370,999.42	652,906.50	357,934.75	226,015.44	86,764.39
TC PI ASISTENTE A	BASE	MEDIA SUPERIOR	4,932,371.79	2,199,713.04	491,266.44	1,210,282.32	68,199.90	701,039.49	261,870.60	330,280.80	72,286.69
TC PI ASISTENTE C	BASE	MEDIA SUPERIOR	4,142,725.71	1,863,153.60	327,510.96	1,177,025.76	60,803.58	590,823.65	123,408.16	172,529.28	32,807.36
TC PI ASOCIADO A	BASE	MEDIA SUPERIOR	19,507,453.44	9,094,537.20	1,146,288.36	5,450,295.84	290,896.69	2,844,288.07	681,147.28	1,091,865.60	172,770.30



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				403	UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TC PI TITULAR A	BASE	MEDIA SUPERIOR	67,516,406.87	31,643,393.04	2,737,055.88	19,032,382.56	1,013,515.50	10,093,503.65	2,996,556.24	5,724,720.00	763,554.00
TC PI TITULAR B	BASE	MEDIA SUPERIOR	66,471,382.35	30,332,673.84	2,222,395.80	20,773,919.52	1,022,131.76	9,955,211.11	2,165,050.32	4,638,520.80	569,052.78
TC PI TITULAR C	BASE	MEDIA SUPERIOR	47,252,102.96	20,705,153.04	1,286,650.20	16,849,113.60	751,085.27	7,050,354.05	609,746.80	1,700,332.08	184,384.48
VELADOR	BASE	MEDIA SUPERIOR	24,104,074.45	9,366,033.60	3,645,600.00	4,634,751.36	1,481,384.64	3,645,686.62	1,330,618.23	1,023,625.68	362,108.25
COORD.ACADEMICO	CONFIANZA	MEDIA SUPERIOR	10,742,614.98	6,042,260.16	1,145,760.00	560,795.76	200,368.68	1,612,537.36	1,180,893.02	1,022,194.08	218,947.37
COORD.ADMINISTRATIVO	CONFIANZA	MEDIA SUPERIOR	22,848,994.68	10,541,557.92	1,979,040.00	4,279,669.68	1,049,762.38	3,552,066.05	1,446,898.65	1,600,573.92	319,919.28
SECRETARIA EJECUTIVA	CONFIANZA	MEDIA SUPERIOR	23,412,824.67	10,678,324.32	2,890,440.00	3,450,970.56	1,638,059.64	3,427,454.97	1,327,575.18	1,228,988.64	358,720.30
SUPERVISOR DE PERSONAL	CONFIANZA	MEDIA SUPERIOR	8,757,888.30	4,017,432.96	937,440.00	1,370,415.12	427,347.24	1,340,654.89	664,598.09	640,890.48	150,894.55
DIRECTOR DE ESCUELA	MANDOS MED	MEDIA SUPERIOR	6,969,530.65	3,538,116.48	312,480.00	1,040,909.28	91,580.52	1,278,821.08	707,623.29	1,127,984.88	146,297.43
ALMACENISTA	BASE	SUPERIOR	342,933.69	139,104.00	52,080.00	73,780.56	16,790.49	47,268.24	13,910.40	9,040.80	3,490.29
ARCHIVISTA	BASE	SUPERIOR	1,580,388.87	697,271.76	234,360.00	142,243.92	140,281.11	226,777.71	139,454.37	92,352.00	33,173.93
ASESOR ESPECIALIZADO EN INFO	BASE	SUPERIOR	11,420,623.31	5,957,999.04	978,087.36	1,549,198.08	150,143.94	1,777,970.66	1,007,224.23	1,241,436.72	229,764.12
AUXILIAR BIBLIOTECARIO	BASE	SUPERIOR	10,473,791.50	4,908,599.28	1,900,920.00	647,365.20	988,514.01	1,436,122.65	592,270.36	383,459.52	216,387.36
AUXILIAR DE ANFITEATRO	BASE	SUPERIOR	164,467.01	69,560.88	26,040.00	17,028.48	14,265.92	23,659.55	13,912.18	8,868.72	3,452.33
AUXILIAR DE CLINICA	BASE	SUPERIOR	5,534,191.49	2,443,536.48	885,360.00	485,286.48	496,507.01	792,289.32	431,212.20	288,956.88	116,168.17
AUXILIAR DE IMPRENTA	BASE	SUPERIOR	142,198.32	70,872.00	26,040.00	-	14,148.24	16,963.68	14,174.40	6,759.12	2,984.88
AUXILIAR DE MANTENIMIENTO	BASE	SUPERIOR	1,204,546.55	515,485.44	208,320.00	131,448.24	95,296.12	163,786.77	90,209.98	52,446.96	21,940.74
AYUDANTE DE INVESTIGADOR	BASE	SUPERIOR	1,206,546.04	703,002.72	163,755.48	45,072.96	14,961.52	162,586.24	117,167.12	85,094.16	25,326.60
DISEÑADOR GRAFICO	BASE	SUPERIOR	231,600.99	111,098.16	26,040.00	18,131.28	21,349.31	32,762.61	22,219.63	18,351.60	4,861.54
ENCARG.DE AREA SEC.EDITORIAL	BASE	SUPERIOR	627,721.73	250,367.04	78,120.00	170,248.80	23,030.67	89,264.08	16,691.14	13,620.72	4,199.99
ENCARGADO DE ANFITEATRO	BASE	SUPERIOR	571,254.89	217,578.24	78,120.00	123,540.72	32,780.19	90,225.30	29,010.44	27,017.28	8,297.55
ENCARGADO DE ARCHIVO	BASE	SUPERIOR	2,319,270.30	962,011.20	260,400.00	615,246.48	81,135.66	342,756.30	57,720.66	64,152.48	15,539.39
ENCARGADO DE CLINICA	BASE	SUPERIOR	1,325,944.11	527,273.04	182,280.00	315,776.64	57,057.12	198,362.49	45,194.82	43,066.56	12,826.21
ENCARGADO DEL CONMUTADOR	BASE	SUPERIOR	157,554.65	65,942.64	26,040.00	43,047.36	2,179.80	20,344.85	-	-	-



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				403	UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ENCUADERNADOR	BASE	SUPERIOR	177,694.20	70,432.32	26,040.00	55,317.36	2,514.99	23,389.53	-	-	-
LOCUTOR	BASE	SUPERIOR	2,089,188.21	797,900.40	286,440.00	583,019.04	66,559.78	311,747.15	43,521.84	54,204.72	14,077.37
MEDICO	BASE	SUPERIOR	4,849,537.27	2,110,865.04	494,760.00	1,161,078.00	215,556.61	733,959.84	133,317.78	186,053.52	43,205.45
MULTICOPISTA	BASE	SUPERIOR	2,846,563.43	1,251,983.52	468,720.00	293,716.32	231,445.20	392,034.44	208,663.95	130,418.16	52,550.22
OFICIAL DE CORRESPONDENCIA	BASE	SUPERIOR	912,483.03	347,225.28	130,200.00	264,230.64	24,679.70	132,346.64	13,800.77	16,028.64	4,499.35
OFICIAL DE IMPRENTA	BASE	SUPERIOR	740,604.94	333,822.72	104,160.00	62,992.56	66,409.71	106,455.39	66,764.56	45,608.16	15,546.04
OFICIAL DE MANTENIMIENTO	BASE	SUPERIOR	4,551,334.83	1,830,793.20	677,040.00	989,683.68	221,864.81	647,746.05	184,207.09	134,180.16	47,995.47
OFICIAL DE TRANSPORTE	BASE	SUPERIOR	5,409,198.31	2,308,769.28	833,280.00	741,806.64	409,915.20	783,541.56	331,885.63	244,609.68	94,656.47
OFICIAL JARDINERO	BASE	SUPERIOR	354,615.70	139,114.08	52,080.00	81,590.64	16,947.65	50,971.92	13,911.41	10,481.76	3,717.38
OFICINISTA ADMINISTRATIVO	BASE	SUPERIOR	1,095,479.62	452,420.40	130,200.00	310,330.32	31,785.19	151,503.49	19,240.22	15,974.88	4,543.89
OFICINISTA DE PERSONAL	BASE	SUPERIOR	1,415,242.56	555,490.80	130,200.00	352,424.88	74,452.48	236,015.51	66,658.89	91,074.72	18,698.94
OP.EQUIPO ELECT.DE COMPUTACI	BASE	SUPERIOR	1,124,178.76	522,172.80	156,240.00	92,320.08	103,215.78	163,201.30	87,028.80	71,228.88	23,597.63
OPERADOR DE EQ.DE COMPUTO "A	BASE	SUPERIOR	446,611.34	193,074.72	52,080.00	55,142.16	38,125.54	69,573.98	38,614.94	34,198.08	9,374.82
OPERADOR DE RADIO DIFUSION	BASE	SUPERIOR	1,776,774.60	769,201.92	312,480.00	250,414.08	114,112.47	240,825.92	89,740.21	51,534.48	24,687.96
PRODUCTOR DE PROGRAMAS	BASE	SUPERIOR	339,939.89	131,886.24	52,080.00	49,101.12	27,602.69	52,892.60	26,377.24	19,517.52	7,135.68
PROMOTOR DE USUARIOS	BASE	SUPERIOR	5,357,537.77	2,110,865.04	494,760.00	1,743,992.64	133,391.31	807,869.89	66,658.89	114,877.44	21,420.05
REDACTOR	BASE	SUPERIOR	501,496.27	197,827.92	78,120.00	126,451.68	18,477.00	67,431.14	13,188.53	8,074.08	3,267.74
RESPONSABLE DE MESA DE SIS.E	BASE	SUPERIOR	1,277,573.81	572,695.68	208,320.00	90,543.36	115,969.10	175,506.55	114,539.12	67,737.84	26,817.55
SECRET.AUX.SERVICIOS ESCOLAR	BASE	SUPERIOR	200,447.22	82,932.48	26,040.00	61,751.76	2,893.68	26,829.30	-	-	-
TC PI ASISTENTE A NH	BASE	SUPERIOR	832,492.91	427,776.96	116,968.20	109,638.48	10,748.29	111,620.50	55,740.48	38,704.32	13,063.40
TC PI ASISTENTE B	BASE	SUPERIOR	1,783,998.19	757,395.36	140,361.84	562,669.92	26,401.30	255,092.25	42,077.52	70,276.08	12,593.10
TC PI ASISTENTE B NH	BASE	SUPERIOR	881,867.59	608,002.56	70,180.92	66,840.72	13,496.87	123,346.52	-	-	-
TC PI ASOCIADO A NH	BASE	SUPERIOR	180,632.74	130,642.80	23,393.64	-	2,612.86	23,983.44	-	-	-
TC PI ASOCIADO B	BASE	SUPERIOR	19,840,565.00	8,597,709.84	959,139.24	6,566,335.92	303,280.91	2,924,798.53	489,300.56	997,822.08	141,456.94
TC PI ASOCIADO C	BASE	SUPERIOR	35,082,749.49	15,430,910.16	1,543,980.24	11,524,588.80	539,109.87	5,186,323.22	857,837.20	1,768,833.84	241,170.31
TC PI TITULAR B NH	BASE	SUPERIOR	641,368.46	261,074.88	23,393.64	252,981.84	10,281.13	93,636.97	-	-	-
TC PI TITULAR C NH	BASE	SUPERIOR	1,045,253.11	591,139.68	70,180.92	219,669.36	16,216.18	148,046.97	-	-	-
TC TA ASISTENTE B NH	BASE	SUPERIOR	1,057,661.63	449,744.64	140,361.84	301,829.76	15,031.49	140,356.54	10,337.36	3,487.92	2,518.01
TC TA ASISTENTE C NH	BASE	SUPERIOR	980,805.33	504,457.20	140,361.84	193,692.72	13,962.99	128,330.58	-	-	-
TC TA ASOCIADO A NH	BASE	SUPERIOR	380,257.20	162,145.44	46,787.28	114,944.64	5,541.81	50,838.03	-	-	-
TC TA ASOCIADO B NH	BASE	SUPERIOR	192,374.65	84,955.20	23,393.64	55,458.96	2,808.28	25,758.57	-	-	-
TC TA ASOCIADO C NH	BASE	SUPERIOR	692,778.42	290,894.40	70,180.92	226,593.12	10,349.75	94,760.23	-	-	-
TEC PRENSISTA EN SISTEMA OFS	BASE	SUPERIOR	416,521.67	209,375.52	26,040.00	38,441.28	38,462.67	62,327.10	41,875.10	50,694.72	8,743.21



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				403		UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TECNICO BIBLIOTECARIO	BASE	SUPERIOR	3,993,289.48	1,448,060.40	390,600.00	1,099,593.60	200,178.48	681,089.77	173,767.23	244,456.56	52,558.80
TECNICO DE IMPRENTA	BASE	SUPERIOR	224,047.58	83,455.68	26,040.00	80,868.24	3,286.48	30,397.18	-	-	-
TECNICO DE MANTENIMIENTO	BASE	SUPERIOR	323,434.55	131,885.28	52,080.00	93,022.80	4,498.17	41,948.30	-	-	-
AUXILIAR ADMINISTRATIVO	CONFIANZA	SUPERIOR	1,232,195.01	554,045.52	130,200.00	249,652.56	54,090.64	178,486.08	65,720.21	59,328.24	14,682.96
AUXILIAR CONTABLE	CONFIANZA	SUPERIOR	4,742,190.19	2,141,722.56	494,760.00	956,030.64	252,038.48	672,194.01	225,444.50	196,997.28	50,094.21
CAJERA GENERAL	CONFIANZA	SUPERIOR	451,182.35	202,416.96	52,080.00	88,780.08	23,105.21	64,558.40	20,241.70	17,036.64	4,693.29
EX-DIRECTOR MEDIA SUPERIOR	CONFIANZA	SUPERIOR	5,625,811.01	2,907,282.96	260,400.00	783,434.88	73,814.35	1,019,422.23	581,456.59	885,863.28	118,091.40
EX-DIRECTOR SUPERIOR	CONFIANZA	SUPERIOR	7,683,955.12	3,693,620.64	286,440.00	1,388,777.52	101,647.99	1,474,744.88	738,724.09	1,342,096.32	161,293.90
JEFE	CONFIANZA	SUPERIOR	16,909,559.74	7,496,840.64	1,197,840.00	4,346,121.60	657,182.85	2,562,017.77	649,556.88	813,680.64	146,243.18
OFICIAL MAYOR	CONFIANZA	SUPERIOR	627,853.44	301,665.60	52,080.00	124,617.60	33,250.59	86,073.09	30,166.56	24,728.88	5,673.21
OPERADOR DE EQ.DE COMPUTO "B"	CONFIANZA	SUPERIOR	509,508.74	190,082.40	26,040.00	137,657.76	6,554.80	111,157.30	38,016.48	75,972.96	10,695.10
REPORTERO	CONFIANZA	SUPERIOR	537,093.09	278,183.52	52,080.00	56,749.44	6,698.66	87,744.77	55,636.70	57,775.20	11,274.12
SUB-JEFE	CONFIANZA	SUPERIOR	5,227,138.03	2,308,528.08	416,640.00	1,143,806.64	228,430.76	833,380.15	296,352.40	380,635.44	69,814.58
ADMINISTRATIVO "B"	MANDOS MEDIOS Y SUPERIORES	SUPERIOR	778,088.93	421,312.32	52,080.00	119,168.40	10,809.61	139,843.48	34,875.12	64,780.08	9,546.04
ADMINISTRATIVO "D"	MANDOS MEDIOS Y SUPERIORES	SUPERIOR	18,296,618.77	11,776,669.68	885,360.00	210,080.16	239,734.97	2,829,440.13	2,355,333.83	2,840,187.12	384,064.22
ADMINISTRATIVO "E"	MANDOS MEDIOS Y SUPERIORES	SUPERIOR	10,596,780.75	6,116,769.60	598,920.00	816,560.64	138,666.66	1,714,137.79	1,211,726.06	1,542,985.92	217,385.52
DIRECTOR DE FACULTAD	MANDOS MEDIOS Y SUPERIORES	SUPERIOR	9,061,103.72	4,369,514.64	338,520.00	1,623,871.44	119,867.75	1,735,427.01	873,902.88	1,582,662.24	190,201.62
RECTOR	MANDOS MEDIOS Y SUPERIORES	SUPERIOR	981,106.93	657,535.20	26,040.00	-	13,150.70	152,873.99	131,507.04	199,277.76	20,594.42
SECRETARIO ABOGADO CONTRALOR	MANDOS MEDIOS Y SUPERIORES	SUPERIOR	1,761,461.51	1,114,204.32	78,120.00	45,459.60	23,193.28	277,643.44	222,840.87	283,316.88	36,974.85
SECRETARIO DE FINANZAS	MANDOS MEDIOS Y SUPERIORES	SUPERIOR	736,109.60	436,719.60	26,040.00	53,454.48	9,803.48	122,748.12	87,343.92	132,981.60	15,451.68



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			403	UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
AFANADORA	BASE	102	14,605,740.59	15,739,325.65	
ALMACENISTA	BASE	2	326,143.20	342,933.69	
ARCHIVISTA	BASE	9	1,440,107.76	1,580,388.87	
ASESOR ESPECIALIZADO EN INFORM	BASE	40	11,270,479.37	11,420,623.31	
ASIGNATURA "A" (hom.)	BASE	216	53,711,133.15	54,469,615.29	
ASIGNATURA "A" NH	BASE	48	7,616,091.95	7,721,305.34	
ASIGNATURA "B" (hom.)	BASE	282	85,034,081.98	86,289,239.00	
ASIGNATURA "B" NH	BASE	49	7,195,694.26	7,292,775.45	
ASIGNATURA "C" NH	BASE	1282	126,613,969.70	128,047,686.86	
AUXILIAR BIBLIOTECARIO	BASE	73	9,485,277.49	10,473,791.50	
AUXILIAR DE ANFITEATRO	BASE	1	150,201.09	164,467.01	
AUXILIAR DE CLINICA	BASE	34	5,037,684.48	5,534,191.49	
AUXILIAR DE IMPRENTA	BASE	1	128,050.08	142,198.32	
AUXILIAR DE MANTENIMIENTO	BASE	8	1,109,250.43	1,204,546.55	
AUXILIAR DE SERVICIOS	BASE	459	58,632,179.50	64,405,821.58	
AYUDANTE DE INVESTIGADOR	BASE	7	1,191,584.52	1,206,546.04	
BIBLIOTECARIO	BASE	53	10,483,350.82	11,207,687.62	
DISEÑADOR GRAFICO	BASE	1	210,251.68	231,600.99	
ENCARG.DE AREA SEC.EDITORIAL	BASE	3	604,691.06	627,721.73	
ENCARGADO DE ANFITEATRO	BASE	3	538,474.70	571,254.89	
ENCARGADO DE ARCHIVO	BASE	10	2,238,134.64	2,319,270.30	
ENCARGADO DE CLINICA	BASE	7	1,268,886.99	1,325,944.11	
ENCARGADO DEL CONMUTADOR	BASE	1	155,374.85	157,554.65	
ENCUADERNADOR	BASE	1	175,179.21	177,694.20	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			403	UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ENFERMERA	BASE	12	2,547,795.72	2,682,418.71	
JARDINERO	BASE	47	7,004,007.52	7,623,239.70	
LOCUTOR	BASE	11	2,022,628.43	2,089,188.21	
MECANOGRAFA	BASE	114	14,789,567.30	16,366,072.19	
MEDICO	BASE	19	4,633,980.66	4,849,537.27	
MULTICOPISTA	BASE	18	2,615,118.23	2,846,563.43	
OFICIAL DE CORRESPONDENCIA	BASE	5	887,803.33	912,483.03	
OFICIAL DE IMPRENTA	BASE	4	674,195.23	740,604.94	
OFICIAL DE MANTENIMIENTO	BASE	26	4,329,470.02	4,551,334.83	
OFICIAL DE SERVICIOS	BASE	112	18,937,716.52	19,788,627.50	
OFICIAL DE TRANSPORTE	BASE	32	4,999,283.11	5,409,198.31	
OFICIAL JARDINERO	BASE	2	337,668.05	354,615.70	
OFICINISTA ADMINISTRATIVO	BASE	5	1,063,694.43	1,095,479.62	
OFICINISTA DE PERSONAL	BASE	5	1,340,790.08	1,415,242.56	
OP.EQUIPO ELECT.DE COMPUTACION	BASE	6	1,020,962.98	1,124,178.76	
OPERADOR DE EQ.DE COMPUTO "A"	BASE	2	408,485.80	446,611.34	
OPERADOR DE RADIO DIFUSION	BASE	12	1,662,662.13	1,776,774.60	
PRODUCTOR DE PROGRMAS	BASE	2	312,337.20	339,939.89	
PROMOTOR DE USUARIOS	BASE	19	5,224,146.46	5,357,537.77	
REDACTOR	BASE	3	483,019.27	501,496.27	
RESPONSABLE DE MESA DE SIS.ESC	BASE	8	1,161,604.71	1,277,573.81	
SECRET.AUX.SERVICIOS ESCOLARES	BASE	1	197,553.54	200,447.22	
SECRETARIA	BASE	332	72,538,362.84	76,329,273.92	
TAQUIMECANOGRAFA	BASE	28	4,242,383.17	4,613,382.59	
TC PI ASISTENTE A	BASE	21	4,864,171.89	4,932,371.79	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			403	UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
TC PI ASISTENTE A NH	BASE	5	821,744.62	832,492.91	
TC PI ASISTENTE B	BASE	6	1,757,596.89	1,783,998.19	
TC PI ASISTENTE B NH	BASE	3	868,370.72	881,867.59	
TC PI ASISTENTE C	BASE	14	4,081,922.13	4,142,725.71	
TC PI ASOCIADO A	BASE	49	19,216,556.75	19,507,453.44	
TC PI ASOCIADO A NH	BASE	1	178,019.88	180,632.74	
TC PI ASOCIADO B	BASE	41	19,537,284.09	19,840,565.00	
TC PI ASOCIADO C	BASE	66	34,543,639.62	35,082,749.49	
TC PI TITULAR A	BASE	117	66,502,891.37	67,516,406.87	
TC PI TITULAR B	BASE	95	65,449,250.59	66,471,382.35	
TC PI TITULAR B NH	BASE	1	631,087.33	641,368.46	
TC PI TITULAR C	BASE	55	46,501,017.69	47,252,102.96	
TC PI TITULAR C NH	BASE	3	1,029,036.93	1,045,253.11	
TC TA ASISTENTE B NH	BASE	6	1,042,630.14	1,057,661.63	
TC TA ASISTENTE C NH	BASE	6	966,842.34	980,805.33	
TC TA ASOCIADO A NH	BASE	2	374,715.39	380,257.20	
TC TA ASOCIADO B NH	BASE	1	189,566.37	192,374.65	
TC TA ASOCIADO C NH	BASE	3	682,428.67	692,778.42	
TEC PRENSISTA EN SISTEMA OFSET	BASE	1	378,059.00	416,521.67	
TECNICO BIBLIOTECARIO	BASE	15	3,793,111.00	3,993,289.48	
TECNICO DE IMPRENTA	BASE	1	220,761.10	224,047.58	
TECNICO DE MANTENIMIENTO	BASE	2	318,936.38	323,434.55	
VELADOR	BASE	140	22,622,689.81	24,104,074.45	
AUXILIAR ADMINISTRATIVO	CONFIANZA	5	1,178,104.37	1,232,195.01	
AUXILIAR CONTABLE	CONFIANZA	19	4,490,151.71	4,742,190.19	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			403	UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
CAJERA GENERAL	CONFIANZA	2	428,077.14	451,182.35	
COORD.ACADEMICO	CONFIANZA	44	10,542,246.30	10,742,614.98	
COORD.ADMINISTRATIVO	CONFIANZA	76	21,799,232.30	22,848,994.68	
JEFE	CONFIANZA	46	16,252,376.89	16,909,559.74	
OFICIAL MAYOR	CONFIANZA	2	594,602.85	627,853.44	
OPERADOR DE EQ.DE COMPUTO "B"	CONFIANZA	1	502,953.94	509,508.74	
REPORTERO	CONFIANZA	2	530,394.43	537,093.09	
SECRETARIA EJECUTIVA	CONFIANZA	111	21,774,765.03	23,412,824.67	
SUB-JEFE	CONFIANZA	16	4,998,707.27	5,227,138.03	
SUPERVISOR DE PERSONAL	CONFIANZA	36	8,330,541.06	8,757,888.30	
ADMINISTRATIVO "B"	MANDOS MEDIOS Y SUPERIORES	2	767,279.32	778,088.93	
ADMINISTRATIVO "D"	MANDOS MEDIOS Y SUPERIORES	34	18,056,883.80	18,296,618.77	
ADMINSTRATIVO "E"	MANDOS MEDIOS Y SUPERIORES	23	10,458,114.09	10,596,780.75	
DIRECTOR DE ESCUELA	MANDOS MEDIOS Y SUPERIORES	12	6,877,950.13	6,969,530.65	
DIRECTOR DE FACULTAD	MANDOS MEDIOS Y SUPERIORES	13	8,941,235.97	9,061,103.72	
EX-DIRECTOR MEDIA SUPERIOR	MANDOS MEDIOS Y SUPERIORES	10	5,551,996.66	5,625,811.01	
EX-DIRECTOR SUPERIOR	MANDOS MEDIOS Y SUPERIORES	11	7,582,307.13	7,683,955.12	
RECTOR	MANDOS MEDIOS Y SUPERIORES	1	967,956.23	981,106.93	
SECRETARIO ABOGADO CONTRALOR	MANDOS MEDIOS Y SUPERIORES	3	1,738,268.23	1,761,461.51	
SECRETARIO DE FINANZAS	MANDOS MEDIOS Y SUPERIORES	1	726,306.12	736,109.60	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				404	COMISIÓN ESTATAL DE ARBITRAJE MÉDICO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
Presidente	Confianza	1	1,094,994.00	273,780.00	9,531.00		712,384.00	99,299.00		7,849.00	86,554.00
Subcomisión	Confianza	2	1,125,812.00	277,430.00	19,062.00		709,648.00	119,672.00		7,596.00	93,442.00
Director	Confianza	2	1,125,812.00	277,430.00	19,062.00		709,648.00	119,672.00		7,596.00	93,442.00
Consultor	Confianza	3	1,639,660.00	429,288.00	38,124.00		1,016,438.00	155,810.00		11,428.00	150,142.00
Jefe de departamento	Confianza	4	680,640.00	228,309.00	28,593.00		348,718.00	75,020.00		5,760.00	85,760.00
Secretaría de Área	Confianza	5	812,221.00	434,718.00	57,186.00		217,654.00	102,663.00		10,866.00	165,446.00
Recepcionista	Confianza	5	133,747.00	72,453.00	9,531.00		34,849.00	16,914.00		1,810.00	27,543.00
Chofer Polivalente	Confianza	5	134,144.00	72,453.00	9,531.00		34,849.00	17,311.00		1,810.00	27,543.00
Vigilante	Confianza	6	226,968.00	139,956.00	19,062.00		34,544.00	33,406.00		3,472.00	53,941.00
Consejero (8)	Honorarios asimilables a salarios	1	2,714,112.00	2,714,112.00							


			404	COMISIÓN ESTATAL DE ARBITRAJE MÉDICO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
COMISIONADO PRESIDENTE	CONFIANZA	1	1,094,994	1,094,994	
SUBCOMISIÓN	CONFIANZA	2	1,125,812	1,125,812	
DIRECTOR	CONFIANZA	2	1,125,812	1,125,812	
CONSULTOR	CONFIANZA	4	1,639,660	1,639,660	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			404	COMISIÓN ESTATAL DE ARBITRAJE MÉDICO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
JEFE DE DEPARTAMENTO	CONFIANZA	3	680,640	680,640	
SECRETARIA DE AREA	CONFIANZA	6	812,221	812,221	
OFICIAL DE TRANSPORTE	CONFIANZA	1	134,144	134,144	
RECEPCIONISTA	CONFIANZA	1	133,747	133,747	
VIGILANTE	CONFIANZA	2	226,968	226,968	
CONSEJERO	HONORARIOS ASIMILABLES A SALARIOS	8	2,714,112	2,714,112	


				405	Órgano Garante de Acceso a la Información Pública, Transparencia, Protección de Datos Personales y Buen Gobierno del Estado de Oaxaca.						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
COMISIONADO	CONFIANZA	N/A	1,537,281.33	1,170,118.33			204,558.00	162,605.00		46,118.44	139,977.36
CONTRAL GENERAL	CONFIANZA	N/A	599,176.00	455,080.00			80,856.00	63,240.00		17,975.28	91,186.38
SECRETARIO GENERAL DE ACUERDOS	CONFIANZA	N/A	536,552.00	403,700.00			76,752.00	56,100.00		16,096.56	81,547.74
SECRETARIO TECNICO	CONFIANZA	N/A	536,552.00	403,700.00			76,752.00	56,100.00		16,096.56	81,547.74
DIRECTOR	CONFIANZA	N/A	536,552.00	403,700.00			76,752.00	56,100.00		16,096.56	81,547.74
SUBDIRECTOR	CONFIANZA	N/A	328,702.43	242,693.43			52,283.38	33,725.62		9,861.04	51,322.74
SECRETARIO DE ACUERDOS	CONFIANZA	N/A	290,752.00	212,860.00			48,312.00	29,580.00		8,722.56	45,721.74
SUPERVISOR	CONFIANZA	N/A	252,039.62	184,417.50			41,994.35	25,627.77		7,561.25	40,383.60
SECRETARIO PARTICULAR	CONFIANZA	N/A	251,626.88	184,101.88			41,940.00	25,585.00		7,549.10	40,325.34
JEFE DE DEPARTAMENTO	CONFIANZA	N/A	204,483.20	148,268.00			35,611.20	20,604.00		6,134.50	33,596.94
AUDITOR	CONFIANZA	N/A	180,021.58	129,673.58			32,328.00	18,020.00		5,400.64	30,105.78
ABOGADO AUXILIAR	CONFIANZA	N/A	175,192.11	126,002.11			31,680.00	17,510.00		5,255.80	29,417.22
DISEÑADOR	CONFIANZA	N/A	159,674.07	114,206.73			29,596.85	15,870.49		4,790.18	27,202.26
ANALISTA TECNICO	CONFIANZA	N/A	159,674.07	114,206.73			29,596.85	15,870.49		4,790.18	27,202.26



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				405		Órgano Garante de Acceso a la Información Pública, Transparencia, Protección de Datos Personales y Buen Gobierno del Estado de Oaxaca.					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FÍSCAL	DE SEGURIDAD SOCIAL
ACTUARIO	CONFIANZA	N/A	159,674.07	114,206.73			29,596.85	15,870.49		4,790.18	27,202.26
ANALISTA ADMINISTRATIVO	CONFIANZA	N/A	144,616.00	102,760.00			27,576.00	14,280.00		4,338.48	25,053.96
AUXILIAR DE OFICINA	CONFIANZA	N/A	113,555.99	79,149.79			23,407.20	10,999.00		3,406.68	20,728.32
CHOFER ADMINISTRATIVO	CONFIANZA	N/A	113,555.99	79,149.79			23,407.20	10,999.00		3,406.68	20,728.32
OFICIAL DE PARTES	CONFIANZA	N/A	99,555.89	68,507.89			21,528.00	9,520.00		2,986.64	18,864.90
ASISTENTE	CONFIANZA	N/A	99,555.89	68,507.89			21,528.00	9,520.00		2,986.64	18,864.90

				405		Órgano Garante de Acceso a la Información Pública, Transparencia, Protección de Datos Personales y Buen Gobierno del Estado de Oaxaca.	
				REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA			
COMISIONADO	CONFIANZA	5	1,537,281	1,537,281			
CONTRALOR GENERAL	CONFIANZA	1	599,176	599,176			
SECRETARIO GENERAL DE ACUERDOS	CONFIANZA	1	536,552	536,552			
SECRETARIO TECNICO	CONFIANZA	1	536,552	536,552			
DIRECTOR	CONFIANZA	5	536,552	536,552			
SUBDIRECTOR	CONFIANZA	2	328,702	328,702			
SECRETARIO DE ACUERDOS	CONFIANZA	5	290,752	290,752			
SUPERVISOR	CONFIANZA	3	252,040	252,040			
SECRETARIO PARTICULAR	CONFIANZA	5	251,627	251,627			
JEFE DE DEPARTAMENTO	CONFIANZA	14	204,483	204,483			



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			405	Órgano Garante de Acceso a la Información Pública, Transparencia, Protección de Datos Personales y Buen Gobierno del Estado de Oaxaca.	
				REMUNERACIONES	
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
AUDITOR	CONFIANZA	1	180,022	180,022	
ABOGADO AUXILIAR	CONFIANZA	7	175,192	175,192	
DISEÑADOR	CONFIANZA	1	159,674	159,674	
ANALISTA TECNICO	CONFIANZA	4	159,674	159,674	
ACTUARIO	CONFIANZA	2	159,674	159,674	
ANALISTA ADMINISTRATIVO	CONFIANZA	9	144,616	144,616	
AUXILIAR DE OFICINA	CONFIANZA	8	113,556	113,556	
CHOFER ADMINISTRATIVO	CONFIANZA	2	113,556	113,556	
OFICIAL DE PARTES	CONFIANZA	1	99,556	99,556	
ASISTENTE	CONFIANZA	5	99,556	99,556	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				406		FISCALÍA GENERAL DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
INTENDENTE	CONTRATO	1	99,441.33	52,368.00	-	-	28,296.00	9,273.33	9,504.00	2,008.90	15,025.44	
AUXILIAR	CONTRATO	1	99,441.33	52,368.00	-	-	28,296.00	9,273.33	9,504.00	2,008.90	15,025.44	
ARCHIVISTA	CONTRATO	3	102,215.67	54,804.00	-	-	28,296.00	9,611.67	9,504.00	2,089.09	14,925.03	
OFICIAL ADMINISTRATIVO	CONTRATO	5	105,113.00	57,348.00	-	-	28,296.00	9,965.00	9,504.00	2,172.83	14,820.17	
ANALISTA	CONTRATO	12	131,038.67	80,112.00	-	-	28,296.00	13,126.67	9,504.00	2,922.14	13,881.86	
AUXILIAR DE DIRECTOR	CONTRATO CONFIANZA	1	121,043.33	57,480.00	21,408.00	-	20,532.00	15,731.33	5,892.00	2,183.77	14,814.73	
INTENDENTE	CONTRATO CONFIANZA	1	121,043.33	57,480.00	21,408.00	-	20,532.00	15,731.33	5,892.00	2,183.77	14,814.73	
AUXILIAR	CONTRATO CONFIANZA	1	121,043.33	57,480.00	21,408.00	-	20,532.00	15,731.33	5,892.00	2,183.77	14,814.73	
AUXILIAR	CONTRATO CONFIANZA	2	122,815.87	58,872.00	21,408.00	-	20,532.00	16,063.87	5,940.00	2,233.81	14,757.36	
SECRETARIA EJECUTIVA DE DIRECTOR	CONTRATO CONFIANZA	2	122,815.87	58,872.00	21,408.00	-	20,532.00	16,063.87	5,940.00	2,233.81	14,757.36	
ADMINISTRATIVO	CONTRATO CONFIANZA	3	124,830.20	60,372.00	21,408.00	-	20,532.00	16,422.20	6,096.00	2,290.87	14,695.53	
ADMINISTRATIVO	CONTRATO CONFIANZA	5	128,480.40	63,144.00	21,408.00	-	20,532.00	17,084.40	6,312.00	2,394.14	14,581.27	
CHOFER AUXILIAR DE SECRETARIO	CONTRATO CONFIANZA	5	128,480.40	63,144.00	21,408.00	-	20,532.00	17,084.40	6,312.00	2,394.14	14,581.27	
SECRETARIA EJECUTIVA DE DIRECTOR	CONTRATO CONFIANZA	7	134,204.40	67,464.00	21,408.00	-	20,532.00	18,116.40	6,684.00	2,556.14	14,403.20	
TECNICO	CONTRATO CONFIANZA	7	134,204.40	67,464.00	21,408.00	-	20,532.00	18,116.40	6,684.00	2,556.14	14,403.20	
SECRETARIA EJECUTIVA DE SUBSECRETARIO	CONTRATO CONFIANZA	8	137,641.77	69,996.00	21,408.00	-	20,532.00	18,721.77	6,984.00	2,653.55	14,298.83	
TECNICO	CONTRATO CONFIANZA	9	143,586.67	74,640.00	21,408.00	-	20,532.00	19,830.67	7,176.00	2,821.46	14,107.41	
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	9	143,586.67	74,640.00	21,408.00	-	20,532.00	19,830.67	7,176.00	2,821.46	14,107.41	
TRABAJADOR SOCIAL	CONTRATO CONFIANZA	10	151,319.47	80,688.00	21,408.00	-	20,532.00	21,275.47	7,416.00	3,039.84	13,858.12	
TÉCNICO ADMINISTRATIVO	CONTRATO CONFIANZA	11	157,264.87	85,332.00	21,408.00	-	20,532.00	22,384.87	7,608.00	3,207.75	13,666.70	
ANALISTA PROGRAMADOR	CONTRATO CONFIANZA	12	164,746.00	91,080.00	21,408.00	-	20,532.00	23,758.00	7,968.00	3,419.25	13,429.77	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				406		FISCALÍA GENERAL DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ANALISTA	CONTRATO CONFIANZA	12	164,746.00	91,080.00	21,408.00	-	20,532.00	23,758.00	7,968.00	3,419.25	13,429.77
GESTOR ADMINISTRATIVO DE DIRECCIÓN	CONTRATO CONFIANZA	12	164,746.00	91,080.00	21,408.00	-	20,532.00	23,758.00	7,968.00	3,419.25	13,429.77
MEDICO LEGISTA	CONTRATO CONFIANZA	12	164,746.00	91,080.00	21,408.00	-	20,532.00	23,758.00	7,968.00	3,419.25	13,429.77
JEFE DE OFICINA	CONTRATO CONFIANZA	15	195,875.53	113,892.00	21,828.00	-	20,532.00	29,207.53	10,416.00	4,289.21	12,489.49
AUXILIAR	CONFIANZA	1	121,761.83	57,480.00	21,408.00	-	20,532.00	15,731.33	6,610.50	2,183.77	14,814.73
CHOFER	CONFIANZA	3	125,584.85	60,372.00	21,408.00	-	20,532.00	16,422.20	6,850.65	2,290.87	14,695.53
ADMINISTRATIVO	CONFIANZA	4	127,654.00	61,920.00	21,408.00	-	20,532.00	16,792.00	7,002.00	2,348.88	14,631.72
AGENTE ESTATAL DE INVESTIGACIONES	CONFIANZA	5	131,969.70	63,144.00	21,408.00	-	20,532.00	17,084.40	9,801.30	2,475.14	14,581.27
AUXILIAR DE PERITO	CONFIANZA	5	129,269.70	63,144.00	21,408.00	-	20,532.00	17,084.40	7,101.30	2,394.14	14,581.27
JEFE DE GRUPO	CONFIANZA	7	142,199.70	67,464.00	21,408.00	-	20,532.00	18,116.40	14,679.30	2,770.70	14,403.20
SUPERVISOR GENERAL	CONFIANZA	9	152,283.67	74,640.00	21,408.00	-	20,532.00	19,830.67	15,873.00	3,054.38	14,107.41
COMANDANTE	CONFIANZA	9	152,283.67	74,640.00	21,408.00	-	20,532.00	19,830.67	15,873.00	3,054.38	14,107.41
PERITO QUIMICO	CONFIANZA	11	158,331.52	85,332.00	21,408.00	-	20,532.00	22,384.87	8,674.65	3,207.75	13,666.70
PROGRAMADOR DE COMPUTADORA	CONFIANZA	12	165,884.50	91,080.00	21,408.00	-	20,532.00	23,758.00	9,106.50	3,419.25	13,429.77
PERITO	CONFIANZA	12	165,884.50	91,080.00	21,408.00	-	20,532.00	23,758.00	9,106.50	3,419.25	13,429.77
SECRETARIO MINISTERIAL	CONFIANZA	12	165,884.50	91,080.00	21,408.00	-	20,532.00	23,758.00	9,106.50	3,419.25	13,429.77
ANALISTA	CONFIANZA	13	182,065.23	103,128.00	21,828.00	-	20,532.00	26,636.13	9,941.10	3,860.45	12,933.17
AUDITOR	CONFIANZA	13	182,065.23	103,128.00	21,828.00	-	20,532.00	26,636.13	9,941.10	3,860.45	12,933.17
GESTOR ADMINISTRATIVO DE DIRECCIÓN	CONFIANZA	13	182,065.23	103,128.00	21,828.00	-	20,532.00	26,636.13	9,941.10	3,860.45	12,933.17
MEDICO LEGISTA	CONFIANZA	13	182,065.23	103,128.00	21,828.00	-	20,532.00	26,636.13	9,941.10	3,860.45	12,933.17
MEDICO OFICIAL	CONFIANZA	13	182,065.23	103,128.00	21,828.00	-	20,532.00	26,636.13	9,941.10	3,860.45	12,933.17
JEFE DE OFICINA	CONFIANZA	15	197,299.18	113,892.00	21,828.00	-	20,532.00	29,207.53	11,839.65	4,289.21	12,489.49
AGENTE DEL MINISTERIO PUBLICO "A"	CONFIANZA	15	204,427.18	113,892.00	21,828.00	-	20,532.00	29,207.53	18,967.65	4,503.05	12,489.49
AUXILIAR	BASE	01A	214,222.15	114,084.00	14,598.00	-	53,910.00	31,630.15	-	3,978.68	12,481.57
AUXILIAR DE OFICINA	BASE	01A	214,222.15	114,084.00	14,598.00	-	53,910.00	31,630.15	-	3,978.68	12,481.57
AUXILIAR	BASE	3A	222,585.58	119,580.00	14,598.00	-	55,350.00	33,057.58	-	4,170.35	12,255.03
AUXILIAR DE OFICINA	BASE	03A	222,585.58	119,580.00	14,598.00	-	55,350.00	33,057.58	-	4,170.35	12,255.03
AUXILIAR TECNICO	BASE	04A	231,523.65	123,084.00	14,598.00	-	56,274.00	33,967.65	3,600.00	4,292.55	12,110.60
OFICIAL ADMINISTRATIVO	BASE	04A	227,923.65	123,084.00	14,598.00	-	56,274.00	33,967.65	-	4,292.55	12,110.60
AUXILIAR TECNICO	BASE	04B	228,829.72	123,708.00	14,598.00	-	56,394.00	34,129.72	-	4,314.32	12,084.88
OFICIAL ADMINISTRATIVO	BASE	04B	228,829.72	123,708.00	14,598.00	-	56,394.00	34,129.72	-	4,314.32	12,084.88
OFICIAL ADMINISTRATIVO	BASE	04C	230,040.30	124,488.00	14,598.00	-	56,622.00	34,332.30	-	4,341.52	12,052.73
OFICIAL ADMINISTRATIVO	BASE	05A	230,737.85	124,956.00	14,598.00	-	56,730.00	34,453.85	-	4,357.84	12,033.44



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				406		FISCALÍA GENERAL DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
OFICIAL ADMINISTRATIVO	BASE	06A	239,343.82	128,244.00	14,598.00	-	57,594.00	35,307.82	3,600.00	4,472.51	11,897.91
OFICIAL ADMINISTRATIVO	BASE	06B	238,005.40	129,744.00	14,598.00	-	57,966.00	35,697.40	-	4,524.82	11,836.08
OFICIAL ADMINISTRATIVO	BASE	06C	240,837.37	131,592.00	14,598.00	-	58,470.00	36,177.37	-	4,589.27	11,759.91
OFICIAL ADMINISTRATIVO	BASE	07A	243,183.42	133,140.00	14,598.00	-	58,866.00	36,579.42	-	4,643.26	11,696.10
OFICIAL ADMINISTRATIVO	BASE	08A	250,611.02	138,036.00	14,598.00	-	60,126.00	37,851.02	-	4,814.01	11,494.29
OFICIAL DE TRANSPORTE	BASE	08A	250,611.02	138,036.00	14,598.00	-	60,126.00	37,851.02	-	4,814.01	11,494.29
OFICIAL ADMINISTRATIVO	BASE	08C	256,371.88	141,828.00	14,598.00	-	61,110.00	38,835.88	-	4,946.25	11,337.99
OFICIAL ADMINISTRATIVO	BASE	09A	262,653.15	143,604.00	14,598.00	-	61,554.00	39,297.15	3,600.00	5,008.19	11,264.79
OFICIAL ADMINISTRATIVO	BASE	09C	273,814.53	153,312.00	14,598.00	-	64,086.00	41,818.53	-	5,346.76	10,864.63
TÉCNICO	BASE	10A	283,866.72	157,548.00	14,598.00	-	65,202.00	42,918.72	3,600.00	5,494.49	10,690.03
TÉCNICO	BASE	10B	285,870.65	161,244.00	14,598.00	-	66,150.00	43,878.65	-	5,623.38	10,537.68
TÉCNICO	BASE	11A	297,102.52	168,636.00	14,598.00	-	68,070.00	45,798.52	-	5,881.18	10,232.99
TÉCNICO	BASE	12A	313,788.28	177,252.00	14,598.00	-	70,302.00	48,036.28	3,600.00	6,181.66	9,877.85
TÉCNICO	BASE	12C	328,497.13	187,728.00	14,598.00	-	73,014.00	50,757.13	2,400.00	6,547.01	9,446.04
TÉCNICO ESPECIALIZADO	BASE	13A	334,104.00	191,808.00	14,598.00	-	74,082.00	51,816.00	1,800.00	6,689.30	9,277.87
TÉCNICO ESPECIALIZADO	BASE	13B	342,206.28	195,972.00	14,598.00	-	75,138.00	52,898.28	3,600.00	6,834.52	9,106.23
ANALISTA	BASE	13C	344,835.30	200,088.00	14,598.00	-	76,182.00	53,967.30	-	6,978.07	8,936.57
ANALISTA PROGRAMADOR	BASE	13C	344,835.30	200,088.00	14,598.00	-	76,182.00	53,967.30	-	6,978.07	8,936.57
TÉCNICO ESPECIALIZADO	BASE	13C	344,835.30	200,088.00	14,598.00	-	76,182.00	53,967.30	3,600.00	6,978.07	8,936.57
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	16A	152,076.17	82,200.00	-	600.00	16,116.00	19,636.67	33,523.50	2,901.85	13,795.80
SECRETARIA EJECUTIVA	MANDOS MEDIOS	16A	152,076.17	82,200.00	-	600.00	16,116.00	19,636.67	33,523.50	2,901.85	13,795.80
JEFE DE UNIDAD	MANDOS MEDIOS	16A	152,076.17	82,200.00	-	600.00	16,116.00	19,636.67	33,523.50	2,901.85	13,795.80
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	16B	157,512.53	82,440.00	-	4,536.00	16,116.00	19,694.00	34,726.53	3,028.35	13,785.91
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	17A	178,228.89	82,680.00	-	20,160.00	16,116.00	19,751.33	39,521.56	3,505.49	13,776.01
COORDINADOR	MANDOS MEDIOS	18A	207,097.47	83,160.00	-	42,624.00	16,116.00	19,866.00	45,331.47	4,196.25	13,756.23
JEFE DE UNIDAD	MANDOS MEDIOS	18A	207,097.47	83,160.00	-	42,624.00	16,116.00	19,866.00	45,331.47	4,196.25	13,756.23
ASESOR	MANDOS MEDIOS	18A	207,097.47	83,160.00	-	42,624.00	16,116.00	19,866.00	45,331.47	4,196.25	13,756.23
VISITADOR REGIONAL	MANDOS MEDIOS	19A	218,377.81	83,400.00	-	51,336.00	16,116.00	19,923.33	47,602.48	4,466.03	13,746.34



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				406	FISCALÍA GENERAL DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
SUBDIRECTOR	MANDOS MEDIOS	19A	218,377.81	83,400.00	-	51,336.00	16,116.00	19,923.33	47,602.48	4,466.03	13,746.34	
SECRETARIO PARTICULAR	MANDOS MEDIOS	19A	218,377.81	83,400.00	-	51,336.00	16,116.00	19,923.33	47,602.48	4,466.03	13,746.34	
JEFE DE UNIDAD	MANDOS MEDIOS	20A	233,858.18	83,640.00	-	63,396.00	16,116.00	19,980.67	50,725.51	4,836.25	13,736.44	
COORDINADOR	MANDOS MEDIOS	20A	233,858.18	83,640.00	-	63,396.00	16,116.00	19,980.67	50,725.51	4,836.25	13,736.44	
SUBDIRECTOR	MANDOS MEDIOS	20A	233,858.18	83,640.00	-	63,396.00	16,116.00	19,980.67	50,725.51	4,836.25	13,736.44	
DIRECTOR	MANDOS MEDIOS	20A	233,858.18	83,640.00	-	63,396.00	16,116.00	19,980.67	50,725.51	4,836.25	13,736.44	
FISCAL	MANDOS MEDIOS	20A	233,858.18	83,640.00	-	63,396.00	16,116.00	19,980.67	50,725.51	4,836.25	13,736.44	
COMANDANTE GENERAL	MANDOS MEDIOS	20A	233,858.18	83,640.00	-	63,396.00	16,116.00	19,980.67	50,725.51	4,836.25	13,736.44	
VISITADOR GENERAL	MANDOS MEDIOS	21A	268,670.43	94,620.00	-	77,988.00	16,116.00	22,603.67	57,342.76	5,659.23	13,283.86	
DIRECTOR	MANDOS MEDIOS	21A	268,670.43	94,620.00	-	77,988.00	16,116.00	22,603.67	57,342.76	5,659.23	13,283.86	
DIRECTOR	MANDOS SUPERIORES	22A	580,029.81	218,760.00	-	177,300.00	16,116.00	52,259.33	115,594.48	12,993.83	8,166.93	
FISCAL ESPECIALIZADO	MANDOS SUPERIORES	22A	580,029.81	218,760.00	-	177,300.00	16,116.00	52,259.33	115,594.48	12,993.83	8,166.93	
OFICIAL MAYOR	MANDOS SUPERIORES	22A	580,029.81	218,760.00	-	177,300.00	16,116.00	52,259.33	115,594.48	12,993.83	8,166.93	
CONTRALOR INTERNO	MANDOS SUPERIORES	22A	580,029.81	218,760.00	-	177,300.00	16,116.00	52,259.33	115,594.48	12,993.83	8,166.93	
COORDINADOR GENERAL	MANDOS SUPERIORES	22B	580,029.81	218,760.00	-	177,300.00	16,116.00	52,259.33	115,594.48	12,993.83	8,166.93	
VICEFISCAL GENERAL	MANDOS SUPERIORES	22B	580,029.81	218,760.00	-	177,300.00	16,116.00	52,259.33	115,594.48	12,993.83	8,166.93	
FISCAL ESPECIALIZADO	MANDOS SUPERIORES	23A	735,914.34	282,504.00	-	228,288.00	16,116.00	67,487.07	141,519.27	16,759.82	5,539.47	
FISCAL ESPECIAL	MANDOS SUPERIORES	23A	735,914.34	282,504.00	-	228,288.00	16,116.00	67,487.07	141,519.27	16,759.82	5,539.47	
VICEFISCAL GENERAL	MANDOS SUPERIORES	23A	735,914.34	282,504.00	-	228,288.00	16,116.00	67,487.07	141,519.27	16,759.82	5,539.47	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				406		FISCALÍA GENERAL DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
VICEFISCAL REGIONAL	MANDOS SUPERIORES	23A	735,914.34	282,504.00	-	228,288.00	16,116.00	67,487.07	141,519.27	16,759.82	5,539.47
FISCAL GENERAL	MANDOS SUPERIORES	24A	813,862.61	314,376.00	-	253,788.00	16,116.00	75,100.93	154,481.68	18,643.00	4,225.74

			406		FISCALÍA GENERAL DEL ESTADO DE OAXACA	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
INTENDENTE	CONTRATO	1	99,441	99,441		
AUXILIAR	CONTRATO	1	99,441	99,441		
ARCHIVISTA	CONTRATO	1	102,216	102,216		
OFICIAL ADMINISTRATIVO	CONTRATO	1	105,113	105,113		
ANALISTA	CONTRATO	2	131,039	131,039		
AUXILIAR DE DIRECTOR	CONTRATO CONFIANZA	1	121,043	121,043		
INTENDENTE	CONTRATO CONFIANZA	1	121,043	121,043		
AUXILIAR	CONTRATO CONFIANZA	9	121,043	122,816		
SECRETARIA EJECUTIVA DE DIRECTOR	CONTRATO CONFIANZA	1	122,816	122,816		
ADMINISTRATIVO	CONTRATO CONFIANZA	3	124,830	128,480		
CHOFER AUXILIAR DE SECRETARIO	CONTRATO CONFIANZA	1	128,480	128,480		
SECRETARIA EJECUTIVA DE DIRECTOR	CONTRATO CONFIANZA	4	134,204	134,204		
TECNICO	CONTRATO CONFIANZA	7	134,204	143,587		



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			406	FISCALÍA GENERAL DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
SECRETARIA EJECUTIVA DE SUBSECRETARIO	CONTRATO CONFIANZA	2	137,642	137,642	
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	6	143,587	157,265	
TRABAJADOR SOCIAL	CONTRATO CONFIANZA	2	151,319	151,319	
ANALISTA PROGRAMADOR	CONTRATO CONFIANZA	2	164,746	164,746	
ANALISTA	CONTRATO CONFIANZA	16	164,746	164,746	
GESTOR ADMINISTRATIVO DE DIRECCIÓN	CONTRATO CONFIANZA	3	164,746	164,746	
MEDICO LEGISTA	CONTRATO CONFIANZA	1	164,746	164,746	
JEFE DE OFICINA	CONTRATO CONFIANZA	13	195,876	195,876	
AUXILIAR	CONFIANZA	1	121,762	121,762	
CHOFER	CONFIANZA	1	125,585	125,585	
ADMINISTRATIVO	CONFIANZA	1	127,654	127,654	
AGENTE ESTATAL DE INVESTIGACIONES	CONFIANZA	1192	131,970	131,970	
AUXILIAR DE PERITO	CONFIANZA	3	129,270	129,270	
JEFE DE GRUPO	CONFIANZA	62	142,200	142,200	
SUPERVISOR GENERAL	CONFIANZA	1	152,284	152,284	
COMANDANTE	CONFIANZA	41	152,284	152,284	
PERITO QUIMICO	CONFIANZA	13	158,332	158,332	
PROGRAMADOR DE COMPUTADORA	CONFIANZA	1	165,885	165,885	
PERITO	CONFIANZA	197	165,885	165,885	
SECRETARIO MINISTERIAL	CONFIANZA	173	165,885	165,885	
ANALISTA	CONFIANZA	3	182,065	182,065	
AUDITOR	CONFIANZA	1	182,065	182,065	
GESTOR ADMINISTRATIVO DE DIRECCIÓN	CONFIANZA	1	182,065	182,065	
MEDICO LEGISTA	CONFIANZA	2	182,065	182,065	
MEDICO OFICIAL	CONFIANZA	29	182,065	182,065	
JEFE DE OFICINA	CONFIANZA	7	197,299	197,299	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			406	FISCALÍA GENERAL DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
AGENTE DEL MINISTERIO PUBLICO "A"	CONFIANZA	465	204,427	204,427	
AUXILIAR	BASE	15	214,222	222,586	
AUXILIAR DE OFICINA	BASE	12	214,222	222,586	
AUXILIAR TECNICO	BASE	17	228,830	231,524	
OFICIAL ADMINISTRATIVO	BASE	162	227,924	273,815	
OFICIAL DE TRANSPORTE	BASE	1	250,611	250,611	
TÉCNICO	BASE	92	283,867	328,497	
TÉCNICO ESPECIALIZADO	BASE	72	334,104	348,435	
ANALISTA	BASE	11	344,835	344,835	
ANALISTA PROGRAMADOR	BASE	1	344,835	344,835	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS	88	152,076	178,229	
SECRETARIA EJECUTIVA	MANDOS MEDIOS	1	152,076	152,076	
JEFE DE UNIDAD	MANDOS MEDIOS	23	152,076	233,858	
COORDINADOR	MANDOS MEDIOS	3	207,097	233,858	
ASESOR	MANDOS MEDIOS	7	207,097	207,097	
VISITADOR REGIONAL	MANDOS MEDIOS	1	218,378	218,378	
SUBDIRECTOR	MANDOS MEDIOS	16	218,378	233,858	
SECRETARIO PARTICULAR	MANDOS MEDIOS	1	218,378	218,378	
DIRECTOR	MANDOS MEDIOS	15	233,858	580,030	
FISCAL	MANDOS MEDIOS	21	233,858	233,858	
COMANDANTE GENERAL	MANDOS MEDIOS	4	233,858	233,858	
VISITADOR GENERAL	MANDOS MEDIOS	1	268,670	268,670	
FISCAL ESPECIALIZADO	MANDOS SUPERIORES	5	580,030	735,914	
OFICIAL MAYOR	MANDOS SUPERIORES	1	580,030	580,030	
CONTRALOR INTERNO	MANDOS SUPERIORES	1	580,030	580,030	
COORDINADOR GENERAL	MANDOS SUPERIORES	1	580,030	580,030	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			406	FISCALÍA GENERAL DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
VICEFISCAL GENERAL	MANDOS SUPERIORES	3	580,030	735,914	
FISCAL ESPECIAL	MANDOS SUPERIORES	1	735,914	735,914	
VICEFISCAL REGIONAL	MANDOS SUPERIORES	4	735,914	735,914	
FISCAL GENERAL	MANDOS SUPERIORES	1	813,863	813,863	


				407	TRIBUNAL ELECTORAL DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
MAGISTRADA(O) PRESIDENTA (E)	CONFIANZA	24	2,447,608.15	1,647,290.88	-	385,962.45	-	414,354.81	-	72,858.24	156,111.24
MAGISTRADOS	CONFIANZA	23B	4,895,216.29	2,939,684.60	-	1,126,822.06	-	828,709.63	-	145,716.49	312,222.49
SECRETARIO (A) GENERAL	CONFIANZA	22A	1,098,126.16	854,759.32	-	50,788.16	-	192,578.68	-	32,448.78	156,111.24
TITULAR DE LA UNIDAD ADMINISTRATIVA	CONFIANZA	21C	1,650,251.38	902,723.14	-	462,975.69	-	284,552.55	-	48,937.54	156,111.24
COORDINADOR(A) DE POENCIA	CONFIANZA	20	4,109,121.47	2,088,358.66	-	1,284,703.72	-	714,554.66	21,504.43	121,638.64	468,333.73
CONTRALOR (A) INTERN(A)	CONFIANZA	18B	743,712.24	317,509.26	-	292,994.01	-	133,208.97	-	21,876.37	124,802.65
TITULAR DE LA UNIDAD DE TRANSPARENCIA	CONFIANZA	18B	715,424.33	435,317.83	-	139,143.83	-	130,278.38	10,684.29	20,967.73	119,880.87
SECRETARIO (A) AUXILIAR DE LA SECRETARÍA GENERAL	CONFIANZA	18 B	513,188.91	305,931.77	-	109,900.80	-	97,356.33	-	14,900.67	87,017.61
TITULAR DE UNIDAD	CONFIANZA	18A	1,592,265.52	952,527.79	-	337,834.04	-	301,903.69	-	46,237.97	269,372.63
JEFE (A) DE DEPARTAMENTO	CONFIANZA	17B	1,622,634.47	952,527.79	-	344,092.54	-	304,754.45	21,259.70	47,224.03	274,713.84
OFICIAL DE PARTES	CONFIANZA	17A	911,260.14	635,018.52	-	77,313.69	-	178,065.60	20,862.33	26,272.80	154,922.35
SECRETARIO (A) DE ESTUDIO Y CUENTA	CONFIANZA	16B	1,300,082.24	611,863.55	-	432,636.46	-	243,455.25	12,126.99	37,862.47	217,699.69
SECRETARIO (A) DE ESTUDIO Y CUENTA	CONFIANZA	16A	6,196,632.32	4,115,127.34	-	786,728.69	-	1,225,172.70	69,603.59	178,143.97	1,053,225.78



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				407	TRIBUNAL ELECTORAL DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
SECRETARIA (O) PARTICULAR	CONFIANZA	16A	889,223.26	611,863.55	-	102,462.91	-	174,896.81	-	25,596.70	151,260.11	
JEFE (A) DE ACTUARÍA	CONFIANZA	15C	412,553.74	305,931.77	-	25,648.10	-	80,973.86	-	11,881.61	70,664.39	
JEFA (E) DE OFICINA	CONFIANZA	15B	810,328.23	509,004.03	-	139,270.77	-	162,053.43	-	23,229.85	138,439.66	
ENCARGADO (A) DEL ARCHIVO JUDICIAL	CONFIANZA	15B	456,880.07	317,509.26	-	38,656.84	-	90,282.80	10,431.16	13,136.40	77,461.17	
JEFE (A) DE OFICINA	CONFIANZA	15A	322,870.06	203,072.26	-	43,233.50	-	66,792.80	9,771.50	9,176.10	56,009.55	
AUDITOR(A)	CONFIANZA	15A	294,792.08	138,014.29	-	96,648.85	-	60,128.94	-	8,408.76	51,853.13	
ACTUARIO (A)	CONFIANZA	10	1,526,794.72	719,974.64	-	419,180.99	-	305,896.82	81,742.28	43,748.84	262,195.54	
CHOFER	CONFIANZA	7	603,860.91	301,454.59	-	163,297.58	-	126,768.06	12,340.69	17,095.83	105,213.72	
OFICIAL DE MANTENIMIENTO	CONFIANZA	4	229,098.93	138,014.29	-	39,556.91	-	51,527.73	-	6,362.97	40,771.74	
TÉCNICO	CONFIANZA	4	298,279.35	138,014.29	-	97,475.40	-	62,789.66	-	8,438.38	52,013.56	
OFICIAL ADMINISTRATIVO	CONFIANZA	4A	2,193,171.77	1,104,114.32	-	614,576.98	-	468,795.41	5,685.08	61,790.15	385,141.96	
OFICIAL ADMINISTRATIVO	CONFIANZA	4B	4,633,168.10	2,070,214.34	-	1,552,041.99	-	981,538.99	29,372.77	130,850.04	803,356.01	
OFICIAL ADMINISTRATIVO	CONFIANZA	4C	1,587,454.69	598,414.44	-	672,431.35	-	316,608.90	-	45,538.64	271,890.29	
OFICIAL DE LIMPIEZA	CONFIANZA	1	808,141.54	353,362.62	-	260,270.28	-	184,302.11	10,206.53	22,354.25	146,308.15	
HONORARIOS ASIMILABLES	HONORARIOS	16A	2,812,698.23	2,812,698.23	-	-	-	-	-	-	-	

			407	TRIBUNAL ELECTORAL DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
MAGISTRADA(O) PRESIDENTA (E)	CONFIANZA	1	2,447,608	2,447,608	
MAGISTRADOS	CONFIANZA	2	4,895,216	4,895,216	
SECRETARIO (A) GENERAL	CONFIANZA	1	1,098,126	1,098,126	
TITULAR DE LA UNIDAD ADMINISTRATIVA	CONFIANZA	1	1,650,251	1,650,251	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			407	TRIBUNAL ELECTORAL DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
COORDINADOR(A) DE PONENCIA	CONFIANZA	3	4,109,121	4,109,121	
CONTRALOR (A) INTERN(A)	CONFIANZA	1	743,712	743,712	
TITULAR DE LA UNIDAD DE TRANSPARENCIA	CONFIANZA	1	715,424	715,424	
SECRETARIO (A) AUXILIAR DE LA SECRETARÍA GENERAL	CONFIANZA	1	513,189	513,189	
TITULAR DE UNIDAD	CONFIANZA	3	1,592,266	1,592,266	
JEFE (A) DE DEPARTAMENTO	CONFIANZA	3	1,622,634	1,622,634	
OFICIAL DE PARTES	CONFIANZA	2	911,260	911,260	
SECRETARIO (A) DE ESTUDIO Y CUENTA	CONFIANZA	2	1,300,082	1,300,082	
SECRETARIO (A) DE ESTUDIO Y CUENTA	CONFIANZA	14	6,196,632	6,196,632	
SECRETARIA (O) PARTICULAR	CONFIANZA	2	889,223	889,223	
JEFE (A) DE ACTUARÍA	CONFIANZA	1	412,554	412,554	
JEFA (E) DE OFICINA	CONFIANZA	2	810,328	810,328	
ENCARGADO (A) DEL ARCHIVO JUDICIAL	CONFIANZA	1	456,880	456,880	
JEFE (A) DE OFICINA	CONFIANZA	1	322,870	322,870	
AUDITOR(A)	CONFIANZA	1	294,792	294,792	
ACTUARIO (A)	CONFIANZA	4	1,526,795	1,526,795	
CHOFER	CONFIANZA	2	603,861	603,861	
OFICIAL DE MANTENIMIENTO	CONFIANZA	1	229,099	229,099	
TÉCNICO	CONFIANZA	1	298,279	298,279	
OFICIAL ADMINISTRATIVO	CONFIANZA	8	2,193,172	2,193,172	
OFICIAL ADMINISTRATIVO	CONFIANZA	15	4,633,168	4,633,168	
OFICIAL ADMINISTRATIVO	CONFIANZA	4	1,587,455	1,587,455	
OFICIAL DE LIMPIEZA	CONFIANZA	4	808,142	808,142	
HONORARIOS ASIMILABLES	HONORARIOS	6	2,812,698	2,812,698	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				408	TRIBUNAL DE JUSTICIA ADMINISTRATIVA DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
MAGISTRADO PRESIDENTE	MANDOS MEDIOS Y SUPERIORES	24A	3,065,106.00	318,749.00	-	678,657.00	21,648.00	75,102.00	1,970,950.00	91,954.00	72,203.00
MAGISTRADO JUBILADO	MANDOS MEDIOS Y SUPERIORES	24A	1,039,801.00	318,749.00	-	605,802.00	21,648.00	61,130.00	32,472.00	31,194.00	14,042.00
MAGISTRADO	MANDOS MEDIOS Y SUPERIORES	23A	21,651,351.00	2,439,782.00	-	4,316,895.00	238,128.00	574,853.00	14,081,693.00	649,541.00	642,990.00
MAGISTRADO JUBILADO	MANDOS MEDIOS Y SUPERIORES	23A	2,687,049.00	887,194.00	-	1,430,832.00	86,592.00	170,147.00	112,284.00	80,612.00	71,932.00
PENSIONADA	MANDOS MEDIOS Y SUPERIORES	23A	218,760.00	218,760.00	-	-	-	-	-	6,563.00	-
SECRETARIO GENERAL DE ACUERDOS	MANDOS MEDIOS Y SUPERIORES	21B	942,723.00	95,935.00	-	94,620.00	21,648.00	22,604.00	707,916.00	28,282.00	40,605.00
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	21A	1,978,366.00	287,803.00	-	283,860.00	64,944.00	67,812.00	1,273,947.00	59,351.00	121,815.00
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	21A	650,208.00	95,935.00	-	94,620.00	21,648.00	22,604.00	415,401.00	19,507.00	40,605.00
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	18A	854,383.00	168,630.00	-	85,248.00	43,296.00	39,732.00	517,477.00	25,632.00	77,914.00
COORDINADOR	MANDOS MEDIOS Y SUPERIORES	18A	843,571.00	168,630.00	-	85,248.00	43,296.00	39,732.00	506,665.00	25,308.00	77,914.00
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	17A	1,604,110.00	419,142.00	-	145,200.00	108,240.00	98,757.00	832,771.00	48,124.00	194,440.00
ASESOR	MANDOS MEDIOS Y SUPERIORES	17A	964,616.00	251,485.00	-	87,120.00	64,944.00	59,254.00	501,813.00	28,939.00	116,664.00



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				408	TRIBUNAL DE JUSTICIA ADMINISTRATIVA DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
SECRETARIO DE ACUERDOS DE SALA	MANDOS MEDIOS Y SUPERIORES	16A	2,515,457.00	583,392.00	-	50,820.00	151,536.00	137,457.00	1,592,252.00	75,464.00	271,732.00	
SECRETARIO DE ESTUDIO Y CUENTA	MANDOS MEDIOS Y SUPERIORES	16A	2,114,921.00	500,050.00	-	43,560.00	129,888.00	117,820.00	1,323,603.00	63,448.00	232,913.00	
SECRETARIO DE ACUERDOS	CONFIANZA	15C	330,600.00	115,476.00	22,574.00	-	21,082.00	29,288.00	142,180.00	9,918.00	43,376.00	
JEFE DE OFICINA	CONFIANZA	15B	1,141,329.00	461,903.00	90,293.00	-	84,327.00	117,152.00	387,654.00	34,240.00	173,503.00	
JEFE DE OFICINA	CONFIANZA	15A	1,172,648.00	577,378.00	112,866.00	-	105,408.00	146,440.00	230,556.00	35,180.00	216,879.00	
ANALISTA	CONFIANZA	13A	1,141,739.00	522,815.00	112,866.00	-	105,408.00	133,584.00	267,066.00	34,253.00	209,142.00	
TECNICO ADMINISTRATIVO	CONFIANZA	12A	216,215.00	92,351.00	22,574.00	-	21,082.00	23,840.00	56,368.00	6,487.00	40,097.00	
SECRETARIA EJECUTIVA	CONFIANZA	10B	195,909.00	81,797.00	22,081.00	-	21,082.00	21,353.00	49,596.00	5,877.00	38,600.00	
ACTUARIO	CONFIANZA	10A	979,993.00	408,985.00	110,402.00	-	105,408.00	106,764.00	248,434.00	29,400.00	192,999.00	
CHOFER	CONFIANZA	7A	548,182.00	205,185.00	66,241.00	-	63,245.00	54,585.00	158,926.00	16,446.00	110,098.00	
OFICIAL ADMINISTRATIVO	CONFIANZA	4A	4,502,127.00	1,695,041.00	596,167.00	-	569,204.00	455,540.00	1,186,175.00	135,064.00	969,377.00	
AUXILIAR	CONFIANZA	1A	797,609.00	291,421.00	110,402.00	-	105,408.00	79,064.00	211,314.00	23,929.00	176,327.00	

			408	TRIBUNAL DE JUSTICIA ADMINISTRATIVA DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
MAGISTRADO PRESIDENTE	MANDOS MEDIOS Y SUPERIORES	1	3,065,106	3,065,106	
MAGISTRADO JUBILADO	MANDOS MEDIOS Y SUPERIORES	1	1,039,801	1,039,801	
MAGISTRADO	MANDOS MEDIOS Y SUPERIORES	11	1,961,742	1,984,350	
MAGISTRADO JUBILADO	MANDOS MEDIOS Y SUPERIORES	4	659,003	680,879	
PENSIONADA	MANDOS MEDIOS Y SUPERIORES	1	218,760	218,760	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			408	TRIBUNAL DE JUSTICIA ADMINISTRATIVA DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
SECRETARIO GENERAL DE ACUERDOS	MANDOS MEDIOS Y SUPERIORES	1	942,723	942,723	
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	3	650,208	664,079	
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	1	650,208	650,208	
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	2	421,786	432,598	
COORDINADOR	MANDOS MEDIOS Y SUPERIORES	2	421,786	421,786	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	5	314,371	326,503	
ASESOR	MANDOS MEDIOS Y SUPERIORES	3	314,371	326,503	
SECRETARIO DE ACUERDOS DE SALA	MANDOS MEDIOS Y SUPERIORES	7	357,779	360,527	
SECRETARIO DE ESTUDIO Y CUENTA	MANDOS MEDIOS Y SUPERIORES	6	348,467	360,527	
SECRETARIO DE ACUERDOS	CONFIANZA	1	330,600	330,600	
JEFE DE OFICINA	CONFIANZA	4	277,399	293,354	
JEFE DE OFICINA	CONFIANZA	5	231,328	242,718	
ANALISTA	CONFIANZA	5	226,665	229,153	
TECNICO ADMINISTRATIVO	CONFIANZA	1	216,215	216,215	
SECRETARIA EJECUTIVA	CONFIANZA	1	195,909	195,909	
ACTUARIO	CONFIANZA	5	194,476	198,932	
CHOFER	CONFIANZA	3	180,612	185,237	
OFICIAL ADMINISTRATIVO	CONFIANZA	27	160,760	171,650	
AUXILIAR	CONFIANZA	5	156,422	165,083	



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DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				409	UNIVERSIDAD AUTÓNOMA COMUNAL DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MMyS	NA	62,479.80	20,826.60				41,653.20			3,436.53
ABOGADO GENERAL	MMyS	NA	53,614.59	17,871.53				35,743.06			2,982.69
CONTRALOR INTERNO	MMyS	NA	53,614.59	17,871.53				35,743.06			2,982.69
DIRECTOR DE AREA	MMyS	NA	53,614.59	17,871.53				35,743.06			2,982.69
DIRECTOR DE AREA	MMyS	NA	53,614.59	17,871.53				35,743.06			2,982.69
DIRECTOR DE AREA	MMyS	NA	53,614.59	17,871.53				35,743.06			2,982.69
JEFE DE DEPARTAMENTO	MMyS	NA	45,982.29	15,327.43				30,654.86			2,661.97
JEFE DE DEPARTAMENTO	MMyS	NA	45,982.29	15,327.43				30,654.86			2,661.97
JEFE DE DEPARTAMENTO	MMyS	NA	45,982.29	15,327.43				30,654.86			2,661.97
JEFE DE DEPARTAMENTO	MMyS	NA	45,982.29	15,327.43				30,654.86			2,661.97
JEFE DE ÁREA	CONFIANZA	NA	37,018.20	12,339.40				24,678.80			2,250.65
PROFESOR TITULAR	CONFIANZA	NA	39,706.50	13,235.50				26,471.00			2,398.25
TÉCNICO	CONTRATO CONFIANZA	NA	16,237.95	5,412.65				10,825.30			1,282.80
SECRETARIA	CONTRATO CONFIANZA	NA	16,237.95	5,412.65				10,825.30			1,282.80
CHOFER RECTORÍA	CONTRATO CONFIANZA	NA	16,237.95	5,412.65				10,825.30			1,282.80



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			409	UNIVERSIDAD AUTÓNOMA COMUNAL DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
RECTOR	MMyS	1	291,572	749,757.60	
ABOGADO GENERAL	MMyS	1	250,201	643,375.08	
CONTRALOR INTERNO	MMyS	1	250,201	643,375.08	
DIRECTOR DE AREA	MMyS	4	250,201	643,375.08	
JEFE DE DEPARTAMENTO	MMyS	14	214,584	551,787.48	
JEFE DE ÁREA	CONFIANZA	17	172,752	444,218.40	
PROFESOR TITULAR	CONFIANZA	78	185,297	476,478.00	
PROFESOR TITULAR	HONORARIOS ASIMILADOS A SALARIOS	50	185,297	476,478.00	
TÉCNICO	CONTRATO CONFIANZA	17	75,777	194,855.40	
SECRETARIA	CONTRATO CONFIANZA	17	75,777	194,855.40	
CHOFER RECTORÍA	CONTRATO CONFIANZA	1	75,777	194,855.40	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
DIRECTOR GRAL DEL SIST	MMYS	NA	908,811.01	729,645.95	-	-	12,234.06	166,931.00	-	25,727.52	152,170.16
DIRECTOR DE AREA	MMYS	NA	2,734,294.62	2,198,322.00	-	-	36,859.54	499,113.08	-	77,513.44	458,467.58
COORDINADOR	MMYS	NA	2,734,294.62	2,198,322.00	-	-	36,859.54	499,113.08	-	77,513.44	458,467.58
DIRECTOR DE PLANTEL C	MMYS	NA	6,679,935.68	5,365,178.80	-	-	89,958.61	1,224,798.27	-	189,177.67	1,118,926.41
DIRECTOR DE PLANTEL B	MMYS	NA	15,962,247.01	12,829,771.90	-	-	215,118.37	2,917,356.74	-	452,381.27	2,675,692.87
DIRECTOR DE PLANTEL A	MMYS	NA	23,958,424.22	19,270,007.10	-	-	323,102.58	4,365,314.54	-	679,465.73	4,018,825.97
SUBDIRECTOR DE AREA	MMYS	NA	3,407,320.94	2,744,157.60	-	-	46,011.63	617,151.71	-	96,759.75	572,303.47
SUB-DIR DE PLANTEL C	MMYS	NA	9,802,758.80	7,887,445.60	-	-	132,249.77	1,783,063.43	-	278,113.49	1,644,953.79
SUB-DIR DE PLANTEL B	MMYS	NA	12,763,232.26	10,288,094.40	-	-	172,501.75	2,302,636.11	-	362,761.03	2,145,617.32
JEFE DE DEPARTAMENTO	MMYS	NA	12,418,822.13	10,024,476.80	-	-	168,081.64	2,226,263.69	-	353,465.80	2,090,638.97
JEFE DE MATERIA	CONFIANZA	NA	12,877,791.68	10,407,482.25	-	-	174,503.54	2,295,805.89	-	366,970.68	2,170,516.07
ADMINISTRATIVO	BASE	3	3,659,507.21	1,871,077.60	245,510.53	185,148.00	130,483.05	799,011.05	428,276.98	79,467.12	401,719.84
ADMINISTRATIVO	BASE	4	14,985,424.40	7,240,304.25	1,008,142.66	755,910.00	549,857.14	3,267,120.39	2,164,089.96	313,351.28	1,552,487.60
ADMINISTRATIVO	BASE	5	15,435,841.60	7,042,083.70	1,058,810.58	789,876.00	569,242.66	3,371,100.64	2,604,728.02	309,812.68	1,508,160.56
ADMINISTRATIVO	BASE	6	10,593,129.09	4,959,477.65	706,341.36	508,824.00	342,231.31	2,343,909.29	1,732,345.48	216,899.62	1,060,826.80
ADMINISTRATIVO	BASE	7	6,564,176.11	2,867,053.10	431,561.28	312,354.00	214,718.82	1,460,049.61	1,278,439.30	128,062.72	612,440.56
ADMINISTRATIVO	BASE	8	14,787,831.19	6,745,729.25	932,574.67	664,668.00	475,322.58	3,319,264.67	2,650,272.02	297,272.93	1,439,354.80
ADMINISTRATIVO	BASE	9	14,581,482.89	6,212,581.05	906,780.90	642,024.00	475,208.31	3,283,984.51	3,060,904.12	279,467.24	1,324,146.48



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ADMINISTRATIVO	BASE	10	17,163,248.34	7,443,956.00	1,038,431.10	731,268.00	477,882.30	3,923,566.83	3,548,144.11	334,125.86	1,584,965.20
ADMINISTRATIVO	BASE	11	14,719,656.35	6,129,733.35	882,269.92	607,392.00	401,672.63	3,376,176.07	3,322,412.38	284,938.55	1,303,870.08
ADMINISTRATIVO	BASE	12	33,735,814.29	13,648,386.60	2,011,663.95	1,379,286.00	805,510.98	7,817,162.64	8,073,804.12	627,274.25	2,900,404.80
ADMINISTRATIVO	BASE	13	29,507,067.13	11,723,478.80	1,725,372.03	1,150,848.00	648,006.00	6,872,605.39	7,386,756.91	542,545.23	2,488,977.92
ADMINISTRATIVO	BASE	14	24,944,017.56	10,160,494.05	1,401,323.81	911,754.00	570,578.35	5,874,444.22	6,025,423.13	466,857.02	2,154,492.16
ADMINISTRATIVO	BASE	15	28,228,934.01	11,230,758.00	1,558,493.39	991,674.00	545,376.33	6,696,177.77	7,206,454.52	520,942.40	2,379,206.56
ADMINISTRATIVO	BASE	16	48,594,056.78	19,292,958.30	2,626,148.94	1,633,698.00	999,293.37	11,605,102.17	12,436,856.00	892,383.28	4,083,118.48
ADMINISTRATIVO	BASE	16A	33,861,391.29	13,012,001.80	1,816,394.90	1,126,872.00	601,354.83	8,144,921.99	9,159,845.77	609,636.33	2,751,674.24
ADMINISTRATIVO	BASE	16B	39,384,828.89	15,369,562.35	2,043,568.00	1,174,824.00	721,820.03	9,581,139.55	10,493,914.96	714,659.49	3,246,886.96
ADMINISTRATIVO	BASE	16C	33,496,105.12	12,818,800.00	1,721,162.87	972,360.00	526,533.79	8,235,002.24	9,222,246.22	601,219.92	2,705,408.00
ADMINISTRATIVO	BASE	16D	58,676,920.68	22,287,907.40	2,951,036.21	1,646,352.00	984,302.66	14,446,256.18	16,361,066.23	1,047,591.99	4,701,708.40
ADMINISTRATIVO	CONTRATO	3	3,105,619.98	2,405,484.00	335,160.00	65,880.00	-	299,095.98	-	80,182.80	508,639.59
ADMINISTRATIVO	CONTRATO	4	3,989,442.96	3,106,490.40	413,364.00	81,252.00	-	388,336.56	-	103,549.68	656,867.40
ADMINISTRATIVO	CONTRATO	5	786,022.62	615,157.20	78,204.00	15,372.00	-	77,289.42	-	20,505.24	130,074.99
ADMINISTRATIVO	CONTRATO	6	469,021.80	368,956.80	44,688.00	8,784.00	-	46,593.00	-	12,298.56	78,015.92
ADMINISTRATIVO	CONTRATO	8	386,179.19	306,925.20	33,516.00	6,588.00	-	39,149.99	-	10,230.84	64,899.33
ADMINISTRATIVO	CONTRATO	9	269,141.76	214,869.60	22,344.00	4,392.00	-	27,536.16	-	7,162.32	45,434.18
ADMINISTRATIVO	CONTRATO	10	563,192.09	451,540.80	44,688.00	8,784.00	-	58,179.29	-	15,051.36	95,478.30



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ADMINISTRATIVO	CONTRATO	11	1,177,438.67	947,836.80	89,376.00	17,568.00	-	122,657.87	-	31,594.56	200,420.09
ADMINISTRATIVO	CONTRATO	13	161,835.97	131,331.60	11,172.00	2,196.00	-	17,136.37	-	4,377.72	27,770.07
ADMINISTRATIVO	CONTRATO	14	1,037,653.28	846,460.80	67,032.00	13,176.00	-	110,984.48	-	28,215.36	178,984.14
ADMINISTRATIVO	CONTRATO	16	4,858,216.98	3,995,370.00	279,300.00	54,900.00	-	528,646.98	-	133,179.00	844,820.99
DOCENTE	BASE	NA	84,466,188.34	38,350,511.83	2,549,460.00	4,013,377.44	5,413,016.43	18,739,240.19	15,400,582.45	1,738,469.65	8,130,632.96
PROFR ASOC B 1_2 T	BASE	NA	6,233,746.63	2,849,345.27	136,728.00	257,426.40	379,064.57	1,443,263.69	1,167,918.70	127,121.34	601,241.20
PROFR ASOC B 3_4 T	BASE	NA	472,101.95	217,850.25	9,768.00	19,104.96	35,217.48	108,397.64	81,763.62	10,098.41	45,933.68
PROFR ASOC C 1_2 T	BASE	NA	52,030,280.91	21,938,835.21	1,171,896.00	2,252,453.52	2,554,040.05	12,205,863.42	11,907,192.71	1,000,840.12	4,632,427.20
PROFR ASOC C 3_4 T	BASE	NA	38,346,244.97	15,455,888.77	691,632.00	1,509,602.40	1,596,104.63	9,293,479.02	9,799,538.15	714,632.85	3,255,876.40
PROFR ASOC C T C	BASE	NA	6,196,795.99	2,512,039.50	107,400.00	241,556.40	244,374.36	1,518,542.62	1,572,883.11	119,541.31	528,893.60
PROFR TITULAR A 1_2 T	BASE	NA	45,016,494.72	17,912,210.12	974,496.00	1,869,966.48	2,399,215.91	10,592,405.03	11,268,201.18	819,682.29	3,781,652.08
PROFR TITULAR A 3_4 T	BASE	NA	60,826,666.65	24,613,233.61	989,712.00	2,146,674.48	2,841,273.48	14,887,985.16	15,347,787.92	1,124,278.59	5,179,675.68
PROFR TITULAR A T C	BASE	NA	58,733,601.56	23,813,505.20	876,420.00	1,939,113.60	2,690,131.13	14,538,632.89	14,875,798.74	1,093,791.53	5,007,385.76
PROFR TITULAR B 1_2 T	BASE	NA	14,616,423.00	5,532,681.21	290,196.00	586,445.76	719,142.17	3,508,704.20	3,979,253.66	257,354.45	1,166,860.48
PROFR TITULAR B 3_4 T	BASE	NA	32,487,450.48	12,543,057.86	456,756.00	1,050,017.76	1,264,265.61	8,163,275.63	9,010,077.62	587,001.04	2,636,401.12
PROFR TITULAR B T C	BASE	NA	75,032,903.54	28,867,831.75	956,952.00	2,272,160.88	2,845,333.44	19,023,319.46	21,067,306.01	1,354,909.07	6,062,988.80
PROFR TITULAR C 1_2 T	BASE	NA	4,182,823.11	1,507,599.17	69,552.00	152,791.20	168,994.85	1,026,224.97	1,257,660.92	71,867.72	317,414.88
PROFR TITULAR C 3_4 T	BASE	NA	7,099,862.61	2,696,605.89	90,180.00	206,370.00	291,889.72	1,786,867.81	2,027,949.19	129,432.42	566,386.24



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				506		COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROFR TITULAR C T C	BASE	NA	66,680,276.40	25,081,796.25	724,452.00	1,772,502.48	2,221,099.90	17,217,732.45	19,662,693.32	1,223,654.17	5,262,400.08
TEC DOC ASOC B 1_2 T	BASE	NA	7,948,057.50	2,799,238.06	269,916.00	541,118.64	321,998.46	1,755,996.23	2,259,790.11	134,753.28	595,791.84
TEC DOC ASOC B 3_4 T	BASE	NA	2,673,385.78	940,715.23	69,552.00	160,855.20	95,804.62	623,270.32	783,188.41	45,408.32	199,189.92
TECNICO DOCENTE	BASE	NA	22,632,231.64	8,339,298.21	1,298,856.00	1,863,220.56	1,248,799.97	4,368,860.46	5,513,196.44	391,590.27	1,803,692.88
DOCENTE	BASE II	NA	3,531,361.31	2,233,133.96	139,782.72	220,741.92	60,506.87	494,203.58	382,992.26	90,834.99	498,614.02
DOCENTE	CONTRATO	NA	16,487,531.98	13,362,807.60	849,171.84	566,529.60	-	1,709,022.94	-	445,426.92	2,825,565.67
PROFR ASOC B 1_2 T	CONTRATO	NA	4,769,864.44	3,885,684.12	226,533.12	151,132.80	-	506,514.40	-	129,522.80	821,627.91
PROFR ASOC B 3_4 T	CONTRATO	NA	3,136,141.86	2,547,982.80	147,639.36	98,498.40	-	342,021.30	-	84,932.76	538,770.96
PROFR ASOC B T C	CONTRATO	NA	841,323.39	682,354.80	39,283.20	26,208.00	-	93,477.39	-	22,745.16	144,283.92
PROFR ASOC C 1_2 T	CONTRATO	NA	1,048,033.07	856,068.84	46,485.12	31,012.80	-	114,466.31	-	28,535.63	181,015.76
PROFR ASOC C 3_4 T	CONTRATO	NA	1,033,623.10	844,915.68	44,193.60	29,484.00	-	115,029.82	-	28,163.86	178,657.42
PROFR ASOC C T C	CONTRATO	NA	632,977.62	517,701.60	26,188.80	17,472.00	-	71,615.22	-	17,256.72	109,468.00
PROFR TITULAR A 1_2 T	CONTRATO	NA	229,593.29	188,865.36	9,166.08	6,115.20	-	25,446.65	-	6,295.51	39,935.58
PROFR TITULAR A 3_4 T	CONTRATO	NA	2,791,174.67	2,302,443.00	103,773.12	69,232.80	-	315,725.75	-	76,748.10	486,851.57
PROFR TITULAR A T C	CONTRATO	NA	2,536,465.86	2,091,272.40	91,660.80	61,152.00	-	292,380.66	-	69,709.08	442,199.55
PROFR TITULAR B 1_2 T	CONTRATO	NA	677,984.55	564,798.96	22,260.48	14,851.20	-	76,073.91	-	18,826.63	119,426.74
PROFR TITULAR B 3_4 T	CONTRATO	NA	1,623,800.99	1,350,185.76	51,722.88	34,507.20	-	187,385.15	-	45,006.19	285,496.78
PROFR TITULAR B T C	CONTRATO	NA	2,941,634.93	2,443,417.20	91,660.80	61,152.00	-	345,404.93	-	81,447.24	516,660.57



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROFR TITULAR C 3_4 T	CONTRATO	NA	1,107,706.14	928,422.00	29,462.40	19,656.00	-	130,165.74	-	30,947.40	196,314.83
PROFR TITULAR C T C	CONTRATO	NA	986,969.69	825,256.80	26,188.80	17,472.00	-	118,052.09	-	27,508.56	174,500.55
TECNICO DOCENTE	CONTRATO	NA	1,753,832.88	1,385,338.32	119,813.76	79,934.40	-	168,746.40	-	46,177.94	292,929.79

			506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DIRECTOR GRAL DEL SIST	MMYS	1	908,811.01	908,811.01	
DIRECTOR DE AREA	MMYS	4	683,573.65	683,573.65	
COORDINADOR	MMYS	4	683,573.65	683,573.65	
DIRECTOR DE PLANTEL C	MMYS	8	834,991.96	834,991.96	
DIRECTOR DE PLANTEL B	MMYS	22	725,556.68	725,556.68	
DIRECTOR DE PLANTEL A	MMYS	38	630,458.08	630,458.08	
SUBDIRECTOR DE AREA	MMYS	6	567,886.82	567,886.82	
SUB-DIR DE PLANTEL C	MMYS	16	612,672.43	612,672.43	
SUB-DIR DE PLANTEL B	MMYS	24	531,801.34	531,801.34	
JEFE DE DEPARTAMENTO	MMYS	26	477,647.00	477,647.00	
JEFE DE MATERIA	CONFIANZA	33	390,236.11	390,236.11	
NIVEL 3	BASE	23	142,112.47	186,098.08	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
NIVEL 4	BASE	85	147,815.42	206,847.58	
NIVEL 5	BASE	79	177,134.16	211,580.33	
NIVEL 6	BASE	53	161,160.96	227,139.44	
NIVEL 7	BASE	29	201,842.31	283,909.64	
NIVEL 8	BASE	65	174,779.86	270,856.01	
NIVEL 9	BASE	57	183,381.08	312,366.63	
NIVEL 10	BASE	65	190,865.23	338,469.29	
NIVEL 11	BASE	51	199,348.76	370,463.29	
NIVEL 12	BASE	108	208,105.32	385,666.76	
NIVEL 13	BASE	88	218,310.10	403,388.44	
NIVEL 14	BASE	71	233,425.12	412,684.76	
NIVEL 15	BASE	74	245,913.01	451,469.26	
NIVEL 16	BASE	119	261,512.84	477,295.98	
NIVEL 16A	BASE	76	347,659.77	500,823.23	
NIVEL 16B	BASE	83	394,938.32	536,826.85	
NIVEL 16C	BASE	64	440,786.45	574,964.04	
NIVEL 16D	BASE	107	414,921.25	595,702.25	
NIVEL 3	CONTRATO	30	103,520.67	103,520.67	
NIVEL 4	CONTRATO	37	107,822.78	107,822.78	
NIVEL 5	CONTRATO	7	112,288.95	112,288.95	
NIVEL 6	CONTRATO	4	117,255.45	117,255.45	
NIVEL 8	CONTRATO	3	128,726.40	128,726.40	
NIVEL 9	CONTRATO	2	134,570.88	134,570.88	
NIVEL 10	CONTRATO	4	140,798.02	140,798.02	
NIVEL 11	CONTRATO	8	147,179.83	147,179.83	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
NIVEL 13	CONTRATO	1	161,835.97	161,835.97	
NIVEL 14	CONTRATO	6	172,942.21	172,942.21	
NIVEL 16	CONTRATO	25	194,328.68	194,328.68	
DOCENTE	BASE	265	90,175.75	590,537.64	
PROFR ASOC B 1_2 T	BASE	14	220,794.55	542,869.86	
PROFR ASOC B 3_4 T	BASE	1	472,101.95	472,101.95	
PROFR ASOC C 1_2 T	BASE	114	248,063.72	669,171.90	
PROFR ASOC C 3_4 T	BASE	65	472,369.29	691,413.12	
PROFR ASOC C T C	BASE	10	526,660.16	722,648.79	
PROFR TITULAR A 1_2 T	BASE	92	325,347.36	726,551.22	
PROFR TITULAR A 3_4 T	BASE	93	536,050.69	764,447.61	
PROFR TITULAR A T C	BASE	82	608,193.43	810,185.72	
PROFR TITULAR B 1_2 T	BASE	26	483,477.83	755,249.91	
PROFR TITULAR B 3_4 T	BASE	41	684,516.04	881,344.16	
PROFR TITULAR B T C	BASE	85	642,980.68	957,408.88	
PROFR TITULAR C 1_2 T	BASE	6	607,655.01	851,524.91	
PROFR TITULAR C 3_4 T	BASE	8	802,417.31	973,366.73	
PROFR TITULAR C T C	BASE	63	727,145.39	1,119,211.76	
TEC DOC ASOC B 1_2 T	BASE	24	261,943.50	488,725.34	
TEC DOC ASOC B 3_4 T	BASE	6	407,704.08	529,035.10	
TECNICO DOCENTE	BASE	129	65,574.49	344,152.77	
DOCENTE	BASE II	23	75,153.49	273,364.82	
DOCENTE	CONTRATO	132	37,663.09	255,880.19	
PROFR ASOC B 1_2 T	CONTRATO	30	139,303.56	203,563.09	
PROFR ASOC B 3_4 T	CONTRATO	14	209,707.56	261,386.11	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			506	COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
PROFR ASOC B T C	CONTRATO	3	280,441.13	280,441.13	
PROFR ASOC C 1_2 T	CONTRATO	5	161,937.10	258,640.17	
PROFR ASOC C 3_4 T	CONTRATO	4	247,101.35	285,861.50	
PROFR ASOC C T C	CONTRATO	2	316,488.81	316,488.81	
PROFR TITULAR A 1_2 T	CONTRATO	1	229,593.29	229,593.29	
PROFR TITULAR A 3_4 T	CONTRATO	10	268,135.22	306,895.37	
PROFR TITULAR A T C	CONTRATO	7	362,352.27	362,352.27	
PROFR TITULAR B 1_2 T	CONTRATO	3	215,228.55	247,527.44	
PROFR TITULAR B 3_4 T	CONTRATO	5	314,411.97	366,153.11	
PROFR TITULAR B T C	CONTRATO	7	420,233.56	420,233.56	
PROFR TITULAR C 3_4 T	CONTRATO	3	369,235.38	369,235.38	
PROFR TITULAR C T C	CONTRATO	2	493,484.85	493,484.85	
TECNICO DOCENTE	CONTRATO	21	28,542.48	139,694.35	




GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
ENCARGADO DE ORDEN	CONTRATO	8	161,208.88	104,041.30	16,566.00	0.00	0.00	18,242.86	22,358.73	4,836.27	31,750.94	
JEFE DE OFICINA	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
JEFE DE OFICINA	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
LABORATORISTA	CONTRATO	8	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
OFICIAL DE MANTENIMIENTO	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05	
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05	
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05	
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05	
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05	
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05	




ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA					
						Tabulador de Sueldos					
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", TT	BASE	SN	241,462.16	167,855.72	16,566.00	0.00	0.00	29,432.24	27,608.19	7,243.10	44,694.05
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "B", MT	BASE	SN	174,428.78	111,904.30	16,566.00	0.00	0.00	19,621.58	26,336.90	5,232.35	33,852.31	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TT	BASE	SN	278,693.97	188,837.22	16,566.00	0.00	0.00	33,111.18	40,179.56	8,359.96	50,606.52	
PROF. ASOCIADO "C", TC	BASE	SN	367,652.21	251,782.71	16,566.00	0.00	0.00	44,148.20	55,155.29	11,028.42	64,871.90	
PROF. ASOCIADO "C", MT	BASE	SN	194,386.11	125,892.09	16,566.00	0.00	0.00	22,074.23	29,853.79	5,830.92	37,050.81	
PROF. ASOCIADO "C", MT	BASE	SN	194,386.11	125,892.09	16,566.00	0.00	0.00	22,074.23	29,853.79	5,830.92	37,050.81	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. TITULAR "A", MT	BASE	SN	220,698.57	145,289.85	16,566.00	0.00	0.00	25,475.48	33,367.23	6,620.16	41,278.48	
PROF. TITULAR "A", MT	BASE	SN	220,698.57	145,289.85	16,566.00	0.00	0.00	25,475.48	33,367.23	6,620.16	41,278.48	
PROF. TITULAR "A", MT	BASE	SN	220,698.57	145,289.85	16,566.00	0.00	0.00	25,475.48	33,367.23	6,620.16	41,278.48	
PROF. TITULAR "A", MT	BASE	SN	220,698.57	145,289.85	16,566.00	0.00	0.00	25,475.48	33,367.23	6,620.16	41,278.48	
PROF. TITULAR "A", MT	BASE	SN	220,698.57	145,289.85	16,566.00	0.00	0.00	25,475.48	33,367.23	6,620.16	41,278.48	
PROF. TITULAR "A", TT	BASE	SN	309,335.80	217,934.80	16,566.00	0.00	0.00	38,213.23	36,621.78	9,279.47	55,602.53	
PROF. TITULAR "A", TT	BASE	SN	309,335.80	217,934.80	16,566.00	0.00	0.00	38,213.23	36,621.78	9,279.47	55,602.53	
PROF. TITULAR "A", TT	BASE	SN	309,335.80	217,934.80	16,566.00	0.00	0.00	38,213.23	36,621.78	9,279.47	55,602.53	
PROF. TITULAR "A", TT	BASE	SN	309,335.80	217,934.80	16,566.00	0.00	0.00	38,213.23	36,621.78	9,279.47	55,602.53	
PROF. TITULAR "A", TT	BASE	SN	309,335.80	217,934.80	16,566.00	0.00	0.00	38,213.23	36,621.78	9,279.47	55,602.53	
PROF. TITULAR "A", TT	BASE	SN	309,335.80	217,934.80	16,566.00	0.00	0.00	38,213.23	36,621.78	9,279.47	55,602.53	
PROF. TITULAR "A", TT	BASE	SN	309,335.80	217,934.80	16,566.00	0.00	0.00	38,213.23	36,621.78	9,279.47	55,602.53	
PROGRAMADOR	CONTRATO	13	197,104.35	133,559.78	16,566.00	0.00	0.00	23,418.70	23,559.87	5,913.13	37,552.44	
PROGRAMADOR	CONTRATO	13	197,104.35	133,559.78	16,566.00	0.00	0.00	23,418.70	23,559.87	5,913.13	37,552.44	
PROGRAMADOR	CONTRATO	13	197,104.35	133,559.78	16,566.00	0.00	0.00	23,418.70	23,559.87	5,913.13	37,552.44	
PROGRAMADOR	CONTRATO	13	197,104.35	133,559.78	16,566.00	0.00	0.00	23,418.70	23,559.87	5,913.13	37,552.44	
PROGRAMADOR	CONTRATO	13	197,104.35	133,559.78	16,566.00	0.00	0.00	23,418.70	23,559.87	5,913.13	37,552.44	
PROGRAMADOR	CONTRATO	13	197,104.35	133,559.78	16,566.00	0.00	0.00	23,418.70	23,559.87	5,913.13	37,552.44	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	159,498.61	104,041.30	16,566.00	0.00	0.00	18,242.86	20,648.46	4,784.96	31,489.79	
TAQUIMECANOGRAFA	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
TAQUIMECANOGRAFA	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
TAQUIMECANOGRAFA	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
TAQUIMECANOGRAFA	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
TAQUIMECANOGRAFA	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
TECNICO ESPECIALIZADO	CONTRATO	14	209,723.82	143,465.39	16,566.00	0.00	0.00	25,155.57	24,536.86	6,291.71	39,586.90	
PROF. TITULAR "C", TT	BASE	SN	432,198.30	303,487.81	16,566.00	0.00	0.00	53,214.30	58,930.19	12,964.35	75,286.75	
TRABAJADOR SOCIAL	CONTRATO	10	173,211.42	114,805.11	16,566.00	0.00	0.00	20,130.21	21,710.09	5,196.34	33,700.51	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
VIGILANTE	CONTRATO	4	135,727.16	85,381.99	16,566.00	0.00	0.00	14,971.09	18,808.09	4,071.81	27,657.44	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.04	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.04	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.35	414,963.91	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.97	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.35	414,963.91	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.97	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.35	414,963.91	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.97	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	




GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
INGENIERO EN SISTEMAS	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	




ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
SUPERVISOR	CONFIANZA	16	222,715.20	162,025.53	16,566.00	0.00	0.00	28,409.96	15,713.72	6,681.46	41,796.46	
ALMACENISTA	CONTRATO	4	135,598.62	85,381.99	16,566.00	0.00	0.00	14,971.09	18,679.54	4,057.55	27,584.84	
ALMACENISTA	CONTRATO	4	135,598.62	85,381.99	16,566.00	0.00	0.00	14,971.09	18,679.54	4,057.55	27,584.84	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	130,833.89	81,541.04	16,566.00	0.00	0.00	14,297.61	18,429.25	3,914.48	26,814.94	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	130,833.89	81,541.04	16,566.00	0.00	0.00	14,297.61	18,429.25	3,914.48	26,814.94	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	130,833.89	81,541.04	16,566.00	0.00	0.00	14,297.61	18,429.25	3,914.48	26,814.94	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	130,833.89	81,541.04	16,566.00	0.00	0.00	14,297.61	18,429.25	3,914.48	26,814.94	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	130,833.89	81,541.04	16,566.00	0.00	0.00	14,297.61	18,429.25	3,914.48	26,814.94	
BIBLIOTECARIO	CONTRATO	6	146,456.38	93,803.85	16,566.00	0.00	0.00	16,447.80	19,638.73	4,383.15	29,333.53	
BIBLIOTECARIO	CONTRATO	6	146,456.38	93,803.85	16,566.00	0.00	0.00	16,447.80	19,638.73	4,383.15	29,333.53	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	
PROF. CECYT I	BASE	SN	158,841.72	109,240.12	16,566.00	0.00	0.00	19,154.43	13,881.17	4,765.25	31,445.88	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
ALMACENISTA	BASE	4	254,595.33	85,997.32	33,724.80	0.00	4,200.00	42,068.20	88,605.01	14,167.17	79,042.83	
ALMACENISTA	BASE	4	250,333.58	85,734.15	33,724.80	0.00	28,200.00	36,067.94	66,606.69	7,443.66	44,820.16	
ANALISTA ESPECIALIZADO	BASE	13	388,652.03	134,839.98	33,724.80	0.00	4,200.00	72,314.52	143,572.74	11,609.72	66,548.05	
ANALISTA ESPECIALIZADO	BASE	13	383,548.74	134,794.24	33,724.80	0.00	4,200.00	71,271.65	139,558.05	11,458.12	65,776.42	
ANALISTA ESPECIALIZADO	BASE	13	382,948.74	134,794.24	33,724.80	0.00	4,200.00	71,271.65	138,958.05	11,441.62	65,692.43	
ANALISTA ESPECIALIZADO	BASE	13	385,398.74	134,794.24	33,724.80	0.00	4,200.00	71,271.65	141,408.05	11,510.62	66,043.64	
ANALISTA ESPECIALIZADO	BASE	13	382,395.45	134,748.50	33,724.80	0.00	6,700.00	70,228.79	136,993.36	11,422.02	65,592.67	
ANALISTA ESPECIALIZADO	BASE	13	368,238.87	134,657.02	33,724.80	0.00	4,200.00	68,143.06	127,513.99	11,000.32	63,446.23	
ANALISTA ESPECIALIZADO	BASE	13	365,785.58	134,611.28	33,724.80	0.00	4,200.00	67,100.20	126,149.30	10,922.22	63,048.71	
ANALISTA ESPECIALIZADO	BASE	13	360,882.29	134,565.54	33,724.80	0.00	4,200.00	66,057.33	122,334.62	10,775.12	62,299.98	
ANALISTA ESPECIALIZADO	BASE	13	332,262.54	134,291.10	33,724.80	0.00	4,200.00	59,800.15	100,246.50	9,913.53	57,914.47	
ANALISTA ESPECIALIZADO	BASE	13	330,489.84	134,254.51	33,724.80	0.00	8,200.00	58,965.84	95,344.69	9,863.35	57,659.05	
ANALISTA ESPECIALIZADO	BASE	13	390,417.50	134,217.92	33,724.80	0.00	70,800.00	58,131.61	93,543.17	11,659.68	66,802.37	
ANALISTA ESPECIALIZADO	BASE	13	322,622.09	134,144.73	33,724.80	0.00	4,200.00	56,463.00	94,089.56	9,612.32	56,381.30	
ANALISTA ESPECIALIZADO	BASE	13	322,844.80	134,181.33	33,724.80	0.00	4,200.00	57,297.30	93,441.36	9,637.00	56,506.92	
ANALISTA ESPECIALIZADO	BASE	13	320,172.09	134,144.73	33,724.80	0.00	4,200.00	56,463.00	91,639.56	9,543.32	56,030.09	
ANALISTA ESPECIALIZADO	BASE	13	305,477.05	134,071.55	33,724.80	0.00	4,200.00	54,794.46	78,686.23	9,117.47	53,862.50	
ANALISTA ESPECIALIZADO	BASE	13	304,804.34	134,034.96	33,724.80	0.00	4,200.00	53,960.16	78,884.43	9,089.79	53,721.61	
ANALISTA ESPECIALIZADO	BASE	13	303,158.93	133,961.78	33,724.80	0.00	4,200.00	52,291.54	78,980.81	9,025.42	53,394.00	
ANALISTA ESPECIALIZADO	BASE	13	253,010.27	133,559.27	33,724.80	0.00	4,200.00	43,114.40	38,411.80	7,538.96	45,827.92	
PROF. ASOCIADO "A", MT	BASE	SN	298,721.36	144,758.84	33,724.80	0.00	0.00	52,843.43	67,394.29	8,914.15	52,946.13	
PROF. ASOCIADO "A", MT	BASE	SN	338,849.36	165,792.74	33,724.80	0.00	0.00	60,318.28	79,013.54	10,111.89	59,270.38	
PROF. ASOCIADO "A", MT	BASE	SN	292,684.43	144,679.68	33,724.80	0.00	0.00	51,038.37	63,241.58	8,728.54	52,001.38	
PROF. ASOCIADO "A", MT	BASE	SN	314,071.36	144,758.84	33,724.80	0.00	2,500.00	52,843.43	80,244.29	9,341.65	55,122.10	
PROF. ASOCIADO "A", MT	BASE	SN	378,972.77	181,568.16	33,724.80	0.00	14,700.00	65,924.46	83,055.35	11,321.52	65,598.21	
PROF. ASOCIADO "A", MT	BASE	SN	310,279.15	155,216.08	33,724.80	0.00	0.00	55,219.36	66,118.92	9,260.88	54,824.89	
PROF. ASOCIADO "A", MT	BASE	SN	269,617.45	144,481.76	33,724.80	0.00	0.00	46,525.81	44,885.09	8,039.53	48,494.33	
PROF. ASOCIADO "A", MT	BASE	SN	337,989.75	165,747.40	33,724.80	0.00	4,000.00	59,284.71	75,232.84	10,086.10	59,139.12	
PROF. ASOCIADO "A", MT	BASE	SN	266,832.00	128,948.15	33,724.80	0.00	0.00	46,433.13	57,725.92	7,957.55	47,906.19	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "A", MT	BASE	SN	349,591.01	176,244.22	33,724.80	0.00	0.00	62,563.17	77,058.82	10,435.64	61,032.15	
PROF. ASOCIADO "A", MT	BASE	SN	320,430.79	175,972.20	33,724.80	0.00	0.00	56,361.18	54,372.61	9,560.83	56,579.39	
PROF. ASOCIADO "A", MT	BASE	SN	268,981.81	144,481.76	33,724.80	0.00	0.00	46,525.81	44,249.44	8,021.96	48,404.90	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	250,590.90	82,211.75	33,724.80	0.00	4,200.00	42,148.42	88,305.94	7,470.88	44,917.03	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	245,590.90	82,211.75	33,724.80	0.00	4,200.00	42,148.42	83,305.94	7,320.88	44,153.53	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	257,960.31	82,127.97	33,724.80	0.00	16,200.00	40,238.37	85,669.17	7,673.96	45,950.72	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	236,592.41	81,988.35	33,724.80	0.00	4,200.00	37,054.89	79,624.37	7,031.43	42,680.21	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	236,592.41	81,988.35	33,724.80	0.00	4,200.00	37,054.89	79,624.37	7,031.43	42,680.21	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	224,247.34	81,966.01	33,724.80	0.00	4,200.00	36,545.49	67,811.04	6,680.58	40,894.37	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	201,938.62	81,787.29	33,724.80	0.00	4,200.00	32,470.69	49,755.84	6,008.31	37,472.56	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	218,702.64	81,943.67	33,724.80	0.00	4,200.00	36,036.17	62,798.00	6,511.23	40,032.43	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	216,907.94	81,921.33	33,724.80	0.00	4,200.00	35,526.85	61,534.95	6,455.89	39,750.74	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	215,057.94	81,921.33	33,724.80	0.00	4,200.00	35,526.85	59,684.95	6,403.39	39,483.51	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	212,143.55	81,764.95	33,724.80	0.00	9,200.00	31,961.29	55,492.51	6,294.96	38,931.60	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	220,102.64	81,943.67	33,724.80	0.00	4,200.00	36,036.17	64,198.00	6,548.73	40,223.30	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	215,057.94	81,921.33	33,724.80	0.00	4,200.00	35,526.85	59,684.95	6,403.39	39,483.51	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	213,462.86	81,898.99	33,724.80	0.00	4,200.00	35,017.45	58,621.62	6,352.54	39,224.68	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	226,362.86	81,898.99	33,724.80	0.00	4,200.00	35,017.45	71,521.62	6,724.54	41,118.16	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	218,968.16	81,876.65	33,724.80	0.00	4,200.00	34,508.13	64,658.58	6,502.70	39,988.99	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	212,118.16	81,876.65	33,724.80	0.00	4,200.00	34,508.13	57,808.58	6,312.20	39,019.34	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	201,938.62	81,787.29	33,724.80	0.00	4,200.00	32,470.69	49,755.84	6,008.31	37,472.56	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	210,268.16	81,876.65	33,724.80	0.00	4,200.00	34,508.13	55,958.58	6,259.70	38,752.12	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	208,073.09	81,854.31	33,724.80	0.00	4,200.00	33,998.73	54,295.25	6,192.35	38,409.29	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	210,478.39	81,831.97	33,724.80	0.00	4,200.00	33,489.41	57,232.21	6,266.01	38,784.22	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	224,528.39	81,831.97	33,724.80	0.00	16,200.00	33,489.41	59,282.21	6,683.01	40,906.75	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	381,299.59	81,831.97	33,724.80	0.00	4,200.00	33,489.41	228,053.41	11,389.14	64,860.98	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	204,878.39	81,831.97	33,724.80	0.00	4,200.00	33,489.41	51,632.21	6,099.51	37,936.73	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	225,128.39	81,831.97	33,724.80	0.00	16,200.00	33,489.41	59,882.21	6,699.51	40,990.73	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	203,083.32	81,809.63	33,724.80	0.00	4,200.00	32,980.01	50,368.88	6,044.16	37,654.99	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	222,733.32	81,809.63	33,724.80	0.00	16,200.00	32,980.01	58,018.88	6,627.66	40,625.01	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	209,933.32	81,809.63	33,724.80	0.00	4,200.00	32,980.01	57,218.88	6,246.66	38,685.72	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	209,133.32	81,809.63	33,724.80	0.00	8,200.00	32,980.01	52,418.88	6,221.16	38,555.92	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	209,933.32	81,809.63	33,724.80	0.00	4,200.00	32,980.01	57,218.88	6,246.66	38,685.72	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	207,738.62	81,787.29	33,724.80	0.00	4,200.00	32,470.69	55,555.84	6,179.31	38,342.95	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	212,938.62	81,787.29	33,724.80	0.00	8,200.00	32,470.69	56,755.84	6,320.31	39,060.64	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	200,088.62	81,787.29	33,724.80	0.00	4,200.00	32,470.69	47,905.84	5,955.81	37,205.33	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	191,908.32	81,697.42	33,724.80	0.00	4,200.00	30,433.09	41,853.01	5,705.91	35,933.29	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	217,150.06	81,787.29	33,724.80	0.00	4,200.00	42,732.13	54,705.84	6,451.16	39,726.63	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	195,898.85	81,742.61	33,724.80	0.00	4,200.00	31,451.97	44,779.47	5,828.62	36,557.92	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	200,943.55	81,764.95	33,724.80	0.00	4,200.00	31,961.29	49,292.51	5,973.96	37,297.71	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	204,543.55	81,764.95	33,724.80	0.00	4,200.00	31,961.29	52,892.51	6,086.46	37,870.33	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	197,748.85	81,742.61	33,724.80	0.00	4,200.00	31,451.97	46,629.47	5,881.12	36,825.15	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	213,723.09	81,854.31	33,724.80	0.00	8,200.00	33,998.73	55,945.25	6,360.35	39,264.41	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	207,648.85	81,742.61	33,724.80	0.00	14,700.00	31,451.97	46,029.47	6,179.62	38,344.51	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	191,109.07	81,697.93	33,724.80	0.00	4,200.00	30,433.25	41,053.10	5,684.93	35,826.52	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	198,754.15	81,720.27	33,724.80	0.00	8,200.00	30,942.65	44,166.43	5,912.78	36,986.29	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	192,169.30	81,653.25	33,724.80	0.00	8,200.00	29,414.53	39,176.72	5,713.73	35,973.15	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	173,745.05	81,541.55	33,724.80	0.00	4,200.00	26,867.77	27,410.94	5,165.51	33,182.67	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	175,595.05	81,541.55	33,724.80	0.00	4,200.00	26,867.77	29,260.94	5,218.01	33,449.90	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	188,195.05	81,541.55	33,724.80	0.00	16,200.00	26,867.77	29,860.94	5,594.51	35,366.28	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	176,195.05	81,541.55	33,724.80	0.00	4,200.00	26,867.77	29,860.94	5,234.51	33,533.88	
BIBLIOTECARIO	BASE	6	284,838.86	94,673.01	33,724.80	0.00	4,200.00	50,474.49	101,766.56	8,498.32	50,279.75	
BIBLIOTECARIO	BASE	6	284,838.86	94,673.01	33,724.80	0.00	4,200.00	50,474.49	101,766.56	8,498.32	50,279.75	
BIBLIOTECARIO	BASE	6	316,938.86	94,640.88	33,724.80	0.00	4,200.00	61,546.64	122,826.53	9,443.32	55,089.80	
BIBLIOTECARIO	BASE	6	271,063.64	94,544.51	33,724.80	0.00	4,200.00	47,544.69	91,049.64	8,085.06	48,176.28	
BIBLIOTECARIO	BASE	6	271,063.64	94,544.51	33,724.80	0.00	4,200.00	47,544.69	91,049.64	8,085.06	48,176.28	
BIBLIOTECARIO	BASE	6	270,069.65	94,512.38	33,724.80	0.00	4,200.00	46,812.20	90,820.27	8,050.75	48,001.59	
BIBLIOTECARIO	BASE	6	250,051.78	94,293.93	33,724.80	0.00	8,200.00	41,831.53	72,001.52	7,451.71	44,952.50	
BIBLIOTECARIO	BASE	6	274,069.65	94,512.38	33,724.80	0.00	8,200.00	46,812.20	90,820.27	8,170.75	48,612.39	
BIBLIOTECARIO	BASE	6	282,069.65	94,512.38	33,724.80	0.00	16,200.00	46,812.20	90,820.27	8,410.75	49,833.99	
BIBLIOTECARIO	BASE	6	247,556.83	94,319.63	33,724.80	0.00	4,200.00	42,417.49	72,894.90	7,378.36	44,579.15	
BIBLIOTECARIO	BASE	6	245,601.78	94,293.93	33,724.80	0.00	4,200.00	41,831.53	71,551.52	7,316.71	44,265.35	
BIBLIOTECARIO	BASE	6	251,651.78	94,293.93	33,724.80	0.00	4,200.00	41,831.53	77,601.52	7,498.21	45,189.18	
BIBLIOTECARIO	BASE	6	239,291.69	94,242.53	33,724.80	0.00	4,200.00	40,659.61	66,464.75	7,130.41	43,317.07	
BIBLIOTECARIO	BASE	6	255,651.78	94,293.93	33,724.80	0.00	8,200.00	41,831.53	77,601.52	7,618.21	45,799.98	
BIBLIOTECARIO	BASE	6	252,196.74	94,268.23	33,724.80	0.00	11,700.00	41,245.57	71,258.13	7,511.56	45,257.13	
BIBLIOTECARIO	BASE	6	263,296.74	94,268.23	33,724.80	0.00	24,200.00	41,245.57	69,858.13	7,849.06	46,975.00	
BIBLIOTECARIO	BASE	6	266,180.74	94,268.23	33,724.80	0.00	4,200.00	41,245.57	92,742.13	7,934.08	47,407.75	
BIBLIOTECARIO	BASE	6	249,631.61	94,191.13	33,724.80	0.00	8,200.00	39,487.69	74,027.99	7,425.60	44,819.62	
BIBLIOTECARIO	BASE	6	250,476.56	94,165.43	33,724.80	0.00	21,000.00	38,901.73	62,684.60	7,459.95	44,994.46	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
BIBLIOTECARIO	BASE	6	245,676.56	94,165.43	33,724.80	0.00	16,200.00	38,901.73	62,684.60	7,315.95	44,261.50	
BIBLIOTECARIO	BASE	6	234,121.52	94,139.73	33,724.80	0.00	8,200.00	38,315.77	59,741.22	6,972.30	42,512.31	
BIBLIOTECARIO	BASE	6	227,566.10	94,114.03	33,724.80	0.00	4,200.00	37,729.73	57,797.55	6,774.14	41,503.66	
BIBLIOTECARIO	BASE	6	191,855.58	93,805.63	33,724.80	0.00	4,200.00	30,698.20	29,426.95	5,708.82	36,081.21	
CAPTURISTA	BASE	8	336,750.39	105,003.58	33,724.80	0.00	28,200.00	55,829.39	113,992.62	10,049.67	58,287.16	
CAPTURISTA	BASE	8	310,291.82	104,896.69	33,724.80	0.00	8,200.00	53,392.30	110,078.03	9,255.91	54,246.93	
CAPTURISTA	BASE	8	301,891.82	104,896.69	33,724.80	0.00	4,200.00	53,392.30	105,678.03	9,002.41	52,956.62	
CAPTURISTA	BASE	8	300,422.18	104,861.06	33,724.80	0.00	4,200.00	52,579.92	105,056.41	8,964.32	52,762.74	
CAPTURISTA	BASE	8	295,622.18	104,861.06	33,724.80	0.00	4,200.00	52,579.92	100,256.41	8,818.82	52,022.15	
CAPTURISTA	BASE	8	317,652.53	104,825.43	33,724.80	0.00	28,200.00	51,767.53	99,134.78	9,476.73	55,370.91	
CAPTURISTA	BASE	8	294,302.53	104,825.43	33,724.80	0.00	6,700.00	51,767.53	97,284.78	8,779.23	51,820.64	
CAPTURISTA	BASE	8	301,832.89	104,789.80	33,724.80	0.00	16,200.00	50,955.14	96,163.15	9,002.14	52,955.25	
CAPTURISTA	BASE	8	289,832.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	96,163.15	8,642.14	51,122.85	
CAPTURISTA	BASE	8	302,432.89	104,789.80	33,724.80	0.00	16,200.00	50,955.14	96,763.15	9,018.64	53,039.24	
CAPTURISTA	BASE	8	293,582.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	99,913.15	8,756.14	51,703.11	
CAPTURISTA	BASE	8	301,532.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	107,863.15	8,981.14	52,848.36	
CAPTURISTA	BASE	8	334,282.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	140,613.15	9,966.64	57,864.56	
CAPTURISTA	BASE	8	276,385.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	86,955.31	8,226.71	49,008.29	
CAPTURISTA	BASE	8	273,885.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	84,455.31	8,166.71	48,702.89	
CAPTURISTA	BASE	8	268,685.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	79,255.31	8,012.21	47,916.48	
CAPTURISTA	BASE	8	265,223.38	104,554.63	33,724.80	0.00	4,200.00	45,593.42	77,150.53	7,902.36	47,357.35	
CAPTURISTA	BASE	8	270,829.02	104,583.14	33,724.80	0.00	4,200.00	46,243.31	82,077.78	8,075.03	48,236.23	
CAPTURISTA	BASE	8	262,773.38	104,554.63	33,724.80	0.00	4,200.00	45,593.42	74,700.53	7,833.36	47,006.14	
CAPTURISTA	BASE	8	261,973.38	104,554.63	33,724.80	0.00	4,200.00	45,593.42	73,900.53	7,812.36	46,899.25	
CAPTURISTA	BASE	8	265,162.10	104,497.62	33,724.80	0.00	4,200.00	44,293.63	78,446.05	7,888.52	47,286.91	
CAPTURISTA	BASE	8	243,833.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	60,509.54	7,260.66	44,091.12	
CAPTURISTA	BASE	8	252,400.82	104,440.62	33,724.80	0.00	4,200.00	42,993.84	67,041.56	7,519.18	45,406.98	
CAPTURISTA	BASE	8	252,200.82	104,440.62	33,724.80	0.00	4,200.00	42,993.84	66,841.56	7,514.68	45,384.07	
CAPTURISTA	BASE	8	257,400.82	104,440.62	33,724.80	0.00	4,200.00	42,993.84	72,041.56	7,669.18	46,170.48	
CAPTURISTA	BASE	8	245,583.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	62,259.54	7,320.66	44,396.52	
CAPTURISTA	BASE	8	246,089.53	104,383.61	33,724.80	0.00	4,200.00	41,694.05	62,087.07	7,331.34	44,450.88	
CAPTURISTA	BASE	8	237,122.24	104,298.09	33,724.80	0.00	4,200.00	39,744.29	55,155.05	7,060.82	43,073.94	
CAPTURISTA	BASE	8	267,689.53	104,383.61	33,724.80	0.00	25,000.00	41,694.05	62,887.07	7,976.34	47,733.93	
CAPTURISTA	BASE	8	279,377.88	104,326.60	33,724.80	0.00	37,800.00	40,394.19	63,132.29	8,326.99	49,518.74	
CAPTURISTA	BASE	8	251,089.53	104,383.61	33,724.80	0.00	4,200.00	41,694.05	67,087.07	7,481.34	45,214.38	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
CAPTURISTA	BASE	8	246,089.53	104,383.61	33,724.80	0.00	4,200.00	41,694.05	62,087.07	7,331.34	44,450.88	
CAPTURISTA	BASE	8	246,889.53	104,383.61	33,724.80	0.00	4,200.00	41,694.05	62,887.07	7,352.34	44,557.77	
CAPTURISTA	BASE	8	240,583.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	57,259.54	7,170.66	43,633.02	
CAPTURISTA	BASE	8	255,833.52	104,355.10	33,724.80	0.00	16,200.00	41,044.08	60,509.54	7,620.66	45,923.52	
CAPTURISTA	BASE	8	240,072.24	104,298.09	33,724.80	0.00	9,200.00	39,744.29	53,105.05	7,153.82	43,547.31	
CAPTURISTA	BASE	8	249,233.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	65,909.54	7,410.66	44,854.62	
CAPTURISTA	BASE	8	237,122.24	104,298.09	33,724.80	0.00	4,200.00	39,744.29	55,155.05	7,060.82	43,073.94	
CAPTURISTA	BASE	8	249,322.24	104,298.09	33,724.80	0.00	12,200.00	39,744.29	59,355.05	7,429.82	44,952.15	
CAPTURISTA	BASE	8	217,421.09	104,041.55	33,724.80	0.00	12,200.00	33,895.17	33,559.57	6,471.29	40,073.21	
CAPTURISTA	BASE	8	231,416.60	104,269.59	33,724.80	0.00	4,200.00	39,094.40	50,127.81	6,895.65	42,233.23	
CHOFER	BASE	4	212,852.95	85,640.58	33,724.80	0.00	8,200.00	33,934.56	51,353.01	6,335.74	39,180.86	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	338,649.34	127,318.41	33,724.80	0.00	4,200.00	55,215.31	118,190.82	10,108.14	58,830.52	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	299,957.21	127,248.99	33,724.80	0.00	4,200.00	53,632.47	81,150.95	8,951.87	52,945.14	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	311,407.21	127,248.99	33,724.80	0.00	8,200.00	53,632.47	88,600.95	9,290.87	54,670.65	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	295,002.26	127,075.43	33,724.80	0.00	4,200.00	49,675.45	80,326.58	8,783.72	52,089.26	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	292,044.39	127,144.86	33,724.80	0.00	4,200.00	51,258.29	75,716.44	8,706.99	51,698.68	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	311,994.39	127,144.86	33,724.80	0.00	21,000.00	51,258.29	78,866.44	9,308.49	54,760.31	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	317,565.45	127,179.57	33,724.80	0.00	21,000.00	52,049.71	83,611.38	9,472.62	55,595.74	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	268,918.38	126,936.59	33,724.80	0.00	4,200.00	46,509.85	57,547.14	8,016.21	48,182.60	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	299,965.45	127,179.57	33,724.80	0.00	9,200.00	52,049.71	77,811.38	8,947.62	52,923.49	
ENCARGADO DE LA SALA DE COMPUTO "B"	BASE	SN	275,789.44	126,971.30	33,724.80	0.00	4,200.00	47,301.27	63,592.07	8,225.34	49,247.08	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	351,629.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	103,057.45	10,499.05	61,026.43	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	387,652.39	146,741.21	33,724.80	0.00	4,200.00	70,793.94	132,192.44	11,579.73	66,527.06	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	390,608.90	146,491.74	33,724.80	0.00	4,200.00	65,105.96	141,086.41	11,651.92	66,894.53	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	358,029.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	109,457.45	10,686.55	61,980.81	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	366,071.70	146,371.99	33,724.80	0.00	4,200.00	62,375.66	119,399.25	10,927.81	63,208.78	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	371,379.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	122,807.45	11,094.55	64,057.53	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	371,979.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	123,407.45	11,111.05	64,141.51	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	373,829.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	125,257.45	11,163.55	64,408.74	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	350,379.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	101,807.45	10,463.05	60,843.19	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	378,579.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	130,007.45	11,310.55	65,156.97	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	378,829.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	130,257.45	11,313.55	65,172.24	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	378,229.96	146,451.82	33,724.80	0.00	9,200.00	64,195.89	124,657.45	11,297.05	65,088.25	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	386,029.96	146,451.82	33,724.80	0.00	4,200.00	64,195.89	137,457.45	11,529.55	66,271.68	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	348,751.01	146,411.91	33,724.80	0.00	4,200.00	63,285.81	101,128.50	10,408.19	60,563.91	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	347,951.01	146,411.91	33,724.80	0.00	4,200.00	63,285.81	100,328.50	10,387.19	60,457.02	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	378,271.70	146,371.99	33,724.80	0.00	4,200.00	62,375.66	131,599.25	11,293.81	65,071.72	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	342,763.81	146,292.16	33,724.80	0.00	4,200.00	60,555.51	97,991.34	10,213.57	59,573.32	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	340,192.75	146,332.07	33,724.80	0.00	4,200.00	61,465.58	94,470.30	10,151.44	59,257.07	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	346,242.75	146,332.07	33,724.80	0.00	4,200.00	61,465.58	100,520.30	10,320.94	60,119.82	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	363,842.75	146,332.07	33,724.80	0.00	21,000.00	61,465.58	101,320.30	10,845.94	62,792.07	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	368,642.75	146,332.07	33,724.80	0.00	4,200.00	61,465.58	122,920.30	10,989.94	63,525.03	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	348,792.75	146,332.07	33,724.80	0.00	4,200.00	61,465.58	103,070.30	10,401.94	60,532.11	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	331,634.87	146,252.24	33,724.80	0.00	4,200.00	59,645.44	87,812.39	9,894.70	57,950.28	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	338,263.81	146,292.16	33,724.80	0.00	4,200.00	60,555.51	93,491.34	10,099.57	58,993.06	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	347,042.75	146,332.07	33,724.80	0.00	4,200.00	61,465.58	101,320.30	10,341.94	60,226.71	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	316,148.04	146,132.49	33,724.80	0.00	4,200.00	56,915.22	75,175.53	9,436.10	55,615.98	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	336,634.87	146,252.24	33,724.80	0.00	4,200.00	59,645.44	92,812.39	10,044.70	58,713.78	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	340,313.81	146,292.16	33,724.80	0.00	4,200.00	60,555.51	95,541.34	10,156.57	59,283.19	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	340,113.81	146,292.16	33,724.80	0.00	4,200.00	60,555.51	95,341.34	10,152.07	59,260.28	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	353,742.75	146,332.07	33,724.80	0.00	6,700.00	61,465.58	105,520.30	10,545.94	61,265.07	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	293,124.00	145,893.00	33,724.80	0.00	4,200.00	51,454.69	57,851.51	8,739.38	52,069.67	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	340,668.72	146,092.57	33,724.80	0.00	21,000.00	56,005.06	83,846.28	10,153.72	59,268.67	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	322,276.98	146,172.41	33,724.80	0.00	4,200.00	57,825.29	80,354.48	9,616.96	56,536.60	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	335,834.87	146,252.24	33,724.80	0.00	4,200.00	59,645.44	92,012.39	10,023.70	58,606.89	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	346,798.04	146,132.49	33,724.80	0.00	21,000.00	56,915.22	89,025.53	10,334.60	60,189.34	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	327,348.04	146,132.49	33,724.80	0.00	4,200.00	56,915.22	86,375.53	9,757.10	57,249.87	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	296,802.95	145,932.91	33,724.80	0.00	4,200.00	52,364.77	60,580.47	8,851.24	52,639.08	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	336,634.87	146,252.24	33,724.80	0.00	4,200.00	59,645.44	92,812.39	10,044.70	58,713.78	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	321,748.04	146,132.49	33,724.80	0.00	4,200.00	56,915.22	80,775.53	9,590.60	56,402.38	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	312,589.78	146,052.66	33,724.80	0.00	4,200.00	55,094.99	73,517.33	9,329.35	55,072.63	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	294,752.95	145,932.91	33,724.80	0.00	4,200.00	52,364.77	58,530.47	8,794.24	52,348.95	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	330,126.98	146,172.41	33,724.80	0.00	13,900.00	57,825.29	78,504.48	9,855.46	57,750.56	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	269,078.91	145,693.42	33,724.80	0.00	4,200.00	46,904.24	38,556.45	8,024.02	48,428.52	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	275,928.91	145,693.42	33,724.80	0.00	4,200.00	46,904.24	45,406.45	8,226.52	49,459.25	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	SN	311,268.72	146,092.57	33,724.80	0.00	4,200.00	56,005.06	71,246.28	9,291.22	54,878.54	
ENCARGADO DE ORDEN	BASE	8	335,070.03	105,039.21	33,724.80	0.00	22,700.00	56,641.77	116,964.25	9,999.26	58,030.57	
ENCARGADO DE ORDEN	BASE	8	328,158.19	104,932.32	33,724.80	0.00	4,200.00	54,204.69	131,096.38	9,778.40	56,906.41	
ENCARGADO DE ORDEN	BASE	8	325,708.19	104,932.32	33,724.80	0.00	4,200.00	54,204.69	128,646.38	9,709.40	56,555.20	
ENCARGADO DE ORDEN	BASE	8	329,708.19	104,932.32	33,724.80	0.00	8,200.00	54,204.69	128,646.38	9,829.40	57,166.00	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
ENCARGADO DE ORDEN	BASE	8	327,859.38	104,932.32	33,724.80	0.00	4,200.00	54,204.69	130,797.57	9,767.94	56,853.15	
ENCARGADO DE ORDEN	BASE	8	305,891.82	104,896.69	33,724.80	0.00	8,200.00	53,392.30	105,678.03	9,122.41	53,567.42	
ENCARGADO DE ORDEN	BASE	8	299,441.82	104,896.69	33,724.80	0.00	4,200.00	53,392.30	103,228.03	8,933.41	52,605.41	
ENCARGADO DE ORDEN	BASE	8	300,491.82	104,896.69	33,724.80	0.00	4,200.00	53,392.30	104,278.03	8,964.91	52,765.74	
ENCARGADO DE ORDEN	BASE	8	301,452.53	104,825.43	33,724.80	0.00	12,200.00	51,767.53	98,934.78	8,992.23	52,904.81	
ENCARGADO DE ORDEN	BASE	8	291,002.53	104,825.43	33,724.80	0.00	4,200.00	51,767.53	96,484.78	8,683.23	51,332.00	
ENCARGADO DE ORDEN	BASE	8	291,002.53	104,825.43	33,724.80	0.00	4,200.00	51,767.53	96,484.78	8,683.23	51,332.00	
ENCARGADO DE ORDEN	BASE	8	297,132.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	103,463.15	8,847.64	52,168.85	
ENCARGADO DE ORDEN	BASE	8	275,585.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	86,155.31	8,205.71	48,901.40	
ENCARGADO DE ORDEN	BASE	8	269,485.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	80,055.31	8,033.21	48,023.37	
ENCARGADO DE ORDEN	BASE	8	277,162.10	104,497.62	33,724.80	0.00	16,200.00	44,293.63	78,446.05	8,248.52	49,119.31	
ENCARGADO DE ORDEN	BASE	8	265,029.02	104,583.14	33,724.80	0.00	4,200.00	46,243.31	76,277.78	7,904.03	47,365.84	
ENCARGADO DE ORDEN	BASE	8	285,279.02	104,583.14	33,724.80	0.00	16,200.00	46,243.31	84,527.78	8,504.03	50,419.84	
ENCARGADO DE ORDEN	BASE	8	267,573.38	104,554.63	33,724.80	0.00	4,200.00	45,593.42	79,500.53	7,978.86	47,746.73	
ENCARGADO DE ORDEN	BASE	8	271,823.38	104,554.63	33,724.80	0.00	12,200.00	45,593.42	75,750.53	8,104.86	48,388.07	
ENCARGADO DE ORDEN	BASE	8	260,862.10	104,497.62	33,724.80	0.00	4,200.00	44,293.63	74,146.05	7,779.02	46,729.55	
ENCARGADO DE ORDEN	BASE	8	270,535.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	81,105.31	8,064.71	48,183.71	
ENCARGADO DE ORDEN	BASE	8	278,162.10	104,497.62	33,724.80	0.00	12,200.00	44,293.63	83,446.05	8,278.52	49,272.01	
ENCARGADO DE ORDEN	BASE	8	269,962.10	104,497.62	33,724.80	0.00	8,200.00	44,293.63	79,246.05	8,029.52	48,004.60	
ENCARGADO DE ORDEN	BASE	8	282,962.10	104,497.62	33,724.80	0.00	16,200.00	44,293.63	84,246.05	8,419.52	49,989.70	
ENCARGADO DE ORDEN	BASE	8	262,306.46	104,469.12	33,724.80	0.00	4,200.00	43,643.74	76,268.80	7,801.35	46,843.22	
ENCARGADO DE ORDEN	BASE	8	257,806.46	104,469.12	33,724.80	0.00	4,200.00	43,643.74	71,768.80	7,687.35	46,262.96	
ENCARGADO DE ORDEN	BASE	8	253,000.82	104,440.62	33,724.80	0.00	4,200.00	42,993.84	67,641.56	7,535.68	45,490.96	
ENCARGADO DE ORDEN	BASE	8	262,022.24	104,298.09	33,724.80	0.00	23,500.00	39,744.29	60,755.05	7,806.32	46,868.53	
ENCARGADO DE ORDEN	BASE	8	244,239.53	104,383.61	33,724.80	0.00	4,200.00	41,694.05	60,237.07	7,278.84	44,183.65	
ENCARGADO DE ORDEN	BASE	8	243,639.53	104,383.61	33,724.80	0.00	4,200.00	41,694.05	59,637.07	7,262.34	44,099.67	
ENCARGADO DE ORDEN	BASE	8	258,089.53	104,383.61	33,724.80	0.00	16,200.00	41,694.05	62,087.07	7,691.34	46,283.28	
ENCARGADO DE ORDEN	BASE	8	246,183.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	62,859.54	7,337.16	44,480.50	
ENCARGADO DE ORDEN	BASE	8	246,177.88	104,326.60	33,724.80	0.00	4,200.00	40,394.19	63,532.29	7,318.99	44,388.02	
ENCARGADO DE ORDEN	BASE	8	240,777.88	104,326.60	33,724.80	0.00	4,200.00	40,394.19	58,132.29	7,168.99	43,624.52	
ENCARGADO DE ORDEN	BASE	8	236,972.24	104,298.09	33,724.80	0.00	6,700.00	39,744.29	52,505.05	7,062.32	43,081.57	
ENCARGADO DE ORDEN	BASE	8	224,699.67	104,184.08	33,724.80	0.00	4,200.00	37,144.72	45,446.08	6,689.65	41,184.65	
ENCARGADO DE ORDEN	BASE	8	207,571.09	104,041.55	33,724.80	0.00	4,200.00	33,895.17	31,709.57	6,178.79	38,584.38	
ENFERMERA	BASE	9	314,014.29	109,959.87	33,724.80	0.00	4,200.00	55,068.46	111,061.16	9,369.08	54,877.88	
ENFERMERA	BASE	9	270,314.15	109,608.66	33,724.80	0.00	4,200.00	47,060.78	75,719.91	8,058.08	48,204.86	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
ENFERMERA	BASE	9	272,655.63	109,548.88	33,724.80	0.00	6,700.00	45,697.78	76,984.18	8,114.82	48,493.69	
ENFERMERA	BASE	9	253,492.85	109,459.20	33,724.80	0.00	4,200.00	43,653.27	62,455.58	7,556.44	45,651.52	
ENFERMERA	BASE	9	281,817.88	109,459.20	33,724.80	0.00	23,675.03	43,653.27	71,305.58	8,385.19	49,869.86	
JEFE DE OFICINA	BASE	14	407,397.62	144,792.46	33,724.80	0.00	4,200.00	76,454.28	148,226.08	12,175.08	69,533.26	
JEFE DE OFICINA	BASE	14	418,608.23	144,743.33	33,724.80	0.00	12,200.00	75,334.06	152,606.04	12,508.40	71,229.85	
JEFE DE OFICINA	BASE	14	430,841.43	144,743.33	33,724.80	0.00	16,200.00	75,334.06	160,839.24	12,875.40	73,097.86	
JEFE DE OFICINA	BASE	14	407,130.63	144,743.33	33,724.80	0.00	4,200.00	75,334.06	149,128.44	12,167.07	69,492.49	
JEFE DE OFICINA	BASE	14	402,224.24	144,645.06	33,724.80	0.00	8,200.00	73,093.63	142,560.75	12,019.88	68,743.28	
JEFE DE OFICINA	BASE	14	446,255.31	144,743.33	33,724.80	0.00	12,200.00	75,334.06	180,253.12	13,319.81	75,359.94	
JEFE DE OFICINA	BASE	14	431,405.31	144,743.33	33,724.80	0.00	4,200.00	75,334.06	173,403.12	12,877.31	73,107.61	
JEFE DE OFICINA	BASE	14	414,224.43	144,694.20	33,724.80	0.00	6,700.00	74,213.84	154,891.59	12,379.89	70,575.71	
JEFE DE OFICINA	BASE	14	428,638.31	144,694.20	33,724.80	0.00	6,700.00	74,213.84	169,305.47	12,794.30	72,685.09	
JEFE DE OFICINA	BASE	14	452,838.31	144,694.20	33,724.80	0.00	31,700.00	74,213.84	168,505.47	13,523.30	76,395.70	
JEFE DE OFICINA	BASE	14	426,738.31	144,694.20	33,724.80	0.00	4,200.00	74,213.84	169,905.47	12,735.80	72,387.32	
JEFE DE OFICINA	BASE	14	404,513.63	144,694.20	33,724.80	0.00	4,200.00	74,213.84	147,680.79	12,082.56	69,062.33	
JEFE DE OFICINA	BASE	14	415,991.04	144,645.06	33,724.80	0.00	16,200.00	73,093.63	148,327.55	12,429.89	70,830.20	
JEFE DE OFICINA	BASE	14	410,446.64	144,645.06	33,724.80	0.00	16,200.00	73,093.63	142,783.15	12,263.55	69,983.57	
JEFE DE OFICINA	BASE	14	427,046.64	144,645.06	33,724.80	0.00	32,200.00	73,093.63	143,383.15	12,760.05	72,510.76	
JEFE DE OFICINA	BASE	14	428,137.44	144,645.06	33,724.80	0.00	25,200.00	73,093.63	151,473.95	12,797.28	72,700.23	
JEFE DE OFICINA	BASE	14	399,519.64	144,595.93	33,724.80	0.00	4,200.00	71,973.41	145,025.51	11,935.74	68,315.02	
JEFE DE OFICINA	BASE	14	388,712.65	144,546.80	33,724.80	0.00	4,200.00	70,853.19	135,387.86	11,608.53	66,649.52	
JEFE DE OFICINA	BASE	14	428,929.64	144,595.93	33,724.80	0.00	4,200.00	71,973.41	174,435.51	12,819.54	72,813.56	
JEFE DE OFICINA	BASE	14	406,912.65	144,546.80	33,724.80	0.00	17,200.00	70,853.19	140,587.86	12,153.03	69,421.03	
JEFE DE OFICINA	BASE	14	389,312.65	144,546.80	33,724.80	0.00	4,200.00	70,853.19	135,987.86	11,625.03	66,733.51	
JEFE DE OFICINA	BASE	14	394,645.65	144,497.67	33,724.80	0.00	16,200.00	69,732.97	130,490.22	11,789.53	67,570.76	
JEFE DE OFICINA	BASE	14	380,595.65	144,497.67	33,724.80	0.00	8,200.00	69,732.97	124,440.22	11,368.03	65,425.33	
JEFE DE OFICINA	BASE	14	468,645.65	144,497.67	33,724.80	0.00	8,200.00	69,732.97	212,490.22	14,008.03	78,862.93	
JEFE DE OFICINA	BASE	14	399,583.05	144,252.01	33,724.80	0.00	5,172.00	64,131.95	152,302.29	11,918.15	68,225.45	
JEFE DE OFICINA	BASE	14	406,111.05	144,252.01	33,724.80	0.00	16,200.00	64,131.95	147,802.29	12,130.49	69,306.26	
JEFE DE OFICINA	BASE	14	359,611.05	144,252.01	33,724.80	0.00	4,200.00	64,131.95	113,302.29	10,720.49	62,129.36	
JEFE DE OFICINA	BASE	14	393,311.05	144,252.01	33,724.80	0.00	18,700.00	64,131.95	132,502.29	11,731.49	67,275.35	
JEFE DE OFICINA	BASE	14	402,883.86	144,173.40	33,724.80	0.00	4,200.00	62,339.60	158,446.06	12,036.67	68,828.73	
JEFE DE OFICINA	BASE	14	440,111.05	144,252.01	33,724.80	0.00	72,700.00	64,131.95	125,302.29	13,135.49	74,421.71	
JEFE DE OFICINA	BASE	14	349,461.05	144,252.01	33,724.80	0.00	4,200.00	64,131.95	103,152.29	10,436.99	60,686.34	
JEFE DE OFICINA	BASE	14	345,847.46	144,212.70	33,724.80	0.00	4,200.00	63,235.78	100,474.18	10,327.08	60,126.91	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
JEFE DE OFICINA	BASE	14	355,861.05	144,252.01	33,724.80	0.00	4,200.00	64,131.95	109,552.29	10,624.49	61,640.72	
JEFE DE OFICINA	BASE	14	372,702.28	143,937.56	33,724.80	0.00	53,700.00	56,962.55	84,377.37	11,129.72	64,212.37	
JEFE DE OFICINA	BASE	14	348,497.46	144,212.70	33,724.80	0.00	4,200.00	63,235.78	103,124.18	10,400.58	60,501.03	
JEFE DE OFICINA	BASE	14	364,897.46	144,212.70	33,724.80	0.00	16,200.00	63,235.78	107,524.18	10,894.08	63,012.94	
JEFE DE OFICINA	BASE	14	352,497.46	144,212.70	33,724.80	0.00	8,200.00	63,235.78	103,124.18	10,520.58	61,111.83	
JEFE DE OFICINA	BASE	14	341,633.86	144,173.40	33,724.80	0.00	4,200.00	62,339.60	97,196.06	10,200.67	59,483.49	
JEFE DE OFICINA	BASE	14	351,183.86	144,173.40	33,724.80	0.00	6,700.00	62,339.60	104,246.06	10,482.67	60,918.87	
JEFE DE OFICINA	BASE	14	344,283.86	144,173.40	33,724.80	0.00	4,200.00	62,339.60	99,846.06	10,274.17	59,857.61	
JEFE DE OFICINA	BASE	14	355,483.86	144,173.40	33,724.80	0.00	16,200.00	62,339.60	99,046.06	10,613.17	61,583.12	
JEFE DE OFICINA	BASE	14	346,033.86	144,173.40	33,724.80	0.00	4,200.00	62,339.60	101,596.06	10,334.17	60,163.01	
JEFE DE OFICINA	BASE	14	344,270.26	144,134.09	33,724.80	0.00	4,200.00	61,443.43	100,767.95	10,276.76	59,870.80	
JEFE DE OFICINA	BASE	14	339,006.67	144,094.79	33,724.80	0.00	4,200.00	60,547.25	96,439.83	10,118.86	59,067.05	
JEFE DE OFICINA	BASE	14	353,497.46	144,212.70	33,724.80	0.00	4,200.00	63,235.78	108,124.18	10,550.58	61,264.53	
JEFE DE OFICINA	BASE	14	360,497.46	144,212.70	33,724.80	0.00	16,200.00	63,235.78	103,124.18	10,760.58	62,333.43	
JEFE DE OFICINA	BASE	14	384,447.46	144,212.70	33,724.80	0.00	16,200.00	63,235.78	127,074.18	11,485.08	66,021.13	
JEFE DE OFICINA	BASE	14	387,147.46	144,212.70	33,724.80	0.00	11,700.00	63,235.78	134,274.18	11,566.08	66,433.42	
JEFE DE OFICINA	BASE	14	343,942.07	144,055.48	33,724.80	0.00	5,449.00	59,651.08	101,061.72	10,251.92	59,744.34	
JEFE DE OFICINA	BASE	14	377,297.46	144,212.70	33,724.80	0.00	4,200.00	63,235.78	131,924.18	11,264.58	64,898.79	
JEFE DE OFICINA	BASE	14	331,643.07	144,055.48	33,724.80	0.00	4,200.00	59,651.08	90,011.72	9,894.95	57,927.36	
JEFE DE OFICINA	BASE	14	348,270.26	144,134.09	33,724.80	0.00	8,200.00	61,443.43	100,767.95	10,396.76	60,481.60	
JEFE DE OFICINA	BASE	14	338,493.07	144,055.48	33,724.80	0.00	4,200.00	59,651.08	96,861.72	10,085.45	58,897.01	
JEFE DE OFICINA	BASE	14	344,243.07	144,055.48	33,724.80	0.00	8,200.00	59,651.08	98,611.72	10,265.45	59,813.21	
JEFE DE OFICINA	BASE	14	402,930.63	144,743.33	33,724.80	0.00	4,200.00	75,334.06	144,928.44	12,038.07	68,835.88	
JEFE DE OFICINA	BASE	14	352,697.46	144,212.70	33,724.80	0.00	4,200.00	63,235.78	107,324.18	10,529.58	61,157.64	
JEFE DE OFICINA	BASE	14	324,179.48	144,016.17	33,724.80	0.00	4,200.00	58,754.90	83,483.60	9,678.54	56,825.85	
JEFE DE OFICINA	BASE	14	326,629.48	144,016.17	33,724.80	0.00	4,200.00	58,754.90	85,933.60	9,747.54	57,177.06	
JEFE DE OFICINA	BASE	14	327,429.48	144,016.17	33,724.80	0.00	4,200.00	58,754.90	86,733.60	9,768.54	57,283.95	
JEFE DE OFICINA	BASE	14	347,706.67	144,094.79	33,724.80	0.00	4,200.00	60,547.25	105,139.83	10,361.86	60,303.92	
JEFE DE OFICINA	BASE	14	339,270.26	144,134.09	33,724.80	0.00	4,200.00	61,443.43	95,767.95	10,126.76	59,107.30	
JEFE DE OFICINA	BASE	14	336,215.88	143,976.87	33,724.80	0.00	17,200.00	57,858.72	83,455.49	10,032.13	58,625.63	
JEFE DE OFICINA	BASE	14	317,602.28	143,937.56	33,724.80	0.00	4,200.00	56,962.55	78,777.37	9,478.22	55,806.24	
JEFE DE OFICINA	BASE	14	323,202.28	143,937.56	33,724.80	0.00	4,200.00	56,962.55	84,377.37	9,644.72	56,653.72	
JEFE DE OFICINA	BASE	14	321,352.28	143,937.56	33,724.80	0.00	4,200.00	56,962.55	82,527.37	9,592.22	56,386.50	
JEFE DE OFICINA	BASE	14	314,788.69	143,898.26	33,724.80	0.00	4,200.00	56,066.37	76,899.26	9,389.32	55,353.70	
JEFE DE OFICINA	BASE	14	325,988.69	143,898.26	33,724.80	0.00	16,200.00	56,066.37	76,099.26	9,728.32	57,079.21	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
JEFE DE OFICINA	BASE	14	317,388.69	143,898.26	33,724.80	0.00	8,200.00	56,066.37	75,499.26	9,471.82	55,773.62	
JEFE DE OFICINA	BASE	14	303,111.50	143,819.64	33,724.80	0.00	4,200.00	54,274.02	67,093.03	9,046.50	53,608.76	
LABORATORISTA	BASE	8	315,100.39	105,003.58	33,724.80	0.00	4,200.00	55,829.39	116,342.62	9,406.17	55,011.74	
LABORATORISTA	BASE	8	319,950.39	105,003.58	33,724.80	0.00	12,200.00	55,829.39	113,192.62	9,548.67	55,737.07	
LABORATORISTA	BASE	8	303,241.82	104,896.69	33,724.80	0.00	8,200.00	53,392.30	103,028.03	9,048.91	53,193.30	
LABORATORISTA	BASE	8	306,280.74	104,967.95	33,724.80	0.00	4,200.00	55,017.00	108,371.00	9,141.58	53,664.98	
LABORATORISTA	BASE	8	355,958.19	104,932.32	33,724.80	0.00	28,200.00	54,204.69	134,896.38	10,610.90	61,143.84	
LABORATORISTA	BASE	8	339,859.05	104,932.32	33,724.80	0.00	16,200.00	54,204.69	130,797.24	10,127.93	58,685.50	
LABORATORISTA	BASE	8	309,639.82	104,896.69	33,724.80	0.00	8,200.00	53,392.30	109,426.03	9,237.85	54,155.01	
LABORATORISTA	BASE	8	287,782.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	94,113.15	8,585.14	50,832.72	
LABORATORISTA	BASE	8	289,032.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	95,363.15	8,621.14	51,015.96	
LABORATORISTA	BASE	8	278,035.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	88,605.31	8,274.71	49,252.61	
LABORATORISTA	BASE	8	269,223.38	104,554.63	33,724.80	0.00	9,000.00	45,593.42	76,350.53	8,025.36	47,983.42	
LABORATORISTA	BASE	8	287,879.02	104,583.14	33,724.80	0.00	20,200.00	46,243.31	83,127.78	8,586.53	50,839.77	
LABORATORISTA	BASE	8	279,679.02	104,583.14	33,724.80	0.00	16,200.00	46,243.31	78,927.78	8,337.53	49,572.36	
LABORATORISTA	BASE	8	281,279.02	104,583.14	33,724.80	0.00	12,200.00	46,243.31	84,527.78	8,384.03	49,809.04	
LABORATORISTA	BASE	8	266,429.02	104,583.14	33,724.80	0.00	4,200.00	46,243.31	77,677.78	7,941.53	47,556.72	
LABORATORISTA	BASE	8	264,623.38	104,554.63	33,724.80	0.00	4,200.00	45,593.42	76,550.53	7,885.86	47,273.36	
LABORATORISTA	BASE	8	259,717.74	104,526.13	33,724.80	0.00	4,200.00	44,943.52	72,323.29	7,741.69	46,539.54	
LABORATORISTA	BASE	8	273,000.82	104,440.62	33,724.80	0.00	24,200.00	42,993.84	67,641.56	8,135.68	48,544.96	
LABORATORISTA	BASE	8	261,200.82	104,440.62	33,724.80	0.00	13,200.00	42,993.84	66,841.56	7,784.68	46,758.37	
LABORATORISTA	BASE	8	250,033.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	66,709.54	7,431.66	44,961.51	
LABORATORISTA	BASE	8	244,922.24	104,298.09	33,724.80	0.00	12,200.00	39,744.29	54,955.05	7,296.32	44,272.63	
LABORATORISTA	BASE	8	237,722.24	104,298.09	33,724.80	0.00	4,200.00	39,744.29	55,755.05	7,077.32	43,157.92	
LABORATORISTA	BASE	8	228,360.95	104,241.08	33,724.80	0.00	4,200.00	38,444.51	47,750.56	6,803.98	41,766.63	
LABORATORISTA	BASE	8	210,221.09	104,041.55	33,724.80	0.00	4,200.00	33,895.17	34,359.57	6,252.29	38,958.50	
LABORATORISTA	BASE	8	258,512.10	104,497.62	33,724.80	0.00	4,200.00	44,293.63	71,796.05	7,702.52	46,340.17	
OFICIAL DE MANTENIMIENTO	BASE	4	254,649.00	86,085.04	33,724.80	0.00	4,200.00	44,068.24	86,570.92	7,592.63	45,578.38	
OFICIAL DE MANTENIMIENTO	BASE	4	242,072.05	85,851.11	33,724.80	0.00	4,200.00	38,734.71	79,561.43	7,200.32	43,581.53	
OFICIAL DE MANTENIMIENTO	BASE	4	229,514.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	67,560.66	6,834.09	41,717.45	
OFICIAL DE MANTENIMIENTO	BASE	4	213,202.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	55,703.01	6,334.24	39,173.22	
OFICIAL DE MANTENIMIENTO	BASE	4	226,991.42	85,757.54	33,724.80	0.00	4,200.00	36,601.33	66,707.75	6,746.40	41,271.09	
OFICIAL DE MANTENIMIENTO	BASE	4	242,333.58	85,734.15	33,724.80	0.00	20,200.00	36,067.94	66,606.69	7,203.66	43,598.56	
OFICIAL DE MANTENIMIENTO	BASE	4	214,468.26	85,687.36	33,724.80	0.00	4,200.00	35,001.25	55,854.85	6,382.70	39,419.88	
OFICIAL DE MANTENIMIENTO	BASE	4	206,929.79	85,570.40	33,724.80	0.00	4,200.00	32,334.49	51,100.10	6,156.55	38,268.76	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
OFICIAL DE MANTENIMIENTO	BASE	4	196,914.48	85,523.62	33,724.80	0.00	4,200.00	31,267.80	42,198.26	5,856.09	36,739.42	
OFICIAL DE SERVICIOS "C"	BASE	SN	287,555.92	86,114.28	33,724.80	0.00	8,200.00	44,734.89	114,781.95	8,564.83	50,526.92	
OFICIAL DE SERVICIOS "C"	BASE	SN	227,664.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	65,710.66	6,781.59	41,450.23	
OFICIAL DE SERVICIOS "C"	BASE	SN	221,991.42	85,757.54	33,724.80	0.00	4,200.00	36,601.33	61,707.75	6,608.40	40,568.67	
OFICIAL DE SERVICIOS "C"	BASE	SN	245,245.33	85,997.32	33,724.80	0.00	4,200.00	42,068.20	79,255.01	7,310.52	44,142.44	
OFICIAL DE SERVICIOS "C"	BASE	SN	255,922.05	85,851.11	33,724.80	0.00	16,200.00	38,734.71	81,411.43	7,612.82	45,681.16	
OFICIAL DE SERVICIOS "C"	BASE	SN	234,514.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	72,560.66	6,984.09	42,480.95	
OFICIAL DE SERVICIOS "C"	BASE	SN	230,314.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	68,360.66	6,855.09	41,824.34	
OFICIAL DE SERVICIOS "C"	BASE	SN	237,498.89	85,780.93	33,724.80	0.00	12,200.00	37,134.63	68,658.53	7,073.62	42,936.66	
OFICIAL DE SERVICIOS "C"	BASE	SN	233,841.42	85,757.54	33,724.80	0.00	4,200.00	36,601.33	73,557.75	6,948.90	42,301.81	
OFICIAL DE SERVICIOS "C"	BASE	SN	223,883.58	85,734.15	33,724.80	0.00	4,200.00	36,067.94	64,156.69	6,654.66	40,804.15	
OFICIAL DE SERVICIOS "C"	BASE	SN	215,125.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	55,955.62	6,405.43	39,535.55	
OFICIAL DE SERVICIOS "C"	BASE	SN	221,975.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	62,805.62	6,607.93	40,566.27	
OFICIAL DE SERVICIOS "C"	BASE	SN	220,960.42	85,663.97	33,724.80	0.00	8,200.00	34,467.87	58,903.78	6,577.47	40,411.23	
OFICIAL DE SERVICIOS "C"	BASE	SN	225,175.73	85,710.75	33,724.80	0.00	12,200.00	35,534.56	58,005.62	6,702.43	41,047.28	
OFICIAL DE SERVICIOS "C"	BASE	SN	214,525.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	55,355.62	6,388.93	39,451.56	
OFICIAL DE SERVICIOS "C"	BASE	SN	220,125.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	60,955.62	6,555.43	40,299.05	
OFICIAL DE SERVICIOS "C"	BASE	SN	215,925.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	56,755.62	6,426.43	39,642.44	
OFICIAL DE SERVICIOS "C"	BASE	SN	240,975.73	85,710.75	33,724.80	0.00	28,200.00	35,534.56	57,805.62	7,177.93	43,467.57	
OFICIAL DE SERVICIOS "C"	BASE	SN	217,775.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	58,605.62	6,478.93	39,909.66	
OFICIAL DE SERVICIOS "C"	BASE	SN	229,775.73	85,710.75	33,724.80	0.00	16,200.00	35,534.56	58,605.62	6,838.93	41,742.06	
OFICIAL DE SERVICIOS "C"	BASE	SN	229,975.73	85,710.75	33,724.80	0.00	12,200.00	35,534.56	62,805.62	6,847.93	41,787.87	
OFICIAL DE SERVICIOS "C"	BASE	SN	211,295.11	85,617.18	33,724.80	0.00	4,200.00	33,401.18	54,351.94	6,275.51	38,874.26	
OFICIAL DE SERVICIOS "C"	BASE	SN	220,125.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	60,955.62	6,555.43	40,299.05	
OFICIAL DE SERVICIOS "C"	BASE	SN	216,975.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	57,805.62	6,457.93	39,802.77	
OFICIAL DE SERVICIOS "C"	BASE	SN	234,775.73	85,710.75	33,724.80	0.00	16,200.00	35,534.56	63,605.62	6,988.93	42,505.56	
OFICIAL DE SERVICIOS "C"	BASE	SN	217,775.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	58,605.62	6,478.93	39,909.66	
OFICIAL DE SERVICIOS "C"	BASE	SN	220,125.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	60,955.62	6,555.43	40,299.05	
OFICIAL DE SERVICIOS "C"	BASE	SN	221,975.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	62,805.62	6,607.93	40,566.27	
OFICIAL DE SERVICIOS "C"	BASE	SN	224,018.26	85,687.36	33,724.80	0.00	16,200.00	35,001.25	53,404.85	6,673.70	40,901.07	
OFICIAL DE SERVICIOS "C"	BASE	SN	213,402.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	55,903.01	6,350.74	39,257.21	
OFICIAL DE SERVICIOS "C"	BASE	SN	209,452.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	51,953.01	6,232.24	38,654.04	
OFICIAL DE SERVICIOS "C"	BASE	SN	213,202.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	55,703.01	6,334.24	39,173.22	
OFICIAL DE SERVICIOS "C"	BASE	SN	209,510.42	85,663.97	33,724.80	0.00	4,200.00	34,467.87	51,453.78	6,238.47	38,685.72	
OFICIAL DE SERVICIOS "C"	BASE	SN	217,852.95	85,640.58	33,724.80	0.00	8,200.00	33,934.56	56,353.01	6,485.74	39,944.36	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
OFICIAL DE SERVICIOS "C"	BASE	SN	235,052.95	85,640.58	33,724.80	0.00	29,000.00	33,934.56	52,753.01	6,997.24	42,547.89	
OFICIAL DE SERVICIOS "C"	BASE	SN	243,152.95	85,640.58	33,724.80	0.00	37,100.00	33,934.56	52,753.01	7,240.24	43,784.76	
OFICIAL DE SERVICIOS "C"	BASE	SN	199,421.95	85,547.01	33,724.80	0.00	4,200.00	31,801.10	44,149.04	5,931.31	37,122.31	
OFICIAL DE SERVICIOS "C"	BASE	SN	206,618.16	85,383.26	33,724.80	0.00	25,000.00	28,067.65	34,442.45	6,147.20	38,221.17	
OFICIAL DE SERVICIOS "C"	BASE	SN	220,652.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	63,153.01	6,553.24	40,287.93	
OFICIAL DE SERVICIOS "C"	BASE	SN	226,397.75	85,640.58	33,724.80	0.00	4,200.00	44,679.36	58,153.01	6,725.59	41,165.16	
OFICIAL DE SERVICIOS "C"	BASE	SN	201,971.95	85,547.01	33,724.80	0.00	4,200.00	31,801.10	46,699.04	6,012.31	37,534.60	
OFICIAL DE SERVICIOS "C"	BASE	SN	197,571.95	85,547.01	33,724.80	0.00	4,200.00	31,801.10	42,299.04	5,878.81	36,855.08	
OFICIAL DE SERVICIOS "C"	BASE	SN	179,418.16	85,383.26	33,724.80	0.00	4,200.00	28,067.65	28,042.45	5,335.70	34,090.64	
OFICIAL DE SERVICIOS "C"	BASE	SN	187,338.16	85,383.26	33,724.80	0.00	6,520.00	28,067.65	33,642.45	5,571.80	35,292.38	
OPERADOR DE EQUIPO TIPOGRAFICO ESPECIALIZADO	BASE	6	227,671.52	94,139.73	33,724.80	0.00	4,200.00	38,315.77	57,291.22	6,783.30	41,550.30	
PROF. ASOCIADO "B", TT	BASE	SN	530,602.18	206,177.66	33,724.80	0.00	12,000.00	91,062.00	187,637.71	15,864.30	88,979.55	
PROF. ASOCIADO "B", TT	BASE	SN	518,602.18	206,177.66	33,724.80	0.00	0.00	91,062.00	187,637.71	15,504.30	87,147.15	
PROF. ASOCIADO "B", TT	BASE	SN	480,596.08	206,121.48	33,724.80	0.00	0.00	89,781.12	150,968.68	14,364.12	81,343.62	
PROF. ASOCIADO "B", TT	BASE	SN	479,796.08	206,121.48	33,724.80	0.00	0.00	89,781.12	150,168.68	14,343.12	81,236.73	
PROF. ASOCIADO "B", TT	BASE	SN	474,573.29	206,065.30	33,724.80	0.00	0.00	88,500.15	146,283.04	14,183.43	80,423.94	
PROF. ASOCIADO "B", TT	BASE	SN	529,936.57	206,599.01	33,724.80	0.00	0.00	100,668.65	188,944.11	15,847.33	88,893.19	
PROF. ASOCIADO "B", TT	BASE	SN	422,177.22	174,513.90	33,724.80	0.00	4,000.00	77,292.16	132,646.36	12,613.20	72,089.81	
PROF. ASOCIADO "B", TT	BASE	SN	575,492.46	227,673.91	33,724.80	0.00	0.00	109,066.99	205,026.76	17,209.41	96,053.92	
PROF. ASOCIADO "B", TT	BASE	SN	523,458.18	206,528.78	33,724.80	0.00	0.00	99,067.46	184,137.14	15,652.98	87,903.94	
PROF. ASOCIADO "B", TT	BASE	SN	489,165.77	211,397.22	33,724.80	0.00	0.00	92,043.32	152,000.44	14,627.18	82,739.57	
PROF. ASOCIADO "B", TT	BASE	SN	524,258.18	206,528.78	33,724.80	0.00	0.00	99,067.46	184,937.14	15,673.98	88,010.83	
PROF. ASOCIADO "B", TT	BASE	SN	535,458.18	206,528.78	33,724.80	0.00	12,000.00	99,067.46	184,137.14	16,012.98	89,736.34	
PROF. ASOCIADO "B", TT	BASE	SN	536,258.18	206,528.78	33,724.80	0.00	12,000.00	99,067.46	184,937.14	16,033.98	89,843.23	
PROF. ASOCIADO "B", TT	BASE	SN	483,696.08	206,121.48	33,724.80	0.00	2,500.00	89,781.12	151,568.68	14,455.62	81,809.36	
PROF. ASOCIADO "B", TT	BASE	SN	572,241.87	206,528.78	33,724.80	0.00	16,000.00	99,067.46	216,920.83	17,113.49	95,337.94	
PROF. ASOCIADO "B", TT	BASE	SN	471,923.29	206,065.30	33,724.80	0.00	0.00	88,500.15	143,633.04	14,109.93	80,049.83	
PROF. ASOCIADO "B", MT	BASE	SN	432,171.35	179,670.64	33,724.80	0.00	2,500.00	79,534.67	136,741.24	12,912.98	73,671.31	
PROF. ASOCIADO "B", MT	BASE	SN	447,624.65	190,118.50	33,724.80	0.00	8,000.00	81,696.96	134,084.40	13,378.08	76,152.55	
PROF. ASOCIADO "B", MT	BASE	SN	454,464.65	190,118.50	33,724.80	0.00	13,440.00	81,696.96	135,484.40	13,578.78	77,174.11	
PROF. ASOCIADO "B", MT	BASE	SN	541,356.98	206,407.90	33,724.80	0.00	17,000.00	99,010.36	185,213.93	16,186.92	90,620.39	
PROF. ASOCIADO "B", MT	BASE	SN	520,840.85	221,773.38	33,724.80	0.00	12,500.00	95,269.99	157,572.67	15,569.91	87,650.64	
PROF. ASOCIADO "B", TT	BASE	SN	475,426.42	211,224.36	33,724.80	0.00	0.00	88,102.26	142,375.00	14,212.00	80,626.30	
PROF. ASOCIADO "B", TT	BASE	SN	435,102.20	195,363.59	33,724.80	0.00	0.00	80,561.57	125,452.24	13,000.90	74,290.97	
PROF. ASOCIADO "B", TT	BASE	SN	461,608.87	195,463.16	33,724.80	0.00	14,280.00	82,826.07	135,314.83	13,793.05	78,323.01	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "B", TT	BASE	SN	443,463.63	195,464.45	33,724.80	0.00	0.00	82,861.01	131,413.37	13,256.24	75,590.67	
PROF. ASOCIADO "B", TT	BASE	SN	515,761.93	227,101.05	33,724.80	0.00	0.00	96,005.82	158,930.26	15,417.49	86,933.07	
PROF. ASOCIADO "B", TT	BASE	SN	451,908.10	195,414.02	33,724.80	0.00	12,000.00	81,711.33	129,057.95	13,506.58	76,864.87	
PROF. ASOCIADO "B", TT	BASE	SN	468,351.26	206,009.13	33,724.80	0.00	0.00	87,219.35	141,397.99	13,998.27	79,481.47	
PROF. ASOCIADO "B", TT	BASE	SN	465,269.39	205,952.95	33,724.80	0.00	0.00	85,938.46	139,653.18	13,905.82	79,010.87	
PROF. ASOCIADO "B", TT	BASE	SN	435,102.20	195,363.59	33,724.80	0.00	0.00	80,561.57	125,452.24	13,000.90	74,290.97	
PROF. ASOCIADO "B", TT	BASE	SN	424,706.85	184,917.21	33,724.80	0.00	0.00	78,432.87	127,631.97	12,689.04	72,589.72	
PROF. ASOCIADO "B", TT	BASE	SN	587,772.37	227,673.91	33,724.80	0.00	12,000.00	109,066.99	205,306.67	17,582.30	97,951.97	
PROF. ASOCIADO "B", TT	BASE	SN	437,602.20	195,363.59	33,724.80	0.00	2,500.00	80,561.57	125,452.24	13,075.90	74,672.72	
PROF. ASOCIADO "B", TT	BASE	SN	435,102.20	195,363.59	33,724.80	0.00	0.00	80,561.57	125,452.24	13,000.90	74,290.97	
PROF. ASOCIADO "B", TT	BASE	SN	469,151.26	206,009.13	33,724.80	0.00	0.00	87,219.35	142,197.99	14,019.27	79,588.36	
PROF. ASOCIADO "B", TT	BASE	SN	538,063.01	227,039.12	33,724.80	0.00	28,940.00	94,593.81	153,765.28	16,086.52	90,338.45	
PROF. ASOCIADO "B", TT	BASE	SN	503,043.26	205,952.95	33,724.80	0.00	17,600.00	85,938.46	159,827.05	15,036.03	84,763.67	
PROF. ASOCIADO "B", TT	BASE	SN	448,302.20	195,363.59	33,724.80	0.00	13,000.00	80,561.57	125,652.24	13,395.40	76,298.97	
PROF. ASOCIADO "B", TT	BASE	SN	550,279.05	227,286.84	33,724.80	0.00	16,000.00	100,241.92	173,025.48	16,457.50	92,226.74	
PROF. ASOCIADO "B", TT	BASE	SN	543,317.80	227,162.98	33,724.80	0.00	16,800.00	97,417.83	168,212.20	16,244.17	91,140.85	
PROF. ASOCIADO "B", TT	BASE	SN	526,560.22	227,224.91	33,724.80	0.00	0.00	98,829.91	166,780.60	15,744.44	88,597.24	
PROF. ASOCIADO "B", TT	BASE	SN	491,796.08	206,121.48	33,724.80	0.00	12,000.00	89,781.12	150,168.68	14,703.12	83,069.13	
PROF. ASOCIADO "B", TT	BASE	SN	419,300.94	184,866.78	33,724.80	0.00	0.00	77,283.11	123,426.25	12,526.86	71,764.23	
PROF. ASOCIADO "B", TT	BASE	SN	519,260.53	206,177.66	33,724.80	0.00	0.00	91,062.00	188,296.06	15,522.55	87,240.05	
PROF. ASOCIADO "B", TT	BASE	SN	486,418.49	206,177.66	33,724.80	0.00	0.00	91,062.00	155,454.02	14,540.29	82,240.34	
PROF. ASOCIADO "B", TT	BASE	SN	480,173.29	206,065.30	33,724.80	0.00	5,000.00	88,500.15	146,883.04	14,349.93	81,271.43	
PROF. ASOCIADO "B", TT	BASE	SN	589,576.98	227,348.77	33,724.80	0.00	12,000.00	101,653.93	214,849.48	17,631.94	98,204.63	
PROF. ASOCIADO "B", TT	BASE	SN	569,258.16	227,286.84	33,724.80	0.00	0.00	100,241.92	208,004.60	17,022.38	95,101.95	
PROF. ASOCIADO "B", TT	BASE	SN	516,672.14	206,177.66	33,724.80	0.00	0.00	91,062.00	185,707.67	15,449.40	86,867.71	
PROF. ASOCIADO "B", TT	BASE	SN	489,718.49	206,177.66	33,724.80	0.00	2,500.00	91,062.00	156,254.02	14,636.29	82,728.98	
PROF. ASOCIADO "B", TT	BASE	SN	542,279.05	227,286.84	33,724.80	0.00	8,000.00	100,241.92	173,025.48	16,217.50	91,005.14	
PROF. ASOCIADO "B", TT	BASE	SN	485,196.08	206,121.48	33,724.80	0.00	4,000.00	89,781.12	151,568.68	14,500.62	82,038.41	
PROF. ASOCIADO "B", TT	BASE	SN	449,684.03	205,840.59	33,724.80	0.00	0.00	83,376.69	126,741.95	13,439.76	76,638.62	
PROF. ASOCIADO "B", TT	BASE	SN	510,618.80	206,119.89	33,724.80	0.00	0.00	89,750.54	181,023.57	15,263.35	85,920.71	
PROF. ASOCIADO "B", TT	BASE	SN	474,573.29	206,065.30	33,724.80	0.00	0.00	88,500.15	146,283.04	14,183.43	80,423.94	
PROF. ASOCIADO "B", TT	BASE	SN	529,622.14	206,177.66	33,724.80	0.00	14,000.00	91,062.00	184,657.67	15,837.90	88,845.17	
PROF. ASOCIADO "B", TT	BASE	SN	514,084.40	195,956.22	33,724.80	0.00	14,500.00	94,067.73	175,835.65	15,368.82	86,343.66	
PROF. ASOCIADO "B", TT	BASE	SN	467,182.55	185,068.49	33,724.80	0.00	0.00	81,882.08	166,507.18	13,967.81	79,098.66	
PROF. ASOCIADO "B", TT	BASE	SN	522,602.18	206,177.66	33,724.80	0.00	4,000.00	91,062.00	187,637.71	15,624.30	87,757.95	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "B", TT	BASE	SN	657,229.02	227,983.56	33,724.80	0.00	0.00	116,127.19	279,393.46	19,666.00	108,558.00	
PROF. ASOCIADO "B", TT	BASE	SN	600,370.21	227,828.74	33,724.80	0.00	8,000.00	112,597.13	218,219.54	17,960.24	99,875.66	
PROF. ASOCIADO "B", TT	BASE	SN	555,441.87	206,528.78	33,724.80	0.00	0.00	99,067.46	216,120.83	16,612.49	92,787.85	
PROF. ASOCIADO "B", TT	BASE	SN	472,091.80	206,009.13	33,724.80	0.00	0.00	87,219.35	145,138.52	14,107.49	80,037.38	
PROF. ASOCIADO "B", TT	BASE	SN	469,901.26	206,009.13	33,724.80	0.00	4,000.00	87,219.35	138,947.99	14,049.27	79,741.06	
PROF. ASOCIADO "B", TT	BASE	SN	479,796.08	206,121.48	33,724.80	0.00	0.00	89,781.12	150,168.68	14,343.12	81,236.73	
PROF. ASOCIADO "B", TT	BASE	SN	473,108.07	200,790.76	33,724.80	0.00	9,000.00	86,270.75	143,321.76	14,138.00	80,135.75	
PROF. ASOCIADO "B", TT	BASE	SN	499,470.39	216,614.14	33,724.80	0.00	0.00	92,959.03	156,172.41	14,931.80	84,346.99	
PROF. ASOCIADO "B", TT	BASE	SN	537,199.14	227,286.84	33,724.80	0.00	4,000.00	100,241.92	171,945.58	16,063.61	90,221.80	
PROF. ASOCIADO "B", TT	BASE	SN	474,373.29	206,065.30	33,724.80	0.00	0.00	88,500.15	146,083.04	14,178.93	80,401.04	
PROF. ASOCIADO "B", TT	BASE	SN	485,443.26	205,952.95	33,724.80	0.00	0.00	85,938.46	159,827.05	14,508.03	82,076.15	
PROF. ASOCIADO "B", TT	BASE	SN	527,083.30	226,977.18	33,724.80	0.00	0.00	93,181.72	173,199.60	15,757.13	88,661.84	
PROF. ASOCIADO "B", TT	BASE	SN	440,130.16	184,866.78	33,724.80	0.00	0.00	77,283.11	144,255.47	13,148.74	74,929.59	
PROF. ASOCIADO "B", TT	BASE	SN	495,558.30	216,436.98	33,724.80	0.00	15,960.00	88,919.65	140,516.88	14,811.43	83,734.35	
PROF. ASOCIADO "B", TT	BASE	SN	519,958.91	221,767.45	33,724.80	0.00	0.00	92,429.93	172,036.73	15,543.43	87,517.13	
PROF. ASOCIADO "B", TT	BASE	SN	483,640.49	205,952.95	33,724.80	0.00	0.00	85,938.46	158,024.28	14,461.45	81,839.04	
PROF. ASOCIADO "B", TT	BASE	SN	484,643.26	205,952.95	33,724.80	0.00	0.00	85,938.46	159,027.05	14,487.03	81,969.26	
PROF. ASOCIADO "B", TT	BASE	SN	467,331.42	195,363.59	33,724.80	0.00	12,000.00	80,561.57	145,681.46	13,966.28	79,204.74	
PROF. ASOCIADO "B", TT	BASE	SN	461,925.51	195,313.16	33,724.80	0.00	12,000.00	79,411.80	141,475.74	13,804.10	78,379.25	
PROF. ASOCIADO "B", TT	BASE	SN	410,483.60	184,715.50	33,724.80	0.00	8,000.00	73,833.90	110,209.40	12,263.84	70,425.46	
PROF. ASOCIADO "B", TT	BASE	SN	422,640.76	195,262.74	33,724.80	0.00	0.00	78,262.12	115,391.10	12,628.56	72,395.74	
PROF. ASOCIADO "B", TT	BASE	SN	276,993.88	116,184.09	33,724.80	0.00	0.00	48,380.82	78,704.16	8,254.96	49,278.67	
PROF. ASOCIADO "B", TT	BASE	SN	505,364.90	226,915.25	33,724.80	0.00	12,000.00	91,769.71	140,955.13	15,108.58	85,360.71	
PROF. ASOCIADO "B", TT	BASE	SN	443,690.76	195,262.74	33,724.80	0.00	20,000.00	78,262.12	116,441.10	13,260.06	75,610.08	
PROF. ASOCIADO "B", TT	BASE	SN	358,024.98	162,568.92	33,724.80	0.00	0.00	65,149.40	96,581.86	10,691.69	62,183.76	
PROF. ASOCIADO "B", TT	BASE	SN	440,814.89	195,409.86	33,724.80	0.00	0.00	81,610.78	130,069.45	13,172.23	75,163.04	
PROF. ASOCIADO "B", TT	BASE	SN	359,874.98	162,568.92	33,724.80	0.00	0.00	65,149.40	98,431.86	10,744.19	62,450.98	
PROF. ASOCIADO "B", TT	BASE	SN	488,380.42	226,853.32	33,724.80	0.00	0.00	90,357.71	137,444.59	14,599.05	82,767.18	
PROF. ASOCIADO "B", TT	BASE	SN	421,224.88	195,111.46	33,724.80	0.00	0.00	74,812.91	117,575.71	12,581.58	72,156.63	
PROF. ASOCIADO "B", TT	BASE	SN	485,639.88	226,853.32	33,724.80	0.00	0.00	90,357.71	134,704.05	14,515.33	82,341.07	
PROF. ASOCIADO "B", TT	BASE	SN	473,448.15	226,729.46	33,724.80	0.00	0.00	87,533.69	125,460.20	14,151.08	80,487.03	
PROF. ASOCIADO "B", TT	BASE	SN	458,806.44	205,896.77	33,724.80	0.00	2,500.00	84,657.57	132,027.30	13,711.93	78,023.98	
PROF. ASOCIADO "B", TT	BASE	SN	487,704.59	206,177.66	33,724.80	0.00	0.00	91,062.00	156,740.12	14,578.87	82,436.73	
PROF. ASOCIADO "B", MT	BASE	SN	457,551.04	205,786.13	33,724.80	0.00	0.00	84,839.76	133,200.35	13,671.29	77,815.85	
PROF. ASOCIADO "B", MT	BASE	SN	491,753.67	211,046.23	33,724.80	0.00	0.00	86,739.89	160,242.75	14,697.30	83,095.15	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "B", MT	BASE	SN	425,223.40	179,621.69	33,724.80	0.00	0.00	0.00	78,418.50	133,458.41	12,701.54	72,595.09
PROF. ASOCIADO "B", MT	BASE	SN	322,823.11	137,302.48	33,724.80	0.00	0.00	0.00	57,759.21	94,036.62	9,631.23	56,511.69
PROF. ASOCIADO "B", MT	BASE	SN	438,678.83	189,922.68	33,724.80	0.00	0.00	0.00	77,232.12	137,799.24	13,108.20	74,778.89
PROF. ASOCIADO "B", MT	BASE	SN	464,235.99	200,670.40	33,724.80	0.00	0.00	0.00	86,219.85	143,620.95	13,871.82	78,779.57
PROF. ASOCIADO "B", MT	BASE	SN	429,973.40	179,621.69	33,724.80	0.00	8,000.00	0.00	78,418.50	130,208.41	12,851.54	73,358.59
PROF. ASOCIADO "B", MT	BASE	SN	432,623.40	179,621.69	33,724.80	0.00	8,000.00	0.00	78,418.50	132,858.41	12,925.04	73,732.70
PROF. ASOCIADO "B", MT	BASE	SN	411,477.12	179,523.77	33,724.80	0.00	0.00	0.00	76,186.08	122,042.47	12,296.65	70,534.21
PROF. ASOCIADO "B", MT	BASE	SN	481,282.87	205,945.94	33,724.80	0.00	8,000.00	0.00	88,483.47	145,128.66	14,387.75	81,462.60
PROF. ASOCIADO "B", MT	BASE	SN	516,678.49	221,828.28	33,724.80	0.00	2,500.00	0.00	96,515.93	162,109.48	15,447.99	87,030.06
PROF. ASOCIADO "B", MT	BASE	SN	508,982.88	221,767.82	33,724.80	0.00	0.00	0.00	95,137.36	158,352.90	15,217.12	85,854.94
PROF. ASOCIADO "B", MT	BASE	SN	376,082.46	158,431.85	33,724.80	0.00	5,000.00	0.00	67,399.61	111,526.20	11,227.41	64,864.01
PROF. ASOCIADO "B", MT	BASE	SN	424,423.40	179,621.69	33,724.80	0.00	0.00	0.00	78,418.50	132,658.41	12,680.54	72,488.20
PROF. ASOCIADO "B", MT	BASE	SN	456,559.83	179,670.64	33,724.80	0.00	0.00	0.00	79,534.67	163,629.72	13,644.63	77,395.43
PROF. ASOCIADO "B", MT	BASE	SN	354,439.31	147,836.75	33,724.80	0.00	12,000.00	0.00	61,891.59	98,986.17	10,581.22	64,461.00
PROF. ASOCIADO "B", MT	BASE	SN	330,702.62	137,377.38	33,724.80	0.00	2,500.00	0.00	59,466.98	97,633.46	9,873.62	57,745.43
PROF. ASOCIADO "B", MT	BASE	SN	419,975.07	179,572.73	33,724.80	0.00	0.00	0.00	77,302.25	129,375.30	12,544.09	71,793.67
PROF. ASOCIADO "B", MT	BASE	SN	539,545.93	221,888.74	33,724.80	0.00	16,800.00	0.00	97,894.43	169,237.96	16,131.01	90,506.65
PROF. ASOCIADO "B", MT	BASE	SN	573,020.74	211,694.05	33,724.80	0.00	0.00	0.00	101,510.18	226,091.71	17,135.31	95,504.63
PROF. ASOCIADO "B", MT	BASE	SN	374,913.91	158,475.05	33,724.80	0.00	0.00	0.00	68,384.65	114,329.40	11,195.36	64,700.84
PROF. ASOCIADO "B", MT	BASE	SN	409,478.80	179,474.81	33,724.80	0.00	0.00	0.00	75,069.83	121,209.35	12,229.20	70,190.89
PROF. ASOCIADO "B", MT	BASE	SN	424,473.40	179,621.69	33,724.80	0.00	2,500.00	0.00	78,418.50	130,208.41	12,686.54	72,518.74
PROF. ASOCIADO "B", MT	BASE	SN	348,019.19	147,911.65	33,724.80	0.00	0.00	0.00	63,599.44	102,783.29	10,393.12	60,503.55
PROF. ASOCIADO "B", MT	BASE	SN	445,994.01	200,514.71	33,724.80	0.00	0.00	0.00	82,675.97	129,078.53	13,327.61	76,009.54
PROF. ASOCIADO "B", MT	BASE	SN	508,006.70	200,560.98	33,724.80	0.00	55,500.00	0.00	83,725.18	134,495.74	15,184.94	85,463.36
PROF. ASOCIADO "B", MT	BASE	SN	408,878.80	179,474.81	33,724.80	0.00	0.00	0.00	75,069.83	120,609.35	12,212.70	70,106.90
PROF. ASOCIADO "B", MT	BASE	SN	435,176.33	190,069.54	33,724.80	0.00	0.00	0.00	80,580.71	130,801.28	13,001.63	74,236.42
PROF. ASOCIADO "B", MT	BASE	SN	439,624.65	190,118.50	33,724.80	0.00	0.00	0.00	81,696.96	134,084.40	13,138.08	74,930.95
PROF. ASOCIADO "B", MT	BASE	SN	434,976.33	190,069.54	33,724.80	0.00	0.00	0.00	80,580.71	130,601.28	12,997.13	74,213.52
PROF. ASOCIADO "B", MT	BASE	SN	435,775.96	190,069.54	33,724.80	0.00	0.00	0.00	80,580.63	131,400.99	13,018.12	74,320.35
PROF. ASOCIADO "B", MT	BASE	SN	404,931.46	143,264.21	33,724.80	0.00	0.00	0.00	75,662.15	152,280.31	12,100.46	69,136.99
PROF. ASOCIADO "B", MT	BASE	SN	427,553.89	179,474.81	33,724.80	0.00	0.00	0.00	75,069.83	139,284.44	12,771.45	72,950.96
PROF. ASOCIADO "B", MT	BASE	SN	425,280.05	189,971.63	33,724.80	0.00	0.00	0.00	78,348.29	123,235.33	12,703.24	72,717.62
PROF. ASOCIADO "B", MT	BASE	SN	294,591.45	116,279.71	33,724.80	0.00	8,000.00	0.00	50,549.38	86,037.56	8,784.38	51,973.46
PROF. ASOCIADO "B", MT	BASE	SN	458,166.78	189,971.63	33,724.80	0.00	13,440.00	0.00	78,348.29	142,682.06	13,689.84	77,739.43
PROF. ASOCIADO "B", MT	BASE	SN	375,956.02	158,388.65	33,724.80	0.00	10,305.00	0.00	66,414.56	107,123.01	11,226.62	64,859.97



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROF. ASOCIADO "B", MT	BASE	SN	289,789.88	116,311.41	33,724.80	0.00	0.00	51,272.19	88,481.49	8,641.84	51,247.89
PROF. ASOCIADO "B", MT	BASE	SN	417,244.61	169,023.89	33,724.80	0.00	20,000.00	72,843.45	121,652.47	12,463.73	71,270.74
PROF. ASOCIADO "B", MT	BASE	SN	408,678.80	179,474.81	33,724.80	0.00	0.00	75,069.83	120,409.35	12,208.20	70,084.00
PROF. ASOCIADO "B", MT	BASE	SN	383,012.57	158,388.65	33,724.80	0.00	0.00	66,414.56	124,484.56	11,436.82	65,929.87
PROF. ASOCIADO "B", MT	BASE	SN	479,030.64	221,465.52	33,724.80	0.00	0.00	88,244.90	135,595.43	14,315.55	81,265.97
PROF. ASOCIADO "B", MT	BASE	SN	422,662.93	189,922.68	33,724.80	0.00	0.00	77,232.12	121,783.34	12,627.73	72,333.26
PROF. ASOCIADO "B", MT	BASE	SN	427,525.53	179,474.81	33,724.80	0.00	0.00	75,069.83	139,256.08	12,775.10	72,969.53
PROF. ASOCIADO "B", MT	BASE	SN	439,317.95	195,129.50	33,724.80	0.00	14,700.00	77,917.60	117,846.05	13,124.30	74,917.77
PROF. ASOCIADO "B", MT	BASE	SN	398,524.89	158,388.65	33,724.80	0.00	0.00	66,414.56	139,996.88	11,903.69	68,306.24
PROF. ASOCIADO "B", MT	BASE	SN	433,125.53	179,474.81	33,724.80	0.00	5,000.00	75,069.83	139,856.08	12,941.60	73,817.01
PROF. ASOCIADO "B", MT	BASE	SN	398,613.75	168,885.46	33,724.80	0.00	0.00	69,693.02	126,310.47	11,906.35	68,433.69
PROF. ASOCIADO "B", MT	BASE	SN	476,570.55	205,776.25	33,724.80	0.00	18,040.00	84,608.81	134,420.69	14,241.83	80,719.87
PROF. ASOCIADO "B", MT	BASE	SN	445,069.40	189,971.63	33,724.80	0.00	0.00	78,348.29	143,024.68	13,299.92	75,754.73
PROF. ASOCIADO "B", MT	BASE	SN	470,988.61	200,560.98	33,724.80	0.00	0.00	83,725.18	152,977.65	14,081.90	79,848.87
PROF. ASOCIADO "B", MT	BASE	SN	513,182.14	221,646.90	33,724.80	0.00	0.00	92,380.45	165,429.98	15,343.10	86,496.17
PROF. ASOCIADO "B", MT	BASE	SN	441,476.78	189,971.63	33,724.80	0.00	0.00	78,348.29	139,432.06	13,196.64	75,229.04
PROF. ASOCIADO "B", MT	BASE	SN	347,124.86	158,215.83	33,724.80	0.00	0.00	62,474.30	92,709.93	10,361.68	60,457.46
PROF. ASOCIADO "B", MT	BASE	SN	390,926.74	168,842.26	33,724.80	0.00	0.00	68,707.89	119,651.79	11,680.24	67,282.79
PROF. ASOCIADO "B", MT	BASE	SN	393,347.21	184,509.89	33,724.80	0.00	0.00	71,850.78	103,261.74	11,748.28	67,799.93
PROF. ASOCIADO "B", MT	BASE	SN	507,219.16	221,586.44	33,724.80	0.00	16,000.00	91,001.96	144,905.96	15,164.21	85,585.62
PROF. ASOCIADO "B", MT	BASE	SN	426,536.36	189,966.07	33,724.80	0.00	2,500.00	78,215.74	122,129.75	12,745.38	72,932.11
PROF. ASOCIADO "B", MT	BASE	SN	486,300.82	200,725.11	33,724.80	0.00	17,000.00	87,467.22	147,383.70	14,536.76	82,164.14
PROF. ASOCIADO "B", MT	BASE	SN	412,133.78	189,873.72	33,724.80	0.00	0.00	76,115.87	112,419.39	12,314.85	70,740.73
PROF. ASOCIADO "B", MT	BASE	SN	347,124.86	158,215.83	33,724.80	0.00	0.00	62,474.30	92,709.93	10,361.68	60,457.46
PROF. ASOCIADO "B", MT	BASE	SN	426,183.78	189,873.72	33,724.80	0.00	12,000.00	76,115.87	114,469.39	12,731.85	72,863.26
PROF. ASOCIADO "B", MT	BASE	SN	398,182.52	179,376.90	33,724.80	0.00	0.00	72,837.42	112,243.40	11,893.31	68,481.22
PROF. ASOCIADO "B", MT	BASE	SN	318,549.67	147,612.03	33,724.80	0.00	0.00	56,768.05	80,444.79	9,503.03	55,973.02
PROF. ASOCIADO "B", MT	BASE	SN	428,125.53	179,474.81	33,724.80	0.00	0.00	75,069.83	139,856.08	12,791.60	73,053.51
PROF. ASOCIADO "B", MT	BASE	SN	297,888.65	136,965.40	33,724.80	0.00	12,000.00	50,073.90	65,124.55	8,886.20	52,719.46
PROF. ASOCIADO "B", MT	BASE	SN	330,041.58	142,496.11	33,724.80	0.00	5,000.00	58,149.56	90,671.11	9,849.26	57,678.40
PROF. ASOCIADO "B", MT	BASE	SN	420,935.46	189,824.76	33,724.80	0.00	12,000.00	74,999.63	110,386.27	12,574.40	72,061.84
PROF. ASOCIADO "B", MT	BASE	SN	358,294.30	168,669.44	33,724.80	0.00	0.00	64,767.63	91,132.43	10,696.77	62,276.91
PROF. ASOCIADO "B", MT	BASE	SN	444,406.72	205,663.96	33,724.80	0.00	0.00	82,048.55	122,969.41	13,279.91	75,823.72
PROF. ASOCIADO "B", MT	BASE	SN	372,989.01	168,799.05	33,724.80	0.00	0.00	67,722.85	102,742.31	11,134.61	64,505.52
PROF. ASOCIADO "B", MT	BASE	SN	267,549.65	116,121.20	33,724.80	0.00	0.00	46,935.46	70,768.19	7,977.63	47,867.08



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "B", MT	BASE	SN	285,888.65	136,965.40	33,724.80	0.00	0.00	50,073.90	65,124.55	8,526.20	50,887.06	
PROF. ASOCIADO "B", MT	BASE	SN	389,452.27	168,885.46	33,724.80	0.00	8,000.00	69,693.02	109,148.99	11,631.51	67,034.74	
PROF. ASOCIADO "B", MT	BASE	SN	428,677.58	179,425.86	33,724.80	0.00	5,000.00	73,953.66	136,573.25	12,805.17	73,122.54	
PROF. ASOCIADO "B", MT	BASE	SN	323,366.88	157,999.80	33,724.80	0.00	0.00	57,548.91	74,093.37	9,650.45	56,837.25	
PROF. ASOCIADO "B", MT	BASE	SN	358,995.74	179,034.21	33,724.80	0.00	0.00	65,024.00	81,212.74	10,722.21	62,520.30	
PROF. ASOCIADO "B", MT	BASE	SN	339,768.14	168,496.62	33,724.80	0.00	0.00	60,827.37	76,719.36	10,140.98	59,447.97	
PROF. CECYTE II	BASE	SN	166,485.46	53,834.62	33,724.80	0.00	0.00	27,266.94	51,659.11	4,947.72	31,769.16	
PROF. CECYTE II	BASE	SN	270,669.18	89,907.26	33,724.80	0.00	0.00	48,683.65	98,353.46	8,073.23	48,064.48	
PROF. ASOCIADO "C", TT	BASE	SN	603,112.36	232,539.53	33,724.80	0.00	20,000.00	111,368.03	205,480.01	18,039.49	100,331.48	
PROF. ASOCIADO "C", TT	BASE	SN	665,412.76	256,719.69	33,724.80	0.00	0.00	128,643.63	246,324.64	19,914.39	110,132.35	
PROF. ASOCIADO "C", TT	BASE	SN	750,017.23	256,806.89	33,724.80	0.00	16,000.00	130,631.83	312,853.71	22,449.53	123,036.18	
PROF. ASOCIADO "C", TT	BASE	SN	675,821.11	232,776.73	33,724.80	0.00	8,000.00	116,776.29	284,543.28	20,220.76	111,434.10	
PROF. ASOCIADO "C", TT	BASE	SN	589,000.92	255,952.32	33,724.80	0.00	4,000.00	111,147.64	184,176.16	17,619.04	98,448.99	
PROF. ASOCIADO "C", TT	BASE	SN	601,950.68	232,697.66	33,724.80	0.00	0.00	114,973.54	220,554.68	18,003.14	100,146.46	
PROF. ASOCIADO "C", TT	BASE	SN	575,248.99	232,144.19	33,724.80	0.00	0.00	102,354.26	207,025.74	17,205.09	96,084.38	
PROF. ASOCIADO "C", TT	BASE	SN	581,062.36	232,539.53	33,724.80	0.00	0.00	111,368.03	203,430.01	17,382.49	96,987.35	
PROF. ASOCIADO "C", TT	BASE	SN	681,742.67	256,719.69	33,724.80	0.00	12,000.00	128,643.63	250,654.55	20,398.29	112,595.39	
PROF. ASOCIADO "C", TT	BASE	SN	599,264.58	232,697.66	33,724.80	0.00	0.00	114,973.54	217,868.58	17,927.06	99,759.19	
PROF. ASOCIADO "C", TT	BASE	SN	666,012.76	256,719.69	33,724.80	0.00	0.00	128,643.63	246,924.64	19,930.89	110,216.34	
PROF. ASOCIADO "C", TT	BASE	SN	553,750.63	232,080.93	33,724.80	0.00	20,000.00	100,911.99	167,032.91	16,560.14	92,801.58	
PROF. ASOCIADO "C", TT	BASE	SN	536,250.63	232,080.93	33,724.80	0.00	2,500.00	100,911.99	167,032.91	16,035.14	90,129.33	
PROF. ASOCIADO "C", TT	BASE	SN	586,230.83	255,952.32	33,724.80	0.00	0.00	111,147.64	185,406.07	17,534.43	98,018.37	
PROF. ASOCIADO "C", TT	BASE	SN	580,602.48	255,882.56	33,724.80	0.00	0.00	109,557.09	181,438.03	17,362.58	97,143.65	
PROF. ASOCIADO "C", TT	BASE	SN	622,842.91	232,934.87	33,724.80	0.00	0.00	120,381.80	235,801.44	18,637.41	103,374.87	
PROF. ASOCIADO "C", TT	BASE	SN	610,890.69	232,776.73	33,724.80	0.00	0.00	116,776.29	227,612.86	18,278.84	101,549.77	
PROF. ASOCIADO "C", TT	BASE	SN	611,088.47	232,618.60	33,724.80	0.00	19,500.00	113,170.78	212,074.29	18,278.78	101,549.43	
PROF. ASOCIADO "C", TT	BASE	SN	670,419.05	232,855.80	33,724.80	0.00	4,000.00	118,579.05	281,259.40	20,064.70	110,639.75	
PROF. ASOCIADO "C", TT	BASE	SN	620,540.69	232,776.73	33,724.80	0.00	12,000.00	116,776.29	225,262.86	18,562.34	102,992.78	
PROF. ASOCIADO "C", TT	BASE	SN	625,016.80	232,855.80	33,724.80	0.00	8,000.00	118,579.05	231,857.15	18,696.63	103,676.29	
PROF. ASOCIADO "C", TT	BASE	SN	576,527.74	250,052.55	33,724.80	0.00	0.00	110,142.18	182,608.21	17,247.87	96,495.34	
PROF. ASOCIADO "C", TT	BASE	SN	651,331.76	239,005.84	33,724.80	0.00	4,000.00	125,290.43	249,310.69	19,489.05	107,774.12	
PROF. ASOCIADO "C", TT	BASE	SN	779,009.66	256,894.10	33,724.80	0.00	8,000.00	132,620.03	347,770.74	23,314.80	127,440.42	
PROF. ASOCIADO "C", TT	BASE	SN	697,311.78	244,831.22	33,724.80	0.00	0.00	124,605.44	294,150.32	20,871.42	114,874.80	
PROF. ASOCIADO "C", TT	BASE	SN	741,565.57	256,632.49	33,724.80	0.00	0.00	126,655.43	324,552.85	22,195.98	121,745.62	
PROF. ASOCIADO "C", TT	BASE	SN	618,529.01	232,618.60	33,724.80	0.00	24,000.00	113,170.78	215,014.83	18,501.99	102,685.60	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "C", TT	BASE	SN	591,112.36	232,539.53	33,724.80	0.00	8,000.00	111,368.03	205,480.01	17,679.49	98,499.08	
PROF. ASOCIADO "C", TT	BASE	SN	637,492.91	232,934.87	33,724.80	0.00	12,000.00	120,381.80	238,451.44	19,070.91	105,581.39	
PROF. ASOCIADO "C", TT	BASE	SN	633,769.02	233,013.94	33,724.80	0.00	0.00	122,184.56	244,845.72	18,960.69	105,020.39	
PROF. ASOCIADO "C", TT	BASE	SN	615,740.69	232,776.73	33,724.80	0.00	8,000.00	116,776.29	224,462.86	18,421.34	102,275.09	
PROF. ASOCIADO "C", TT	BASE	SN	605,511.59	238,600.33	33,724.80	0.00	0.00	116,044.91	217,141.55	18,112.94	100,769.74	
PROF. ASOCIADO "C", TT	BASE	SN	591,388.47	232,618.60	33,724.80	0.00	0.00	113,170.78	211,874.29	17,689.28	98,548.88	
PROF. ASOCIADO "C", TT	BASE	SN	675,809.59	232,855.80	33,724.80	0.00	4,000.00	118,579.05	286,649.94	20,221.91	111,439.98	
PROF. ASOCIADO "C", TT	BASE	SN	608,540.69	232,776.73	33,724.80	0.00	0.00	116,776.29	225,262.86	18,202.34	101,160.38	
PROF. ASOCIADO "C", TT	BASE	SN	615,864.58	232,697.66	33,724.80	0.00	16,000.00	114,973.54	218,468.58	18,423.56	102,286.38	
PROF. ASOCIADO "C", TT	BASE	SN	504,200.97	196,728.93	33,724.80	0.00	0.00	95,926.16	177,821.07	15,078.33	84,872.66	
PROF. ASOCIADO "C", TT	BASE	SN	680,269.05	232,855.80	33,724.80	0.00	12,000.00	118,579.05	283,109.40	20,357.20	112,128.58	
PROF. ASOCIADO "C", TT	BASE	SN	601,957.58	208,904.96	33,724.80	0.00	0.00	106,526.35	252,801.47	18,010.97	99,928.63	
PROF. ASOCIADO "C", TT	BASE	SN	612,555.78	238,681.43	33,724.80	0.00	0.00	117,894.05	222,255.49	18,325.77	101,853.03	
PROF. ASOCIADO "C", TT	BASE	SN	592,921.37	232,144.19	33,724.80	0.00	17,000.00	102,354.26	207,698.12	17,736.76	98,790.58	
PROF. ASOCIADO "C", TT	BASE	SN	599,463.48	220,880.38	33,724.80	0.00	12,000.00	112,552.74	220,305.56	17,930.09	99,645.76	
PROF. ASOCIADO "C", TT	BASE	SN	602,788.47	232,618.60	33,724.80	0.00	12,000.00	113,170.78	211,274.29	18,032.78	100,297.29	
PROF. ASOCIADO "C", TC	BASE	SN	615,925.58	264,647.12	33,724.80	0.00	19,475.07	113,264.90	184,813.69	18,425.28	102,647.38	
PROF. ASOCIADO "C", TC	BASE	SN	608,620.08	264,719.14	33,724.80	0.00	4,000.00	114,906.75	191,269.40	18,207.61	101,539.46	
PROF. ASOCIADO "C", TC	BASE	SN	607,205.53	264,646.98	33,724.80	0.00	12,000.00	113,261.64	183,572.11	18,165.18	101,323.46	
PROF. ASOCIADO "C", TC	BASE	SN	766,726.41	265,602.98	33,724.80	0.00	8,000.00	135,058.30	324,340.33	22,950.80	125,682.30	
PROF. ASOCIADO "C", TC	BASE	SN	606,020.08	264,719.14	33,724.80	0.00	0.00	114,906.75	192,669.40	18,125.11	101,119.54	
PROF. ASOCIADO "C", TC	BASE	SN	668,513.23	265,332.41	33,724.80	0.00	0.00	128,889.43	240,566.59	20,007.41	110,700.42	
PROF. ASOCIADO "C", TC	BASE	SN	690,299.69	265,512.79	33,724.80	0.00	0.00	133,002.04	258,060.07	20,656.50	114,004.31	
PROF. ASOCIADO "C", TC	BASE	SN	680,631.28	265,422.60	33,724.80	0.00	0.00	130,945.69	250,538.18	20,366.45	112,527.94	
PROF. ASOCIADO "C", TC	BASE	SN	662,095.19	265,242.22	33,724.80	0.00	0.00	126,833.17	236,294.99	19,807.36	109,682.21	
PROF. ASOCIADO "C", TC	BASE	SN	678,181.28	265,422.60	33,724.80	0.00	0.00	130,945.69	248,088.18	20,297.45	112,176.73	
PROF. ASOCIADO "C", TT	BASE	SN	536,741.17	232,080.93	33,724.80	0.00	2,500.00	100,911.99	167,523.45	16,054.36	90,227.14	
PROF. ASOCIADO "C", TT	BASE	SN	510,988.69	218,706.61	33,724.80	0.00	12,000.00	93,954.96	152,602.33	15,277.40	86,128.65	
PROF. ASOCIADO "C", TT	BASE	SN	492,738.49	218,536.36	33,724.80	0.00	12,000.00	90,073.38	138,403.94	14,729.89	83,341.85	
PROF. ASOCIADO "C", TT	BASE	SN	480,738.49	218,536.36	33,724.80	0.00	0.00	90,073.38	138,403.94	14,369.89	81,509.45	
PROF. ASOCIADO "C", TT	BASE	SN	505,272.34	218,763.36	33,724.80	0.00	0.00	95,248.87	157,535.32	15,104.41	85,248.13	
PROF. ASOCIADO "C", TT	BASE	SN	476,504.16	208,153.04	33,724.80	0.00	0.00	89,382.67	145,243.65	14,244.36	80,756.62	
PROF. ASOCIADO "C", TT	BASE	SN	481,538.49	218,536.36	33,724.80	0.00	0.00	90,073.38	139,203.94	14,390.89	81,616.34	
PROF. ASOCIADO "C", TT	BASE	SN	584,830.83	255,952.32	33,724.80	0.00	0.00	111,147.64	184,006.07	17,496.93	97,827.49	
PROF. ASOCIADO "C", TT	BASE	SN	489,271.08	208,266.54	33,724.80	0.00	0.00	91,970.41	155,309.33	14,625.87	82,698.49	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROF. ASOCIADO "C", TT	BASE	SN	579,777.01	255,882.56	33,724.80	0.00	0.00	109,557.09	180,612.55	17,340.82	97,032.87
PROF. ASOCIADO "C", TT	BASE	SN	535,098.61	236,486.83	33,724.80	0.00	12,000.00	98,821.42	154,065.56	16,002.11	90,010.67
PROF. ASOCIADO "C", TT	BASE	SN	499,788.69	218,706.61	33,724.80	0.00	0.00	93,954.96	153,402.33	14,938.40	84,403.14
PROF. ASOCIADO "C", TT	BASE	SN	549,670.63	232,080.93	33,724.80	0.00	15,120.00	100,911.99	167,832.91	16,434.74	92,163.29
PROF. ASOCIADO "C", TT	BASE	SN	520,189.00	231,954.42	33,724.80	0.00	0.00	98,027.61	156,482.17	15,553.29	87,676.72
PROF. ASOCIADO "C", TT	BASE	SN	584,830.83	255,952.32	33,724.80	0.00	0.00	111,147.64	184,006.07	17,496.93	97,827.49
PROF. ASOCIADO "C", TT	BASE	SN	496,538.69	218,706.61	33,724.80	0.00	0.00	93,954.96	150,152.33	14,848.40	83,945.04
PROF. ASOCIADO "C", TT	BASE	SN	508,988.69	218,706.61	33,724.80	0.00	10,000.00	93,954.96	152,602.33	15,217.40	85,823.25
PROF. ASOCIADO "C", TT	BASE	SN	498,538.69	218,706.61	33,724.80	0.00	2,000.00	93,954.96	150,152.33	14,908.40	84,250.44
PROF. ASOCIADO "C", TT	BASE	SN	503,055.42	218,649.86	33,724.80	0.00	12,000.00	92,661.12	146,019.63	15,042.40	84,932.51
PROF. ASOCIADO "C", TT	BASE	SN	504,188.69	218,706.61	33,724.80	0.00	5,000.00	93,954.96	152,802.33	15,071.90	85,082.66
PROF. ASOCIADO "C", TT	BASE	SN	580,504.65	254,446.81	33,724.80	0.00	12,000.00	107,791.91	172,541.14	17,359.71	97,114.06
PROF. ASOCIADO "C", TT	BASE	SN	495,387.43	208,209.79	33,724.80	0.00	12,000.00	90,676.50	150,776.34	14,807.86	83,624.82
PROF. ASOCIADO "C", TT	BASE	SN	550,697.85	219,188.97	33,724.80	0.00	0.00	104,952.80	192,831.28	16,468.67	92,192.24
PROF. ASOCIADO "C", TT	BASE	SN	555,893.66	219,118.03	33,724.80	0.00	12,000.00	103,335.49	187,715.34	16,621.55	92,970.37
PROF. ASOCIADO "C", TT	BASE	SN	521,758.66	208,266.54	33,724.80	0.00	0.00	91,970.41	187,796.91	15,599.00	87,651.71
PROF. ASOCIADO "C", TT	BASE	SN	475,254.16	208,153.04	33,724.80	0.00	0.00	89,382.67	143,993.65	14,208.36	80,573.38
PROF. ASOCIADO "C", TT	BASE	SN	582,912.36	232,539.53	33,724.80	0.00	0.00	111,368.03	205,280.01	17,434.99	97,254.57
PROF. ASOCIADO "C", TT	BASE	SN	518,660.21	226,113.27	33,724.80	0.00	0.00	98,353.16	160,468.98	15,511.96	87,401.91
PROF. ASOCIADO "C", TT	BASE	SN	589,924.13	255,812.80	33,724.80	0.00	16,800.00	107,966.55	175,619.98	17,642.23	98,567.06
PROF. ASOCIADO "C", TT	BASE	SN	618,301.91	232,539.53	33,724.80	0.00	0.00	111,368.03	240,669.56	18,498.18	102,666.19
PROF. ASOCIADO "C", TT	BASE	SN	521,885.13	208,266.54	33,724.80	0.00	0.00	91,970.41	187,923.38	15,608.79	87,701.56
PROF. ASOCIADO "C", TT	BASE	SN	611,480.83	255,952.32	33,724.80	0.00	24,000.00	111,147.64	186,656.07	18,290.43	101,866.41
PROF. ASOCIADO "C", TT	BASE	SN	537,018.42	218,763.36	33,724.80	0.00	0.00	95,248.87	189,281.40	16,055.29	90,088.12
PROF. ASOCIADO "C", TT	BASE	SN	644,770.81	256,022.08	33,724.80	0.00	12,000.00	112,738.18	230,285.74	19,290.63	106,957.42
PROF. ASOCIADO "C", TT	BASE	SN	584,830.83	255,952.32	33,724.80	0.00	0.00	111,147.64	184,006.07	17,496.93	97,827.49
PROF. ASOCIADO "C", TT	BASE	SN	493,262.61	208,039.55	33,724.80	0.00	5,000.00	86,794.93	159,703.34	14,742.62	83,292.73
PROF. ASOCIADO "C", TT	BASE	SN	486,221.77	218,593.11	33,724.80	0.00	0.00	91,367.21	142,536.64	14,535.89	82,354.38
PROF. ASOCIADO "C", TT	BASE	SN	583,150.92	255,952.32	33,724.80	0.00	0.00	111,147.64	182,326.16	17,446.54	97,570.97
PROF. ASOCIADO "C", TT	BASE	SN	501,488.69	218,706.61	33,724.80	0.00	2,500.00	93,954.96	152,602.33	14,992.40	84,678.00
PROF. ASOCIADO "C", TT	BASE	SN	498,388.69	218,706.61	33,724.80	0.00	0.00	93,954.96	152,002.33	14,900.90	84,212.27
PROF. ASOCIADO "C", TT	BASE	SN	573,973.52	244,016.50	33,724.80	0.00	12,000.00	106,029.81	178,202.40	17,166.77	96,018.14
PROF. ASOCIADO "C", TT	BASE	SN	578,124.13	255,812.80	33,724.80	0.00	5,000.00	107,966.55	175,619.98	17,288.23	96,765.20
PROF. ASOCIADO "C", TT	BASE	SN	518,388.69	218,706.61	33,724.80	0.00	20,000.00	93,954.96	152,002.33	15,500.90	87,266.27
PROF. ASOCIADO "C", TT	BASE	SN	530,505.41	236,548.46	33,724.80	0.00	0.00	100,226.59	160,005.55	15,861.31	89,294.02



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "C", TT	BASE	SN	579,802.48	255,882.56	33,724.80	0.00	0.00	109,557.09	180,638.03	17,341.58	97,036.76	
PROF. ASOCIADO "C", TT	BASE	SN	490,455.42	218,649.86	33,724.80	0.00	0.00	92,661.12	145,419.63	14,665.90	83,016.13	
PROF. ASOCIADO "C", TT	BASE	SN	484,737.43	208,209.79	33,724.80	0.00	4,000.00	90,676.50	148,126.34	14,494.36	82,029.11	
PROF. ASOCIADO "C", TT	BASE	SN	490,455.42	218,649.86	33,724.80	0.00	0.00	92,661.12	145,419.63	14,665.90	83,016.13	
PROF. ASOCIADO "C", TT	BASE	SN	512,054.15	226,051.65	33,724.80	0.00	0.00	96,948.14	155,329.57	15,313.78	86,393.17	
PROF. ASOCIADO "C", TT	BASE	SN	493,705.42	218,649.86	33,724.80	0.00	0.00	92,661.12	148,669.63	14,755.90	83,474.23	
PROF. ASOCIADO "C", TT	BASE	SN	498,988.69	218,706.61	33,724.80	0.00	0.00	93,954.96	152,602.33	14,917.40	84,296.25	
PROF. ASOCIADO "C", TT	BASE	SN	505,272.34	218,763.36	33,724.80	0.00	0.00	95,248.87	157,535.32	15,104.41	85,248.13	
PROF. ASOCIADO "C", TT	BASE	SN	455,455.97	196,274.22	33,724.80	0.00	0.00	85,558.75	139,898.19	13,615.98	77,429.30	
PROF. ASOCIADO "C", TT	BASE	SN	502,988.69	218,706.61	33,724.80	0.00	4,000.00	93,954.96	152,602.33	15,037.40	84,907.05	
PROF. ASOCIADO "C", TT	BASE	SN	480,138.49	218,536.36	33,724.80	0.00	0.00	90,073.38	137,803.94	14,353.39	81,425.46	
PROF. ASOCIADO "C", TT	BASE	SN	599,545.48	255,882.56	33,724.80	0.00	0.00	109,557.09	200,381.03	17,908.37	99,921.72	
PROF. ASOCIADO "C", TT	BASE	SN	529,004.15	226,051.65	33,724.80	0.00	14,500.00	96,948.14	157,779.57	15,817.78	88,958.53	
PROF. ASOCIADO "C", TT	BASE	SN	674,709.60	255,882.56	33,724.80	0.00	0.00	109,557.09	275,545.15	20,185.80	111,513.80	
PROF. ASOCIADO "C", TT	BASE	SN	678,410.02	256,022.08	33,724.80	0.00	0.00	112,738.18	275,924.95	20,299.81	112,094.13	
PROF. ASOCIADO "C", TT	BASE	SN	605,503.51	238,519.23	33,724.80	0.00	8,000.00	114,195.78	211,063.71	18,114.20	100,776.14	
PROF. ASOCIADO "C", TT	BASE	SN	553,759.92	218,763.36	33,724.80	0.00	17,000.00	95,248.87	189,022.90	16,562.04	92,667.46	
PROF. ASOCIADO "C", TT	BASE	SN	614,365.83	244,083.01	33,724.80	0.00	12,000.00	107,546.18	217,011.84	18,377.04	102,178.41	
PROF. ASOCIADO "C", TT	BASE	SN	561,973.52	244,016.50	33,724.80	0.00	0.00	106,029.81	178,202.40	16,806.77	94,185.74	
PROF. ASOCIADO "C", TT	BASE	SN	524,520.19	232,017.68	33,724.80	0.00	0.00	99,469.88	159,307.83	15,687.73	88,360.99	
PROF. ASOCIADO "C", TT	BASE	SN	572,164.31	249,984.41	33,724.80	0.00	0.00	108,588.73	179,866.37	17,116.97	95,829.05	
PROF. ASOCIADO "C", TT	BASE	SN	445,460.45	193,686.01	33,724.80	0.00	0.00	83,226.66	134,822.98	13,313.17	75,860.66	
PROF. ASOCIADO "C", TT	BASE	SN	588,080.83	255,952.32	33,724.80	0.00	0.00	111,147.64	187,256.07	17,586.93	98,285.59	
PROF. ASOCIADO "C", TT	BASE	SN	548,744.05	231,891.17	33,724.80	0.00	12,000.00	96,585.43	174,542.66	16,409.95	92,037.07	
PROF. ASOCIADO "C", TT	BASE	SN	530,710.73	232,017.68	33,724.80	0.00	0.00	99,469.88	165,498.37	15,865.95	89,268.11	
PROF. ASOCIADO "C", TT	BASE	SN	585,600.92	255,952.32	33,724.80	0.00	0.00	111,147.64	184,776.16	17,515.54	97,922.18	
PROF. ASOCIADO "C", TT	BASE	SN	647,839.02	233,013.94	33,724.80	0.00	15,120.00	122,184.56	243,795.72	19,382.79	107,168.87	
PROF. ASOCIADO "C", TT	BASE	SN	625,492.91	232,934.87	33,724.80	0.00	0.00	120,381.80	238,451.44	18,710.91	103,748.99	
PROF. ASOCIADO "C", TT	BASE	SN	681,742.67	256,719.69	33,724.80	0.00	12,000.00	128,643.63	250,654.55	20,398.29	112,595.39	
PROF. ASOCIADO "C", TT	BASE	SN	689,390.49	256,458.09	33,724.80	0.00	8,000.00	122,679.11	268,528.50	20,627.72	113,763.21	
PROF. ASOCIADO "C", TT	BASE	SN	701,636.38	256,981.29	33,724.80	0.00	6,500.00	134,608.15	269,822.14	21,001.10	115,663.70	
PROF. ASOCIADO "C", TT	BASE	SN	583,382.81	220,730.38	33,724.80	0.00	12,000.00	109,132.59	207,795.04	17,447.67	97,190.25	
PROF. ASOCIADO "C", TT	BASE	SN	615,742.34	231,077.19	33,724.80	0.00	10,500.00	108,990.99	231,449.36	18,418.45	102,245.43	
PROF. ASOCIADO "C", TT	BASE	SN	533,750.63	232,080.93	33,724.80	0.00	0.00	100,911.99	167,032.91	15,960.14	89,747.58	
PROF. ASOCIADO "C", TT	BASE	SN	520,101.58	220,205.36	33,724.80	0.00	5,000.00	97,162.33	164,009.08	15,549.23	87,527.20	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "C", TT	BASE	SN	672,394.64	256,632.49	33,724.80	0.00	12,000.00	126,655.43	243,381.92	20,117.85	111,167.94	
PROF. ASOCIADO "C", TT	BASE	SN	669,428.63	256,632.49	33,724.80	0.00	12,000.00	126,655.43	240,415.91	20,028.87	110,715.03	
PROF. ASOCIADO "C", TT	BASE	SN	462,487.23	208,039.55	33,724.80	0.00	0.00	86,794.93	133,927.96	13,826.86	78,631.50	
PROF. ASOCIADO "C", TT	BASE	SN	574,871.37	232,144.19	33,724.80	0.00	0.00	102,354.26	206,648.12	17,195.26	96,034.35	
PROF. ASOCIADO "C", TT	BASE	SN	534,550.63	232,080.93	33,724.80	0.00	0.00	100,911.99	167,832.91	15,981.14	89,854.47	
PROF. ASOCIADO "C", TT	BASE	SN	569,373.52	244,016.50	33,724.80	0.00	8,000.00	106,029.81	177,602.40	17,030.27	95,323.36	
PROF. ASOCIADO "C", TT	BASE	SN	534,550.63	232,080.93	33,724.80	0.00	0.00	100,911.99	167,832.91	15,981.14	89,854.47	
PROF. ASOCIADO "C", TT	BASE	SN	535,036.73	232,080.93	33,724.80	0.00	0.00	100,911.99	168,319.01	15,998.73	89,943.97	
PROF. ASOCIADO "C", TT	BASE	SN	608,214.58	232,697.66	33,724.80	0.00	0.00	114,973.54	226,818.58	18,195.56	101,125.86	
PROF. ASOCIADO "C", TT	BASE	SN	631,319.02	233,013.94	33,724.80	0.00	0.00	122,184.56	242,395.72	18,891.69	104,669.18	
PROF. ASOCIADO "C", TT	BASE	SN	632,119.02	233,013.94	33,724.80	0.00	0.00	122,184.56	243,195.72	18,912.69	104,776.07	
PROF. ASOCIADO "C", TT	BASE	SN	603,414.58	232,697.66	33,724.80	0.00	6,000.00	114,973.54	216,018.58	18,054.56	100,408.17	
PROF. ASOCIADO "C", TT	BASE	SN	614,405.78	238,681.43	33,724.80	0.00	0.00	117,894.05	224,105.49	18,378.27	102,120.25	
PROF. ASOCIADO "C", TT	BASE	SN	619,701.91	232,539.53	33,724.80	0.00	0.00	111,368.03	242,069.56	18,535.68	102,857.07	
PROF. ASOCIADO "C", TT	BASE	SN	657,167.07	256,545.29	33,724.80	0.00	8,000.00	124,667.31	234,229.68	19,662.52	108,850.33	
PROF. ASOCIADO "C", TT	BASE	SN	597,226.09	196,929.54	33,724.80	0.00	12,000.00	100,500.04	254,071.71	17,866.08	99,062.33	
PROF. ASOCIADO "C", TT	BASE	SN	653,171.51	256,545.29	33,724.80	0.00	4,000.00	124,667.31	234,234.11	19,544.15	108,247.84	
PROF. ASOCIADO "C", TT	BASE	SN	583,712.36	232,539.53	33,724.80	0.00	0.00	111,368.03	206,080.01	17,455.99	97,361.46	
PROF. ASOCIADO "C", TT	BASE	SN	695,136.38	256,981.29	33,724.80	0.00	0.00	134,608.15	269,822.14	20,806.10	114,671.15	
PROF. ASOCIADO "C", TT	BASE	SN	658,714.73	256,632.49	33,724.80	0.00	0.00	126,655.43	241,702.01	19,707.45	109,079.02	
PROF. ASOCIADO "C", TT	BASE	SN	666,212.76	256,719.69	33,724.80	0.00	0.00	128,643.63	247,124.64	19,935.39	110,239.24	
PROF. ASOCIADO "C", TT	BASE	SN	639,819.05	256,458.09	33,724.80	0.00	0.00	122,679.11	226,957.05	19,142.08	106,201.29	
PROF. ASOCIADO "C", TT	BASE	SN	699,450.34	244,831.22	33,724.80	0.00	0.00	124,605.44	296,288.88	20,932.58	115,186.09	
PROF. ASOCIADO "C", TT	BASE	SN	703,460.91	256,981.29	33,724.80	0.00	6,500.00	134,608.15	271,646.67	21,052.84	115,927.03	
PROF. ASOCIADO "C", TT	BASE	SN	748,168.40	257,068.50	33,724.80	0.00	44,000.00	136,596.35	276,778.76	22,391.06	122,738.60	
PROF. ASOCIADO "C", TT	BASE	SN	641,698.95	256,458.09	33,724.80	0.00	0.00	122,679.11	228,836.96	19,196.98	106,480.71	
PROF. ASOCIADO "C", TT	BASE	SN	678,740.49	256,458.09	33,724.80	0.00	0.00	122,679.11	265,878.50	20,314.22	112,167.50	
PROF. ASOCIADO "C", TT	BASE	SN	619,644.10	231,152.19	33,724.80	0.00	40,500.00	110,701.06	203,566.05	18,535.50	102,841.23	
PROF. ASOCIADO "C", TT	BASE	SN	549,670.63	232,080.93	33,724.80	0.00	15,120.00	100,911.99	167,832.91	16,434.74	92,163.29	
PROF. ASOCIADO "C", TT	BASE	SN	552,747.25	238,113.72	33,724.80	0.00	0.00	104,950.26	175,958.46	16,531.51	92,720.26	
PROF. ASOCIADO "C", TT	BASE	SN	651,046.98	256,545.29	33,724.80	0.00	0.00	124,667.31	236,109.59	19,477.42	107,908.16	
PROF. ASOCIADO "C", TT	BASE	SN	601,279.27	256,022.08	33,724.80	0.00	8,000.00	112,738.18	190,794.20	17,984.39	100,308.63	
PROF. ASOCIADO "C", TT	BASE	SN	735,297.82	256,545.29	33,724.80	0.00	0.00	124,667.31	320,360.43	22,003.44	120,765.63	
PROF. ASOCIADO "C", TT	BASE	SN	534,692.40	208,621.22	33,724.80	0.00	8,000.00	100,057.03	184,289.35	15,990.01	89,641.96	
PROF. ASOCIADO "C", TT	BASE	SN	649,567.76	250,733.89	33,724.80	0.00	0.00	125,676.81	239,432.26	19,439.07	107,648.55	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "C", TT	BASE	SN	577,982.32	236,671.72	33,724.80	0.00	0.00	103,036.79	204,549.01	17,288.62	96,559.01	
PROF. ASOCIADO "C", TT	BASE	SN	496,538.69	218,706.61	33,724.80	0.00	0.00	93,954.96	150,152.33	14,848.40	83,945.04	
PROF. ASOCIADO "C", TT	BASE	SN	756,764.56	250,478.38	33,724.80	0.00	8,000.00	119,851.28	344,710.10	22,650.47	123,994.60	
PROF. ASOCIADO "C", TT	BASE	SN	645,498.95	256,458.09	33,724.80	0.00	4,000.00	122,679.11	228,636.96	19,312.48	107,068.61	
PROF. ASOCIADO "C", TT	BASE	SN	538,081.82	232,144.19	33,724.80	0.00	0.00	102,354.26	169,858.57	16,094.58	90,431.85	
PROF. ASOCIADO "C", TT	BASE	SN	668,269.05	232,855.80	33,724.80	0.00	0.00	118,579.05	283,109.40	19,997.20	110,296.18	
PROF. ASOCIADO "C", TT	BASE	SN	748,297.14	256,806.89	33,724.80	0.00	12,000.00	130,631.83	315,133.62	22,396.42	122,765.89	
PROF. ASOCIADO "C", TT	BASE	SN	588,300.92	255,952.32	33,724.80	0.00	2,500.00	111,147.64	184,976.16	17,595.04	98,326.83	
PROF. ASOCIADO "C", TT	BASE	SN	581,864.82	255,952.32	33,724.80	0.00	0.00	111,147.64	181,040.06	17,407.95	97,374.58	
PROF. ASOCIADO "C", TT	BASE	SN	293,020.38	116,008.58	33,724.80	0.00	0.00	50,434.78	92,852.21	8,742.74	51,758.53	
PROF. ASOCIADO "C", TT	BASE	SN	622,201.91	232,539.53	33,724.80	0.00	2,500.00	111,368.03	242,069.56	18,610.68	103,238.82	
PROF. ASOCIADO "C", TT	BASE	SN	570,542.78	214,600.92	33,724.80	0.00	30,395.07	102,884.78	188,937.21	17,063.99	95,172.95	
PROF. ASOCIADO "C", TT	BASE	SN	500,420.51	208,096.29	33,724.80	0.00	30,000.00	88,088.76	140,510.66	14,961.85	84,408.64	
PROF. ASOCIADO "C", TT	BASE	SN	631,197.47	256,022.08	33,724.80	0.00	0.00	112,738.18	228,712.40	18,886.43	104,900.04	
PROF. ASOCIADO "C", TT	BASE	SN	616,451.91	232,539.53	33,724.80	0.00	0.00	111,368.03	238,819.56	18,445.68	102,398.97	
PROF. ASOCIADO "C", TT	BASE	SN	614,366.80	232,855.80	33,724.80	0.00	0.00	118,579.05	229,207.15	18,383.13	102,080.57	
PROF. ASOCIADO "C", TT	BASE	SN	614,805.12	232,697.66	33,724.80	0.00	12,000.00	114,973.54	221,409.12	18,391.78	102,124.60	
PROF. ASOCIADO "C", TT	BASE	SN	452,971.46	196,220.73	33,724.80	0.00	0.00	84,339.10	138,686.83	13,533.94	77,011.74	
PROF. ASOCIADO "C", TT	BASE	SN	575,672.57	255,882.56	33,724.80	0.00	0.00	109,557.09	176,508.12	17,222.19	96,429.03	
PROF. ASOCIADO "C", TT	BASE	SN	525,320.19	232,017.68	33,724.80	0.00	0.00	99,469.88	160,107.83	15,708.73	88,467.88	
PROF. ASOCIADO "C", TT	BASE	SN	666,846.98	256,545.29	33,724.80	0.00	16,000.00	124,667.31	235,909.59	19,952.92	110,328.45	
PROF. ASOCIADO "C", TT	BASE	SN	632,800.72	256,022.08	33,724.80	0.00	0.00	112,738.18	230,315.65	18,933.03	105,137.22	
PROF. ASOCIADO "C", TT	BASE	SN	657,914.73	256,632.49	33,724.80	0.00	0.00	126,655.43	240,902.01	19,686.45	108,972.13	
PROF. ASOCIADO "C", TT	BASE	SN	628,546.86	244,664.95	33,724.80	0.00	0.00	120,814.48	229,342.62	18,803.97	104,351.49	
PROF. ASOCIADO "C", TT	BASE	SN	494,955.97	196,274.22	33,724.80	0.00	39,500.00	85,558.75	139,898.19	14,800.98	83,460.95	
PROF. ASOCIADO "C", TT	BASE	SN	653,673.48	256,458.09	33,724.80	0.00	12,000.00	122,679.11	228,811.49	19,556.21	108,309.22	
PROF. ASOCIADO "C", TT	BASE	SN	605,121.37	232,144.19	33,724.80	0.00	28,600.00	102,354.26	208,298.12	18,101.26	100,645.89	
PROF. ASOCIADO "C", TT	BASE	SN	526,694.29	231,891.17	33,724.80	0.00	12,000.00	96,585.43	152,492.90	15,748.45	88,670.07	
PROF. ASOCIADO "C", TT	BASE	SN	590,312.36	232,539.53	33,724.80	0.00	8,000.00	111,368.03	204,680.01	17,658.49	98,392.19	
PROF. ASOCIADO "C", TT	BASE	SN	580,462.36	232,539.53	33,724.80	0.00	0.00	111,368.03	202,830.01	17,365.99	96,903.36	
PROF. ASOCIADO "C", TT	BASE	SN	611,740.69	232,776.73	33,724.80	0.00	4,000.00	116,776.29	224,462.86	18,301.34	101,664.29	
PROF. ASOCIADO "C", TT	BASE	SN	603,388.47	232,618.60	33,724.80	0.00	12,000.00	113,170.78	211,874.29	18,049.28	100,381.28	
PROF. ASOCIADO "C", TT	BASE	SN	583,112.36	232,539.53	33,724.80	0.00	0.00	111,368.03	205,480.01	17,439.49	97,277.48	
PROF. ASOCIADO "C", TT	BASE	SN	594,312.36	232,539.53	33,724.80	0.00	12,000.00	111,368.03	204,680.01	17,778.49	99,002.99	
PROF. ASOCIADO "C", TT	BASE	SN	576,521.37	232,144.19	33,724.80	0.00	0.00	102,354.26	208,298.12	17,243.26	96,278.67	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROF. ASOCIADO "C", TT	BASE	SN	624,060.34	256,022.08	33,724.80	0.00	0.00	112,738.18	221,575.27	18,673.82	103,817.84
PROF. ASOCIADO "C", TT	BASE	SN	468,570.51	208,096.29	33,724.80	0.00	0.00	88,088.76	138,660.66	14,009.35	79,560.42
PROF. ASOCIADO "C", TT	BASE	SN	590,629.27	256,022.08	33,724.80	0.00	0.00	112,738.18	188,144.20	17,670.89	98,712.91
PROF. ASOCIADO "C", TT	BASE	SN	527,770.19	232,017.68	33,724.80	0.00	0.00	99,469.88	162,557.83	15,777.73	88,819.09
PROF. ASOCIADO "C", TT	BASE	SN	524,520.19	232,017.68	33,724.80	0.00	0.00	99,469.88	159,307.83	15,687.73	88,360.99
PROF. ASOCIADO "C", TT	BASE	SN	658,952.89	255,743.04	33,724.80	0.00	0.00	106,376.01	263,109.04	19,716.10	109,123.02
PROF. ASOCIADO "C", TT	BASE	SN	583,150.92	255,952.32	33,724.80	0.00	0.00	111,147.64	182,326.16	17,446.54	97,570.97
PROF. ASOCIADO "C", TT	BASE	SN	607,480.83	255,952.32	33,724.80	0.00	20,000.00	111,147.64	186,656.07	18,170.43	101,255.61
PROF. ASOCIADO "C", TT	BASE	SN	533,950.63	232,080.93	33,724.80	0.00	0.00	100,911.99	167,232.91	15,964.64	89,770.48
PROF. ASOCIADO "C", TT	BASE	SN	452,971.46	196,220.73	33,724.80	0.00	0.00	84,339.10	138,686.83	13,533.94	77,011.74
PROF. ASOCIADO "C", TT	BASE	SN	595,712.36	232,539.53	33,724.80	0.00	12,000.00	111,368.03	206,080.01	17,815.99	99,193.86
PROF. ASOCIADO "C", TT	BASE	SN	524,520.19	232,017.68	33,724.80	0.00	0.00	99,469.88	159,307.83	15,687.73	88,360.99
PROF. ASOCIADO "C", TT	BASE	SN	535,489.00	231,954.42	33,724.80	0.00	14,500.00	98,027.61	157,282.17	16,009.29	89,997.76
PROF. ASOCIADO "C", TT	BASE	SN	648,898.95	256,458.09	33,724.80	0.00	8,000.00	122,679.11	228,036.96	19,415.98	107,595.42
PROF. ASOCIADO "C", TT	BASE	SN	663,594.64	256,632.49	33,724.80	0.00	4,000.00	126,655.43	242,581.92	19,856.85	109,839.45
PROF. ASOCIADO "C", TT	BASE	SN	687,358.82	256,894.10	33,724.80	0.00	0.00	132,620.03	264,119.90	20,565.27	113,445.34
PROF. ASOCIADO "C", TT	BASE	SN	676,295.16	232,934.87	33,724.80	0.00	0.00	120,381.80	289,253.69	20,236.48	111,514.13
PROF. ASOCIADO "C", TT	BASE	SN	695,260.59	256,458.09	33,724.80	0.00	16,800.00	122,679.11	265,598.59	20,805.33	114,667.21
PROF. ASOCIADO "C", TT	BASE	SN	601,971.68	255,743.04	33,724.80	0.00	0.00	106,376.01	206,127.83	18,008.16	100,429.63
PROF. ASOCIADO "C", TT	BASE	SN	539,202.38	231,891.17	33,724.80	0.00	0.00	96,585.43	177,000.99	16,125.20	90,587.70
PROF. ASOCIADO "C", TT	BASE	SN	504,063.87	218,536.36	33,724.80	0.00	0.00	90,073.38	161,729.32	15,066.65	85,055.96
PROF. ASOCIADO "C", TT	BASE	SN	536,218.42	218,763.36	33,724.80	0.00	0.00	95,248.87	188,481.40	16,034.29	89,981.23
PROF. ASOCIADO "C", TT	BASE	SN	593,336.59	255,743.04	33,724.80	0.00	0.00	106,376.01	197,492.74	17,744.61	99,088.14
PROF. ASOCIADO "C", TT	BASE	SN	569,556.28	231,891.17	33,724.80	0.00	30,240.00	96,585.43	177,114.89	17,031.31	95,199.83
PROF. ASOCIADO "C", TT	BASE	SN	606,975.68	255,743.04	33,724.80	0.00	16,119.00	106,376.01	195,012.83	18,156.78	101,186.10
PROF. ASOCIADO "C", TT	BASE	SN	566,984.21	243,816.98	33,724.80	0.00	0.00	101,480.72	187,961.72	16,957.09	94,950.87
PROF. ASOCIADO "C", TT	BASE	SN	536,066.28	231,891.17	33,724.80	0.00	0.00	96,585.43	173,864.89	16,034.11	90,124.08
PROF. ASOCIADO "C", TT	BASE	SN	637,850.72	256,022.08	33,724.80	0.00	4,000.00	112,738.18	231,365.65	19,084.53	105,908.36
PROF. ASOCIADO "C", TT	BASE	SN	486,821.77	218,593.11	33,724.80	0.00	0.00	91,367.21	143,136.64	14,552.39	82,438.36
PROF. ASOCIADO "C", TT	BASE	SN	619,722.57	255,882.56	33,724.80	0.00	40,800.00	109,557.09	179,758.12	18,536.19	103,117.29
PROF. ASOCIADO "C", TT	BASE	SN	524,808.19	231,891.17	33,724.80	0.00	12,000.00	96,585.43	150,606.80	15,693.37	88,389.70
PROF. ASOCIADO "C", TT	BASE	SN	563,165.88	255,743.04	33,724.80	0.00	0.00	106,376.01	167,322.03	16,842.49	94,496.35
PROF. ASOCIADO "C", TT	BASE	SN	483,238.49	218,536.36	33,724.80	0.00	2,500.00	90,073.38	138,403.94	14,444.89	81,891.20
PROF. ASOCIADO "C", TT	BASE	SN	531,300.63	232,080.93	33,724.80	0.00	0.00	100,911.99	164,582.91	15,891.14	89,396.37
PROF. ASOCIADO "C", TT	BASE	SN	578,122.06	255,882.56	33,724.80	0.00	0.00	109,557.09	178,957.60	17,291.17	96,780.16



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "C", TT	BASE	SN	677,210.79	256,806.89	33,724.80	0.00	0.00	130,631.83	256,047.27	20,263.83	111,911.01	
PROF. ASOCIADO "C", TT	BASE	SN	683,189.89	232,934.87	33,724.80	0.00	0.00	120,381.80	296,148.42	20,447.82	112,589.86	
PROF. ASOCIADO "C", TT	BASE	SN	696,741.84	232,855.80	33,724.80	0.00	0.00	118,579.05	311,582.19	20,851.38	114,643.97	
PROF. ASOCIADO "C", TT	BASE	SN	477,918.80	196,113.74	33,724.80	0.00	12,600.00	81,899.71	153,580.54	14,282.36	80,821.20	
PROF. ASOCIADO "C", MT	BASE	SN	550,196.23	250,001.44	33,724.80	0.00	0.00	104,019.22	162,450.77	16,454.89	92,461.49	
PROF. ASOCIADO "C", MT	BASE	SN	435,051.65	188,894.47	33,724.80	0.00	0.00	76,816.36	135,616.03	12,999.40	74,213.98	
PROF. ASOCIADO "C", MT	BASE	SN	521,272.53	230,683.60	33,724.80	0.00	14,700.00	95,059.53	147,104.60	15,582.83	87,814.49	
PROF. ASOCIADO "C", MT	BASE	SN	433,508.26	188,943.14	33,724.80	0.00	11,760.00	77,926.17	121,154.14	12,950.10	73,963.03	
PROF. ASOCIADO "C", MT	BASE	SN	643,778.33	250,700.43	33,724.80	0.00	17,000.00	119,956.27	222,396.83	19,260.86	106,743.84	
PROF. ASOCIADO "C", MT	BASE	SN	664,979.35	250,700.43	33,724.80	0.00	0.00	119,956.27	260,597.85	19,898.39	109,988.87	
PROF. ASOCIADO "C", MT	BASE	SN	490,466.06	212,960.56	33,724.80	0.00	2,500.00	91,491.19	149,789.50	14,658.72	82,917.55	
PROF. ASOCIADO "C", MT	BASE	SN	469,469.59	212,795.02	33,724.80	0.00	2,500.00	87,716.75	132,733.02	14,036.32	79,749.56	
PROF. ASOCIADO "C", MT	BASE	SN	484,716.06	212,960.56	33,724.80	0.00	0.00	91,491.19	146,539.50	14,493.72	82,077.70	
PROF. ASOCIADO "C", MT	BASE	SN	571,126.14	250,001.44	33,724.80	0.00	16,800.00	104,019.22	166,580.68	17,078.29	95,634.58	
PROF. ASOCIADO "C", MT	BASE	SN	478,764.80	202,463.75	33,724.80	0.00	8,000.00	88,212.73	146,363.52	14,312.18	81,039.79	
PROF. ASOCIADO "C", MT	BASE	SN	533,418.53	226,334.88	33,724.80	0.00	0.00	98,448.22	174,910.63	15,924.68	89,505.04	
PROF. ASOCIADO "C", MT	BASE	SN	493,450.44	212,905.38	33,724.80	0.00	12,000.00	90,233.02	144,587.24	14,749.75	83,380.90	
PROF. ASOCIADO "C", MT	BASE	SN	552,926.14	250,001.44	33,724.80	0.00	0.00	104,019.22	165,180.68	16,536.79	92,878.34	
PROF. ASOCIADO "C", MT	BASE	SN	432,348.26	188,943.14	33,724.80	0.00	12,000.00	77,926.17	119,754.14	12,919.80	73,808.80	
PROF. ASOCIADO "C", MT	BASE	SN	469,572.75	212,629.47	33,724.80	0.00	18,500.00	83,942.24	120,776.24	14,036.42	79,750.05	
PROF. ASOCIADO "C", MT	BASE	SN	472,915.66	189,137.85	33,724.80	0.00	4,000.00	82,365.43	163,687.58	14,136.82	80,003.45	
PROF. ASOCIADO "C", MT	BASE	SN	466,249.19	202,408.56	33,724.80	0.00	0.00	86,954.56	143,161.26	13,932.21	79,105.75	
PROF. ASOCIADO "C", MT	BASE	SN	397,859.68	166,656.78	33,724.80	0.00	0.00	72,859.34	124,618.76	11,885.20	68,299.99	
PROF. ASOCIADO "C", MT	BASE	SN	469,419.59	212,795.02	33,724.80	0.00	0.00	87,716.75	135,183.02	14,030.32	79,719.02	
PROF. ASOCIADO "C", MT	BASE	SN	454,325.01	178,641.03	33,724.80	0.00	0.00	79,086.98	162,872.20	13,582.10	77,066.04	
PROF. ASOCIADO "C", MT	BASE	SN	431,160.32	178,592.36	33,724.80	0.00	8,000.00	77,977.16	132,866.00	12,884.16	73,513.52	
PROF. ASOCIADO "C", MT	BASE	SN	575,250.78	230,923.85	33,724.80	0.00	12,000.00	100,537.21	198,064.92	17,209.67	96,095.14	
PROF. ASOCIADO "C", MT	BASE	SN	571,547.22	230,923.85	33,724.80	0.00	39,220.00	100,537.21	167,141.36	17,091.07	95,491.44	
PROF. ASOCIADO "C", MT	BASE	SN	505,583.77	224,837.70	33,724.80	0.00	0.00	95,276.66	151,744.61	15,116.69	85,377.46	
PROF. ASOCIADO "C", MT	BASE	SN	428,934.42	189,040.50	33,724.80	0.00	0.00	80,145.80	126,023.32	12,820.38	73,302.78	
PROF. ASOCIADO "C", MT	BASE	SN	565,981.13	250,137.83	33,724.80	0.00	0.00	107,128.91	174,989.59	16,923.94	94,848.93	
PROF. ASOCIADO "C", MT	BASE	SN	495,166.06	212,960.56	33,724.80	0.00	8,000.00	91,491.19	148,989.50	14,802.72	83,650.51	
PROF. ASOCIADO "C", MT	BASE	SN	520,070.89	202,518.93	33,724.80	0.00	12,000.00	89,470.90	182,356.26	15,548.36	87,331.96	
PROF. ASOCIADO "C", MT	BASE	SN	463,733.57	202,353.38	33,724.80	0.00	4,000.00	85,696.39	137,959.00	13,858.24	78,729.25	
PROF. ASOCIADO "C", MT	BASE	SN	475,334.83	212,850.20	33,724.80	0.00	0.00	88,974.85	139,784.99	14,207.78	80,622.28	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. ASOCIADO "C", MT	BASE	SN	375,715.49	170,879.37	33,724.80	0.00	10,500.00	66,589.13	94,022.19	11,220.90	64,968.19	
PROF. ASOCIADO "C", MT	BASE	SN	494,050.44	212,905.38	33,724.80	0.00	12,000.00	90,233.02	145,187.24	14,766.25	83,464.89	
PROF. ASOCIADO "C", MT	BASE	SN	477,449.19	202,408.56	33,724.80	0.00	12,000.00	86,954.56	142,361.26	14,271.21	80,831.26	
PROF. ASOCIADO "C", MT	BASE	SN	474,249.19	202,408.56	33,724.80	0.00	8,000.00	86,954.56	143,161.26	14,172.21	80,327.35	
PROF. ASOCIADO "C", MT	BASE	SN	466,249.19	202,408.56	33,724.80	0.00	0.00	86,954.56	143,161.26	13,932.21	79,105.75	
PROF. ASOCIADO "C", MT	BASE	SN	394,588.93	165,218.03	33,724.80	0.00	0.00	71,020.05	124,626.05	11,760.13	67,648.46	
PROF. ASOCIADO "C", MT	BASE	SN	416,383.16	178,543.68	33,724.80	0.00	0.00	76,867.35	127,247.33	12,436.35	71,234.14	
PROF. ASOCIADO "C", MT	BASE	SN	527,781.88	232,239.48	33,724.80	0.00	0.00	99,563.60	162,254.00	15,781.05	88,838.39	
PROF. ASOCIADO "C", MT	BASE	SN	426,165.97	188,991.82	33,724.80	0.00	0.00	79,035.91	124,413.44	12,732.83	72,857.13	
PROF. ASOCIADO "C", MT	BASE	SN	485,435.10	212,739.84	33,724.80	0.00	0.00	86,458.58	152,511.89	14,507.79	82,149.32	
PROF. ASOCIADO "C", MT	BASE	SN	373,277.30	165,091.52	33,724.80	0.00	0.00	68,135.67	106,325.30	11,143.29	64,508.70	
PROF. ASOCIADO "C", MT	BASE	SN	571,327.54	250,206.02	33,724.80	0.00	0.00	108,683.71	178,713.00	17,091.83	95,703.51	
PROF. ASOCIADO "C", MT	BASE	SN	460,516.48	190,476.25	33,724.80	0.00	20,000.00	81,910.99	134,404.44	13,763.29	78,117.11	
PROF. ASOCIADO "C", MT	BASE	SN	557,920.44	250,069.63	33,724.80	0.00	2,500.00	105,574.02	166,051.98	16,689.62	93,656.24	
PROF. ASOCIADO "C", MT	BASE	SN	512,865.22	226,273.20	33,724.80	0.00	0.00	97,041.77	155,825.45	15,338.08	86,519.25	
PROF. ASOCIADO "C", MT	BASE	SN	470,219.59	212,795.02	33,724.80	0.00	0.00	87,716.75	135,983.02	14,051.32	79,825.91	
PROF. ASOCIADO "C", MT	BASE	SN	365,589.37	148,591.39	33,724.80	0.00	9,660.00	61,485.28	112,127.90	10,912.68	63,156.61	
PROF. ASOCIADO "C", MT	BASE	SN	580,595.68	250,001.44	33,724.80	0.00	0.00	104,019.22	192,850.22	17,365.38	97,095.85	
PROF. ASOCIADO "C", MT	BASE	SN	475,522.47	202,298.20	33,724.80	0.00	0.00	84,438.30	155,061.17	14,213.41	80,537.05	
PROF. ASOCIADO "C", MT	BASE	SN	461,018.33	202,298.20	33,724.80	0.00	8,000.00	84,438.30	132,557.03	13,779.79	78,329.90	
PROF. ASOCIADO "C", MT	BASE	SN	433,123.33	190,372.39	33,724.80	0.00	0.00	79,543.01	129,483.13	12,938.49	73,918.90	
PROF. ASOCIADO "C", MT	BASE	SN	494,060.77	212,795.02	33,724.80	0.00	0.00	87,716.75	159,824.20	14,766.56	83,466.46	
PROF. ASOCIADO "C", MT	BASE	SN	475,522.47	202,298.20	33,724.80	0.00	0.00	84,438.30	155,061.17	14,213.41	80,537.05	
PROF. ASOCIADO "C", MT	BASE	SN	476,322.47	202,298.20	33,724.80	0.00	0.00	84,438.30	155,861.17	14,234.41	80,643.94	
PROF. ASOCIADO "C", MT	BASE	SN	442,587.10	202,187.84	33,724.80	0.00	0.00	81,921.95	124,752.51	13,222.35	75,492.55	
PROF. ASOCIADO "C", MT	BASE	SN	571,057.21	249,933.25	33,724.80	0.00	0.00	102,464.41	184,934.76	17,080.72	95,646.96	
PROF. ASOCIADO "C", MT	BASE	SN	457,742.75	212,629.47	33,724.80	0.00	8,520.00	83,942.24	118,926.24	13,684.52	77,958.87	
PROF. ASOCIADO "C", MT	BASE	SN	420,948.26	188,943.14	33,724.80	0.00	0.00	77,926.17	120,354.14	12,576.30	72,060.39	
PROF. ASOCIADO "C", MT	BASE	SN	465,649.19	202,408.56	33,724.80	0.00	0.00	86,954.56	142,561.26	13,915.71	79,021.76	
PROF. ASOCIADO "C", MT	BASE	SN	553,539.13	249,865.05	33,724.80	0.00	16,800.00	100,909.53	152,239.75	16,550.68	92,949.04	
PROF. ASOCIADO "C", MT	BASE	SN	454,060.46	206,778.43	33,724.80	0.00	2,500.00	84,048.03	127,009.21	13,569.58	77,309.42	
PROF. ASOCIADO "C", MT	BASE	SN	455,938.36	212,684.65	33,724.80	0.00	0.00	85,200.41	124,328.50	13,627.39	77,668.08	
PROF. TITULAR "A", MT	BASE	SN	720,216.76	287,433.65	33,724.80	0.00	0.00	124,646.26	274,412.05	21,553.83	118,816.85	
PROF. TITULAR "A", MT	BASE	SN	491,266.40	189,145.24	33,724.80	0.00	8,000.00	89,161.32	171,235.04	14,655.85	82,642.10	
PROF. TITULAR "A", MT	BASE	SN	600,021.21	260,078.23	33,724.80	0.00	15,120.00	111,330.54	179,767.64	17,945.09	100,153.92	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
PROF. TITULAR "A", MT	BASE	SN	549,835.45	243,361.69	33,724.80	0.00	0.00	104,526.63	168,222.33	16,442.65	92,325.90
PROF. TITULAR "A", MT	BASE	SN	515,682.23	185,798.37	33,724.80	0.00	12,000.00	96,304.76	187,854.31	15,422.79	86,505.57
PROF. TITULAR "A", TC	BASE	SN	764,172.07	306,227.43	33,724.80	0.00	0.00	148,539.05	275,680.79	22,873.99	125,731.70
PROF. TITULAR "A", TC	BASE	SN	677,519.53	305,436.37	33,724.80	0.00	0.00	130,502.69	207,855.67	20,277.41	112,515.12
PROF. TITULAR "A", TC	BASE	SN	747,839.07	305,602.91	33,724.80	0.00	2,500.00	134,299.84	271,711.53	22,381.00	123,222.38
PROF. TITULAR "A", TC	BASE	SN	887,751.45	306,643.79	33,724.80	0.00	10,500.00	158,031.89	378,850.97	26,581.37	144,602.27
PROF. TITULAR "A", TC	BASE	SN	798,247.08	306,539.70	33,724.80	0.00	0.00	155,658.74	302,323.85	23,894.74	130,927.32
PROF. TITULAR "A", TC	BASE	SN	496,854.39	191,457.36	33,724.80	0.00	0.00	94,845.25	176,826.97	14,857.96	83,693.52
PROF. TITULAR "A", TC	BASE	SN	655,139.96	255,645.35	33,724.80	0.00	4,000.00	126,186.85	235,582.96	19,603.29	108,538.23
PROF. TITULAR "A", TC	BASE	SN	748,539.07	305,602.91	33,724.80	0.00	4,000.00	134,299.84	270,911.53	22,405.00	123,344.54
PROF. TITULAR "A", TC	BASE	SN	882,893.48	306,539.70	33,724.80	0.00	16,000.00	155,658.74	370,970.25	26,432.63	143,845.19
PROF. TITULAR "A", TC	BASE	SN	885,693.48	306,539.70	33,724.80	0.00	19,000.00	155,658.74	370,770.25	26,518.13	144,280.38
PROF. TITULAR "A", TC	BASE	SN	761,014.11	306,123.35	33,724.80	0.00	8,000.00	146,165.90	267,000.06	22,779.25	125,249.48
PROF. TITULAR "A", TT	BASE	SN	646,477.42	281,086.42	33,724.80	0.00	0.00	121,924.69	209,741.51	19,310.22	107,328.37
PROF. TITULAR "A", TT	BASE	SN	662,947.25	294,728.42	33,724.80	0.00	0.00	127,774.14	206,719.90	19,840.24	110,173.45
PROF. TITULAR "A", TT	BASE	SN	685,765.88	294,648.09	33,724.80	0.00	15,500.00	125,942.63	215,950.36	20,487.30	113,466.98
PROF. TITULAR "A", TT	BASE	SN	557,559.03	250,591.26	33,724.80	0.00	0.00	106,162.21	167,080.76	16,674.36	93,584.05
PROF. TITULAR "A", TT	BASE	SN	641,282.28	287,829.07	33,724.80	0.00	0.00	123,060.32	196,668.09	19,185.83	106,768.86
PROF. TITULAR "A", TT	BASE	SN	569,759.03	250,591.26	33,724.80	0.00	12,000.00	106,162.21	167,280.76	17,038.86	95,439.35
PROF. TITULAR "A", TT	BASE	SN	669,397.25	294,728.42	33,724.80	0.00	4,000.00	127,774.14	209,169.90	20,029.24	111,135.46
PROF. TITULAR "A", TT	BASE	SN	560,059.03	250,591.26	33,724.80	0.00	2,500.00	106,162.21	167,080.76	16,749.36	93,965.80
PROF. TITULAR "A", TT	BASE	SN	767,323.28	294,648.09	33,724.80	0.00	8,500.00	125,942.63	304,507.76	22,964.02	126,073.50
PROF. TITULAR "A", TT	BASE	SN	674,215.88	294,648.09	33,724.80	0.00	16,800.00	125,942.63	203,100.36	20,173.80	111,871.27
PROF. TITULAR "A", TT	BASE	SN	748,819.31	268,610.45	33,724.80	0.00	8,000.00	142,666.58	295,817.48	22,383.54	122,824.35
PROF. TITULAR "A", TT	BASE	SN	723,601.57	268,519.33	33,724.80	0.00	2,500.00	140,589.11	278,268.32	21,657.01	119,126.30
PROF. TITULAR "A", TT	BASE	SN	770,515.25	268,337.10	33,724.80	0.00	4,000.00	136,434.17	328,019.18	23,064.42	126,290.02
PROF. TITULAR "A", TT	BASE	SN	699,716.07	268,337.10	33,724.80	0.00	0.00	136,434.17	261,220.00	20,943.44	115,494.25
PROF. TITULAR "A", TT	BASE	SN	700,398.33	268,245.98	33,724.80	0.00	8,000.00	134,356.70	256,070.84	20,959.41	115,575.53
PROF. TITULAR "A", TT	BASE	SN	705,084.43	268,245.98	33,724.80	0.00	12,000.00	134,356.70	256,756.94	21,101.49	116,298.73
PROF. TITULAR "A", TT	BASE	SN	794,728.68	268,337.10	33,724.80	0.00	20,000.00	136,434.17	336,232.60	23,787.82	129,972.14
PROF. TITULAR "A", TT	BASE	SN	784,196.62	275,181.00	33,724.80	0.00	4,000.00	139,878.22	331,412.59	23,474.82	128,452.61
PROF. TITULAR "A", TT	BASE	SN	710,748.33	268,245.98	33,724.80	0.00	20,000.00	134,356.70	254,420.84	21,271.41	117,163.61
PROF. TITULAR "A", TT	BASE	SN	456,989.98	123,232.08	33,724.80	0.00	0.00	64,346.23	235,686.87	13,656.25	76,841.09
PROF. TITULAR "A", TT	BASE	SN	748,083.19	282,024.90	33,724.80	0.00	12,000.00	143,322.19	277,011.29	22,388.39	122,996.27
PROF. TITULAR "A", TT	BASE	SN	690,748.33	268,245.98	33,724.80	0.00	0.00	134,356.70	254,420.84	20,671.41	114,109.61



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. TITULAR "A", TT	BASE	SN	711,933.82	268,428.22	33,724.80	0.00	0.00	138,511.64	271,269.16	21,305.47	117,337.00	
PROF. TITULAR "A", TT	BASE	SN	676,884.49	271,634.84	33,724.80	0.00	15,500.00	128,170.68	227,854.17	20,255.53	112,033.03	
PROF. TITULAR "A", TT	BASE	SN	662,602.92	267,517.05	33,724.80	0.00	7,500.00	117,737.12	236,123.95	19,827.05	109,811.80	
PROF. TITULAR "A", TT	BASE	SN	659,360.76	294,728.42	33,724.80	0.00	0.00	127,774.14	203,133.41	19,729.65	109,610.53	
PROF. TITULAR "A", TT	BASE	SN	749,387.66	295,511.63	33,724.80	0.00	0.00	145,631.41	274,519.82	22,430.46	123,357.63	
PROF. TITULAR "A", TT	BASE	SN	655,102.92	267,517.05	33,724.80	0.00	0.00	117,737.12	236,123.95	19,602.05	108,666.55	
PROF. TITULAR "A", TT	BASE	SN	644,290.27	281,163.03	33,724.80	0.00	0.00	123,671.46	205,730.98	19,273.10	107,139.46	
PROF. TITULAR "A", TT	BASE	SN	747,443.36	295,411.22	33,724.80	0.00	10,500.00	143,341.97	264,465.38	22,372.13	123,060.74	
PROF. TITULAR "A", TT	BASE	SN	692,598.33	268,245.98	33,724.80	0.00	0.00	134,356.70	256,270.84	20,723.91	114,376.83	
PROF. TITULAR "A", TT	BASE	SN	673,238.45	294,808.75	33,724.80	0.00	0.00	129,605.64	215,099.26	20,148.98	111,744.92	
PROF. TITULAR "A", TT	BASE	SN	793,669.48	294,808.75	33,724.80	0.00	0.00	129,605.64	335,530.29	23,761.91	130,134.74	
PROF. TITULAR "A", TT	BASE	SN	833,749.23	295,712.46	33,724.80	0.00	4,000.00	150,210.21	350,101.76	24,958.30	136,224.38	
PROF. TITULAR "A", TT	BASE	SN	731,229.35	295,310.81	33,724.80	0.00	4,000.00	141,052.60	257,141.14	21,885.71	120,584.86	
PROF. TITULAR "A", TT	BASE	SN	725,817.31	281,929.14	33,724.80	0.00	0.00	141,138.78	269,024.59	21,720.41	119,596.27	
PROF. TITULAR "A", TT	BASE	SN	747,707.75	295,511.63	33,724.80	0.00	0.00	145,631.41	272,839.91	22,380.06	123,101.11	
PROF. TITULAR "A", TT	BASE	SN	761,650.81	288,476.45	33,724.80	0.00	4,000.00	137,820.61	297,628.95	22,796.88	125,149.13	
PROF. TITULAR "A", TT	BASE	SN	670,495.09	267,972.63	33,724.80	0.00	8,000.00	128,124.30	232,673.36	20,063.81	111,016.94	
PROF. TITULAR "A", TT	BASE	SN	677,822.74	267,517.05	33,724.80	0.00	20,000.00	117,737.12	238,843.77	20,279.14	112,112.96	
PROF. TITULAR "A", TT	BASE	SN	738,593.36	295,411.22	33,724.80	0.00	0.00	143,341.97	266,115.38	22,105.13	121,701.71	
PROF. TITULAR "A", TT	BASE	SN	671,295.09	267,972.63	33,724.80	0.00	8,000.00	128,124.30	233,473.36	20,084.81	111,123.83	
PROF. TITULAR "A", TT	BASE	SN	680,262.84	268,063.75	33,724.80	0.00	8,000.00	130,201.77	240,272.52	20,356.84	112,508.47	
PROF. TITULAR "A", TT	BASE	SN	737,916.69	294,648.09	33,724.80	0.00	4,000.00	125,942.63	279,601.17	22,083.33	121,590.75	
PROF. TITULAR "A", TT	BASE	SN	745,509.26	295,310.81	33,724.80	0.00	16,000.00	141,052.60	259,421.05	22,312.60	122,757.77	
PROF. TITULAR "B", TT	BASE	SN	824,150.32	315,504.94	33,724.80	0.00	0.00	162,558.11	312,362.47	24,676.25	135,000.50	
PROF. TITULAR "B", TT	BASE	SN	816,669.72	315,397.84	33,724.80	0.00	4,000.00	160,116.34	303,430.74	24,451.83	133,858.21	
PROF. TITULAR "B", TT	BASE	SN	906,616.53	323,190.65	33,724.80	0.00	0.00	164,037.86	385,663.22	27,144.20	147,646.18	
PROGRAMADOR	BASE	13	412,702.03	134,839.98	33,724.80	0.00	4,200.00	72,314.52	167,622.74	12,331.22	70,220.49	
PROGRAMADOR	BASE	13	387,852.03	134,839.98	33,724.80	0.00	4,200.00	72,314.52	142,772.74	11,588.72	66,441.16	
PROGRAMADOR	BASE	13	428,856.46	134,748.50	33,724.80	0.00	20,200.00	70,228.79	169,954.37	12,797.85	72,595.65	
PROGRAMADOR	BASE	13	420,006.46	134,748.50	33,724.80	0.00	12,200.00	70,228.79	169,104.37	12,535.35	71,259.53	
PROGRAMADOR	BASE	13	400,303.17	134,702.76	33,724.80	0.00	4,200.00	69,185.92	158,489.69	11,947.25	68,266.10	
PROGRAMADOR	BASE	13	414,953.17	134,702.76	33,724.80	0.00	16,200.00	69,185.92	161,139.69	12,380.75	70,472.62	
PROGRAMADOR	BASE	13	370,738.87	134,657.02	33,724.80	0.00	6,700.00	68,143.06	127,513.99	11,075.32	63,827.98	
PROGRAMADOR	BASE	13	386,655.58	134,611.28	33,724.80	0.00	4,200.00	67,100.20	147,019.30	11,549.82	66,243.20	
PROGRAMADOR	BASE	13	356,179.00	134,519.80	33,724.80	0.00	4,200.00	65,014.47	118,719.93	10,632.53	61,574.15	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROGRAMADOR	BASE	13	341,512.54	134,291.10	33,724.80	0.00	4,200.00	59,800.15	109,496.50	10,183.53	59,288.77	
PROGRAMADOR	BASE	13	367,572.54	134,291.10	33,724.80	0.00	4,200.00	59,800.15	135,556.50	10,975.83	63,321.58	
PROGRAMADOR	BASE	13	389,829.00	134,519.80	33,724.80	0.00	4,200.00	65,014.47	152,369.93	11,633.03	66,666.70	
PROGRAMADOR	BASE	13	380,379.00	134,519.80	33,724.80	0.00	10,700.00	65,014.47	136,419.93	11,343.53	65,193.14	
PROGRAMADOR	BASE	13	328,339.84	134,254.51	33,724.80	0.00	4,200.00	58,965.84	97,194.69	9,795.85	57,315.48	
PROGRAMADOR	BASE	13	371,067.50	134,217.92	33,724.80	0.00	26,500.00	58,131.61	118,493.17	11,085.18	63,878.17	
PROGRAMADOR	BASE	13	355,139.84	134,254.51	33,724.80	0.00	12,200.00	58,965.84	115,994.69	10,601.35	61,415.47	
PROGRAMADOR	BASE	13	343,994.80	134,181.33	33,724.80	0.00	27,700.00	57,297.30	91,091.36	10,265.50	59,705.99	
PROGRAMADOR	BASE	13	293,708.93	133,961.78	33,724.80	0.00	4,200.00	52,291.54	69,530.81	8,764.42	52,065.51	
PROGRAMADOR	BASE	13	295,558.93	133,961.78	33,724.80	0.00	4,200.00	52,291.54	71,380.81	8,816.92	52,332.74	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	324,250.39	105,003.58	33,724.80	0.00	10,700.00	55,829.39	118,992.62	9,674.67	56,378.41	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	310,900.39	105,003.58	33,724.80	0.00	4,200.00	55,829.39	112,142.62	9,277.17	54,355.13	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	338,927.46	104,967.95	33,724.80	0.00	4,200.00	55,017.00	141,017.72	10,102.98	58,558.52	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	328,958.19	104,932.32	33,724.80	0.00	4,200.00	54,204.69	131,896.38	9,799.40	57,013.30	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	299,441.82	104,896.69	33,724.80	0.00	4,200.00	53,392.30	103,228.03	8,933.41	52,605.41	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	318,472.18	104,861.06	33,724.80	0.00	25,200.00	52,579.92	102,106.41	9,501.32	55,496.07	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	297,472.18	104,861.06	33,724.80	0.00	4,200.00	52,579.92	102,106.41	8,871.32	52,289.37	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	304,402.53	104,825.43	33,724.80	0.00	16,200.00	51,767.53	97,884.78	9,080.73	53,355.27	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	291,602.53	104,825.43	33,724.80	0.00	4,200.00	51,767.53	97,084.78	8,699.73	51,415.98	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	294,832.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	101,163.15	8,792.14	51,886.35	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	291,182.89	104,789.80	33,724.80	0.00	8,200.00	50,955.14	93,513.15	8,688.64	51,359.54	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	294,682.89	104,789.80	33,724.80	0.00	4,200.00	50,955.14	101,013.15	8,778.64	51,817.64	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	270,735.04	104,611.64	33,724.80	0.00	4,200.00	46,893.28	81,305.31	8,069.21	48,206.61	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	285,079.02	104,583.14	33,724.80	0.00	21,000.00	46,243.31	79,527.78	8,498.03	50,389.30	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	279,679.02	104,583.14	33,724.80	0.00	16,200.00	46,243.31	78,927.78	8,337.53	49,572.36	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	285,079.02	104,583.14	33,724.80	0.00	21,000.00	46,243.31	79,527.78	8,498.03	50,389.30	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	277,279.01	104,583.14	33,724.80	0.00	13,199.99	46,243.31	79,527.78	8,264.03	49,198.24	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	280,279.02	104,583.14	33,724.80	0.00	16,200.00	46,243.31	79,527.78	8,354.03	49,656.34	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	278,967.74	104,526.13	33,724.80	0.00	21,000.00	44,943.52	74,773.29	8,314.69	49,456.11	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	261,567.74	104,526.13	33,724.80	0.00	4,200.00	44,943.52	74,173.29	7,794.19	46,806.77	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	265,962.10	104,497.62	33,724.80	0.00	4,200.00	44,293.63	79,246.05	7,909.52	47,393.80	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	274,306.46	104,469.12	33,724.80	0.00	16,200.00	43,643.74	76,268.80	8,161.35	48,675.62	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	267,906.46	104,469.12	33,724.80	0.00	4,200.00	43,643.74	81,868.80	7,967.85	47,690.70	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	249,945.18	104,412.11	33,724.80	0.00	4,200.00	42,343.95	65,264.32	7,444.01	45,024.37	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	249,519.49	104,383.61	33,724.80	0.00	6,829.96	41,694.05	62,887.07	7,431.24	44,959.36	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	238,210.95	104,241.08	33,724.80	0.00	12,200.00	38,444.51	49,600.56	7,096.48	43,255.46	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	241,383.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	58,059.54	7,191.66	43,739.91	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	255,033.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	71,709.54	7,581.66	45,725.01	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	254,233.52	104,355.10	33,724.80	0.00	4,200.00	41,044.08	70,909.54	7,560.66	45,618.12	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	252,445.18	104,412.11	33,724.80	0.00	6,700.00	42,343.95	65,264.32	7,519.01	45,406.12	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	264,177.88	104,326.60	33,724.80	0.00	28,200.00	40,394.19	57,532.29	7,872.49	47,205.33	
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	222,249.67	104,184.08	33,724.80	0.00	4,200.00	37,144.72	42,996.08	6,620.65	40,833.44	
TAQUIMECANOGRAFA	BASE	4	264,853.04	86,172.76	33,724.80	0.00	4,200.00	46,068.35	94,687.13	7,895.75	47,121.27	
TAQUIMECANOGRAFA	BASE	4	282,146.19	86,114.28	33,724.80	0.00	8,200.00	44,734.89	109,372.22	8,402.54	49,700.86	
TAQUIMECANOGRAFA	BASE	4	260,895.33	85,997.32	33,724.80	0.00	12,200.00	42,068.20	86,905.01	7,774.02	46,501.66	
TAQUIMECANOGRAFA	BASE	4	253,595.33	85,997.32	33,724.80	0.00	10,700.00	42,068.20	81,105.01	7,558.02	45,402.22	
TAQUIMECANOGRAFA	BASE	4	254,779.76	86,026.56	33,724.80	0.00	4,200.00	42,734.85	88,093.55	7,592.05	45,575.45	
TAQUIMECANOGRAFA	BASE	4	254,145.33	85,997.32	33,724.80	0.00	4,200.00	42,068.20	88,155.01	7,558.02	45,402.22	
TAQUIMECANOGRAFA	BASE	4	253,345.33	85,997.32	33,724.80	0.00	4,200.00	42,068.20	87,355.01	7,537.02	45,295.33	
TAQUIMECANOGRAFA	BASE	4	224,556.74	85,804.33	33,724.80	0.00	4,200.00	37,668.02	63,159.59	6,689.86	40,983.30	
TAQUIMECANOGRAFA	BASE	4	222,648.89	85,780.93	33,724.80	0.00	4,200.00	37,134.63	61,808.53	6,631.12	40,684.33	
TAQUIMECANOGRAFA	BASE	4	227,664.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	65,710.66	6,781.59	41,450.23	
TAQUIMECANOGRAFA	BASE	4	227,064.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	65,110.66	6,765.09	41,366.24	
TAQUIMECANOGRAFA	BASE	4	228,914.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	66,960.66	6,817.59	41,633.47	
TAQUIMECANOGRAFA	BASE	4	232,664.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	70,710.66	6,931.59	42,213.73	
TAQUIMECANOGRAFA	BASE	4	272,864.58	85,827.72	33,724.80	0.00	49,200.00	38,201.40	65,910.66	8,136.09	48,344.63	
TAQUIMECANOGRAFA	BASE	4	236,206.74	85,804.33	33,724.80	0.00	8,200.00	37,668.02	70,809.59	7,033.36	42,731.71	
TAQUIMECANOGRAFA	BASE	4	231,206.74	85,804.33	33,724.80	0.00	8,200.00	37,668.02	65,809.59	6,883.36	41,968.21	
TAQUIMECANOGRAFA	BASE	4	232,806.74	85,804.33	33,724.80	0.00	4,200.00	37,668.02	71,409.59	6,929.86	42,204.90	
TAQUIMECANOGRAFA	BASE	4	236,498.89	85,780.93	33,724.80	0.00	16,200.00	37,134.63	63,658.53	7,043.62	42,783.96	
TAQUIMECANOGRAFA	BASE	4	224,498.89	85,780.93	33,724.80	0.00	4,200.00	37,134.63	63,658.53	6,683.62	40,951.56	
TAQUIMECANOGRAFA	BASE	4	239,591.42	85,757.54	33,724.80	0.00	21,000.00	36,601.33	62,507.75	7,133.40	43,240.92	
TAQUIMECANOGRAFA	BASE	4	232,841.42	85,757.54	33,724.80	0.00	8,200.00	36,601.33	68,557.75	6,918.90	42,149.11	
TAQUIMECANOGRAFA	BASE	4	225,175.73	85,710.75	33,724.80	0.00	12,200.00	35,534.56	58,005.62	6,702.43	41,047.28	
TAQUIMECANOGRAFA	BASE	4	235,533.58	85,734.15	33,724.80	0.00	8,200.00	36,067.94	71,806.69	6,998.16	42,552.57	
TAQUIMECANOGRAFA	BASE	4	237,283.58	85,734.15	33,724.80	0.00	16,200.00	36,067.94	65,556.69	7,052.16	42,827.43	
TAQUIMECANOGRAFA	BASE	4	219,952.94	85,640.58	33,724.80	0.00	14,699.99	33,934.56	51,953.01	6,547.24	40,257.39	
TAQUIMECANOGRAFA	BASE	4	221,975.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	62,805.62	6,607.93	40,566.27	
TAQUIMECANOGRAFA	BASE	4	220,652.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	63,153.01	6,553.24	40,287.93	
TAQUIMECANOGRAFA	BASE	4	214,468.26	85,687.36	33,724.80	0.00	4,200.00	35,001.25	55,854.85	6,382.70	39,419.88	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
TAQUIMECANOGRAFA	BASE	4	224,618.26	85,687.36	33,724.80	0.00	16,200.00	35,001.25	54,004.85	6,690.20	40,985.06	
TAQUIMECANOGRAFA	BASE	4	234,168.26	85,687.36	33,724.80	0.00	23,700.00	35,001.25	56,054.85	6,972.20	42,420.44	
TAQUIMECANOGRAFA	BASE	4	220,268.26	85,687.36	33,724.80	0.00	4,200.00	35,001.25	61,654.85	6,553.70	40,290.27	
TAQUIMECANOGRAFA	BASE	4	209,452.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	51,953.01	6,232.24	38,654.04	
TAQUIMECANOGRAFA	BASE	4	233,260.42	85,663.97	33,724.80	0.00	19,700.00	34,467.87	59,703.78	6,943.47	42,274.17	
TAQUIMECANOGRAFA	BASE	4	210,310.42	85,663.97	33,724.80	0.00	4,200.00	34,467.87	52,253.78	6,259.47	38,792.61	
TAQUIMECANOGRAFA	BASE	4	212,602.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	55,103.01	6,329.74	39,150.32	
TAQUIMECANOGRAFA	BASE	4	237,202.95	85,640.58	33,724.80	0.00	33,000.00	33,934.56	50,903.01	7,064.74	42,891.47	
TAQUIMECANOGRAFA	BASE	4	207,002.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	49,503.01	6,163.24	38,302.83	
TAQUIMECANOGRAFA	BASE	4	209,452.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	51,953.01	6,232.24	38,654.04	
TAQUIMECANOGRAFA	BASE	4	213,145.11	85,617.18	33,724.80	0.00	4,200.00	33,401.18	56,201.94	6,328.01	39,141.49	
TECNICO ESPECIALIZADO	BASE	14	415,979.50	144,742.82	33,724.80	0.00	16,200.00	75,333.83	145,978.06	12,429.54	70,828.43	
TECNICO ESPECIALIZADO	BASE	14	440,785.51	144,644.55	33,724.80	0.00	4,200.00	73,093.39	185,122.77	13,173.72	74,616.31	
TECNICO ESPECIALIZADO	BASE	14	401,311.52	144,546.29	33,724.80	0.00	16,200.00	70,852.95	135,987.49	11,985.00	68,565.73	
TECNICO ESPECIALIZADO	BASE	14	383,259.93	144,251.50	33,724.80	0.00	4,200.00	64,131.71	136,951.92	11,450.95	65,847.42	
TECNICO ESPECIALIZADO	BASE	14	361,282.74	144,172.89	33,724.80	0.00	16,200.00	62,339.36	104,845.69	10,784.14	62,453.33	
TECNICO ESPECIALIZADO	BASE	14	353,496.33	144,212.19	33,724.80	0.00	4,200.00	63,235.54	108,123.80	10,550.55	61,264.35	
TECNICO ESPECIALIZADO	BASE	14	345,246.33	144,212.19	33,724.80	0.00	4,200.00	63,235.54	99,873.80	10,310.55	60,042.75	
TECNICO ESPECIALIZADO	BASE	14	382,396.33	144,212.19	33,724.80	0.00	10,700.00	63,235.54	130,523.80	11,422.05	65,700.28	
TECNICO ESPECIALIZADO	BASE	14	341,692.32	144,054.97	33,724.80	0.00	8,200.00	59,650.92	96,061.63	10,184.43	59,400.80	
PROF. TITULAR "C", TT	BASE	SN	942,150.60	369,199.65	33,724.80	0.00	0.00	187,190.78	352,035.37	28,216.07	153,596.95	
TRABAJADOR SOCIAL	BASE	10	346,913.11	115,866.15	33,724.80	0.00	4,200.00	61,460.10	131,662.05	10,356.05	59,963.41	
TRABAJADOR SOCIAL	BASE	10	356,313.11	115,866.15	33,724.80	0.00	21,200.00	61,460.10	124,062.05	10,636.55	61,391.16	
TRABAJADOR SOCIAL	BASE	10	401,130.39	115,826.84	33,724.80	0.00	12,200.00	60,563.69	178,815.07	11,981.07	68,234.75	
TRABAJADOR SOCIAL	BASE	10	357,122.34	115,826.84	33,724.80	0.00	4,200.00	60,563.69	142,807.02	10,651.83	61,468.92	
TRABAJADOR SOCIAL	BASE	10	357,356.88	115,787.52	33,724.80	0.00	4,200.00	59,667.28	143,977.28	10,658.86	61,504.73	
TRABAJADOR SOCIAL	BASE	10	328,233.68	115,787.52	33,724.80	0.00	4,200.00	59,667.28	114,854.08	9,800.17	57,133.97	
TRABAJADOR SOCIAL	BASE	10	393,033.68	115,787.52	33,724.80	0.00	63,200.00	59,667.28	120,654.08	11,741.17	67,013.66	
TRABAJADOR SOCIAL	BASE	10	329,033.68	115,787.52	33,724.80	0.00	4,200.00	59,667.28	115,654.08	9,821.17	57,240.86	
TRABAJADOR SOCIAL	BASE	10	330,654.24	115,708.89	33,724.80	0.00	13,200.00	57,874.45	110,146.11	9,869.78	57,488.32	
TRABAJADOR SOCIAL	BASE	10	318,839.53	115,669.57	33,724.80	0.00	4,200.00	56,978.04	108,267.12	9,510.84	55,661.30	
TRABAJADOR SOCIAL	BASE	10	292,679.31	115,402.22	33,724.80	0.00	6,700.00	50,882.39	85,969.90	8,726.03	51,666.64	
TRABAJADOR SOCIAL	BASE	10	342,574.81	115,630.25	33,724.80	0.00	6,700.00	56,081.62	130,438.13	10,215.40	59,247.51	
TRABAJADOR SOCIAL	BASE	10	323,874.81	115,630.25	33,724.80	0.00	4,200.00	56,081.62	114,238.13	9,654.40	56,392.02	
TRABAJADOR SOCIAL	BASE	10	339,250.86	115,433.67	33,724.80	0.00	43,000.00	51,599.48	95,492.91	10,109.68	58,709.40	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
TRABAJADOR SOCIAL	BASE	10	351,450.86	115,433.67	33,724.80	0.00	12,200.00	51,599.48	138,492.91	10,477.18	60,579.97	
TRABAJADOR SOCIAL	BASE	10	316,750.86	115,433.67	33,724.80	0.00	28,200.00	51,599.48	87,792.91	9,451.18	55,357.63	
TRABAJADOR SOCIAL	BASE	10	290,179.31	115,402.22	33,724.80	0.00	4,200.00	50,882.39	85,969.90	8,651.03	51,284.89	
TRABAJADOR SOCIAL	BASE	10	284,157.38	115,370.76	33,724.80	0.00	4,200.00	50,165.23	80,696.59	8,476.38	50,395.88	
TRABAJADOR SOCIAL	BASE	10	303,313.91	115,307.86	33,724.80	0.00	16,200.00	48,730.98	89,350.27	9,031.57	53,221.83	
TRABAJADOR SOCIAL	BASE	10	286,913.91	115,307.86	33,724.80	0.00	4,200.00	48,730.98	84,950.27	8,538.07	50,709.91	
TRABAJADOR SOCIAL	BASE	10	269,948.52	115,213.50	33,724.80	0.00	4,200.00	46,579.58	70,230.65	8,044.11	48,195.65	
TRABAJADOR SOCIAL	BASE	10	286,748.52	115,213.50	33,724.80	0.00	21,000.00	46,579.58	70,230.65	8,548.11	50,761.01	
TRABAJADOR SOCIAL	BASE	10	273,604.67	115,150.59	33,724.80	0.00	4,200.00	45,145.25	75,384.04	8,141.80	48,692.86	
TRABAJADOR SOCIAL	BASE	10	252,289.28	115,056.23	33,724.80	0.00	4,200.00	42,993.84	56,314.41	7,517.33	45,514.35	
TRABAJADOR SOCIAL	BASE	10	295,411.20	115,087.68	33,724.80	0.00	41,400.00	43,711.01	61,487.72	8,815.49	52,121.97	
TRABAJADOR SOCIAL	BASE	10	253,211.20	115,087.68	33,724.80	0.00	4,200.00	43,711.01	56,487.72	7,549.49	45,678.03	
VIGILANTE	BASE	4	285,382.27	86,202.00	33,724.80	0.00	4,200.00	57,479.80	103,775.67	8,510.12	50,248.45	
VIGILANTE	BASE	4	274,797.84	86,172.76	33,724.80	0.00	4,200.00	56,813.15	93,887.13	8,197.09	48,655.11	
VIGILANTE	BASE	4	275,397.84	86,172.76	33,724.80	0.00	4,200.00	56,813.15	94,487.13	8,213.59	48,739.10	
VIGILANTE	BASE	4	285,513.03	86,143.52	33,724.80	0.00	16,200.00	56,146.42	93,298.30	8,515.55	50,276.05	
VIGILANTE	BASE	4	258,383.80	86,114.28	33,724.80	0.00	4,200.00	44,734.97	89,609.75	7,703.17	46,141.05	
VIGILANTE	BASE	4	291,616.25	86,143.52	33,724.80	0.00	4,200.00	56,146.42	111,401.52	8,686.64	51,146.93	
VIGILANTE	BASE	4	292,435.52	86,143.52	33,724.80	0.00	4,200.00	56,146.42	112,220.79	8,711.22	51,272.04	
VIGILANTE	BASE	4	263,633.80	86,114.28	33,724.80	0.00	8,200.00	44,734.97	90,859.75	7,859.17	46,935.09	
VIGILANTE	BASE	4	265,393.80	86,085.04	33,724.80	0.00	4,200.00	54,813.04	86,570.92	7,914.97	47,219.12	
VIGILANTE	BASE	4	254,649.00	86,085.04	33,724.80	0.00	4,200.00	44,068.24	86,570.92	7,592.63	45,578.38	
VIGILANTE	BASE	4	264,709.37	86,055.80	33,724.80	0.00	4,200.00	54,146.38	86,582.38	7,889.94	47,091.70	
VIGILANTE	BASE	4	234,406.74	85,804.33	33,724.80	0.00	12,200.00	37,668.02	65,009.59	6,982.36	42,472.12	
VIGILANTE	BASE	4	273,340.13	85,997.32	33,724.80	0.00	12,200.00	52,813.00	88,605.01	8,135.36	48,340.90	
VIGILANTE	BASE	4	263,490.13	85,997.32	33,724.80	0.00	4,200.00	52,813.00	86,755.01	7,842.86	46,852.08	
VIGILANTE	BASE	4	237,809.38	85,827.72	33,724.80	0.00	4,200.00	48,946.20	65,110.66	7,087.44	43,006.97	
VIGILANTE	BASE	4	247,659.38	85,827.72	33,724.80	0.00	12,200.00	48,946.20	66,960.66	7,379.94	44,495.80	
VIGILANTE	BASE	4	227,064.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	65,110.66	6,765.09	41,366.24	
VIGILANTE	BASE	4	237,809.38	85,827.72	33,724.80	0.00	4,200.00	48,946.20	65,110.66	7,087.44	43,006.97	
VIGILANTE	BASE	4	227,864.58	85,827.72	33,724.80	0.00	4,200.00	38,201.40	65,910.66	6,786.09	41,473.13	
VIGILANTE	BASE	4	224,556.74	85,804.33	33,724.80	0.00	4,200.00	37,668.02	63,159.59	6,689.86	40,983.30	
VIGILANTE	BASE	4	235,301.54	85,804.33	33,724.80	0.00	4,200.00	48,412.82	63,159.59	7,012.20	42,624.03	
VIGILANTE	BASE	4	237,151.54	85,804.33	33,724.80	0.00	4,200.00	48,412.82	65,009.59	7,064.70	42,891.25	
VIGILANTE	BASE	4	234,628.38	85,734.15	33,724.80	0.00	4,200.00	46,812.74	64,156.69	6,977.01	42,444.89	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
VIGILANTE	BASE	4	232,793.69	85,780.93	33,724.80	0.00	4,200.00	47,879.43	61,208.53	6,936.97	42,241.08	
VIGILANTE	BASE	4	246,386.22	85,757.54	33,724.80	0.00	19,700.00	47,346.13	59,857.75	7,343.24	44,309.02	
VIGILANTE	BASE	4	234,886.22	85,757.54	33,724.80	0.00	8,200.00	47,346.13	59,857.75	6,998.24	42,552.97	
VIGILANTE	BASE	4	228,841.42	85,757.54	33,724.80	0.00	4,200.00	36,601.33	68,557.75	6,798.90	41,538.31	
VIGILANTE	BASE	4	226,333.58	85,734.15	33,724.80	0.00	4,200.00	36,067.94	66,606.69	6,723.66	41,155.36	
VIGILANTE	BASE	4	235,228.38	85,734.15	33,724.80	0.00	4,200.00	46,812.74	64,756.69	6,993.51	42,528.87	
VIGILANTE	BASE	4	217,747.75	85,640.58	33,724.80	0.00	4,200.00	44,679.36	49,503.01	6,485.59	39,943.56	
VIGILANTE	BASE	4	227,720.53	85,710.75	33,724.80	0.00	4,200.00	46,279.36	57,805.62	6,780.27	41,443.50	
VIGILANTE	BASE	4	215,125.73	85,710.75	33,724.80	0.00	4,200.00	35,534.56	55,955.62	6,405.43	39,535.55	
VIGILANTE	BASE	4	237,213.06	85,687.36	33,724.80	0.00	16,200.00	45,746.05	55,854.85	7,065.05	42,893.01	
VIGILANTE	BASE	4	212,618.26	85,687.36	33,724.80	0.00	4,200.00	35,001.25	54,004.85	6,330.20	39,152.66	
VIGILANTE	BASE	4	222,468.26	85,687.36	33,724.80	0.00	12,200.00	35,001.25	55,854.85	6,622.70	40,641.48	
VIGILANTE	BASE	4	199,421.95	85,547.01	33,724.80	0.00	4,200.00	31,801.10	44,149.04	5,931.31	37,122.31	
VIGILANTE	BASE	4	211,960.42	85,663.97	33,724.80	0.00	4,200.00	34,467.87	53,903.78	6,307.47	39,036.93	
VIGILANTE	BASE	4	215,587.26	85,593.79	33,724.80	0.00	12,200.00	32,867.79	51,200.88	6,419.27	39,606.02	
VIGILANTE	BASE	4	216,960.42	85,663.97	33,724.80	0.00	4,200.00	34,467.87	58,903.78	6,457.47	39,800.43	
VIGILANTE	BASE	4	224,547.75	85,640.58	33,724.80	0.00	4,200.00	44,679.36	56,303.01	6,673.09	40,897.94	
VIGILANTE	BASE	4	209,452.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	51,953.01	6,232.24	38,654.04	
VIGILANTE	BASE	4	206,945.11	85,617.18	33,724.80	0.00	4,200.00	33,401.18	50,001.94	6,157.01	38,271.10	
VIGILANTE	BASE	4	215,652.95	85,640.58	33,724.80	0.00	4,200.00	33,934.56	58,153.01	6,403.24	39,524.43	
VIGILANTE	BASE	4	212,545.11	85,617.18	33,724.80	0.00	4,200.00	33,401.18	55,601.94	6,311.51	39,057.50	
VIGILANTE	BASE	4	230,145.11	85,617.18	33,724.80	0.00	16,200.00	33,401.18	61,201.94	6,838.01	41,737.39	
VIGILANTE	BASE	4	206,945.11	85,617.18	33,724.80	0.00	4,200.00	33,401.18	50,001.94	6,157.01	38,271.10	
VIGILANTE	BASE	4	218,716.75	85,547.01	33,724.80	0.00	4,200.00	42,545.90	52,699.04	6,484.66	39,938.83	
VIGILANTE	BASE	4	196,971.95	85,547.01	33,724.80	0.00	4,200.00	31,801.10	41,699.04	5,862.31	36,771.10	
VIGILANTE	BASE	4	208,316.75	85,547.01	33,724.80	0.00	4,200.00	42,545.90	42,299.04	6,201.16	38,495.81	
VIGILANTE	BASE	4	202,587.26	85,593.79	33,724.80	0.00	4,200.00	32,867.79	46,200.88	6,029.27	37,620.92	
VIGILANTE	BASE	4	222,237.26	85,593.79	33,724.80	0.00	16,200.00	32,867.79	53,850.88	6,612.77	40,590.94	
VIGILANTE	BASE	4	199,421.95	85,547.01	33,724.80	0.00	4,200.00	31,801.10	44,149.04	5,931.31	37,122.31	
VIGILANTE	BASE	4	179,418.16	85,383.26	33,724.80	0.00	4,200.00	28,067.65	28,042.45	5,335.70	34,090.64	
VIGILANTE	BASE	4	179,418.16	85,383.26	33,724.80	0.00	4,200.00	28,067.65	28,042.45	5,335.70	34,090.64	
VIGILANTE	BASE	4	190,162.96	85,383.26	33,724.80	0.00	4,200.00	38,812.45	28,042.45	5,658.04	35,731.37	
VIGILANTE	BASE	4	190,162.96	85,383.26	33,724.80	0.00	4,200.00	38,812.45	28,042.45	5,658.04	35,731.37	
VIGILANTE	BASE	4	190,162.96	85,383.26	33,724.80	0.00	4,200.00	38,812.45	28,042.45	5,658.04	35,731.37	
PROF. CECYT I	BASE	SN	283,549.62	131,210.20	33,724.80	0.00	0.00	42,380.72	76,233.90	8,455.14	50,465.80	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
PROF. CECYT I	BASE	SN	290,950.07	157,452.24	33,724.80	0.00	0.00	50,576.86	49,196.16	8,677.16	51,880.55	
PROF. CECYT I	BASE	SN	275,770.36	146,955.42	33,724.80	0.00	0.00	47,298.41	47,791.73	8,226.27	49,471.63	
PROF. CECYT I	BASE	SN	405,987.07	209,936.32	33,724.80	0.00	0.00	66,969.15	95,356.80	12,128.27	70,016.12	
PROF. CECYT I	BASE	SN	386,972.23	209,936.32	33,724.80	0.00	0.00	66,969.15	76,341.96	11,562.32	67,135.46	
PROF. CECYT I	BASE	SN	246,398.63	125,961.79	33,724.80	0.00	0.00	40,741.49	45,970.55	7,340.61	44,735.90	
PROF. CECYT I	BASE	SN	314,556.57	146,955.42	33,724.80	0.00	4,000.00	47,298.41	82,577.94	9,389.85	55,394.29	
PROF. CECYT I	BASE	SN	503,617.30	209,936.32	33,724.80	0.00	16,800.00	66,969.15	176,187.03	15,054.17	84,908.99	
PROF. CECYT I	BASE	SN	394,424.29	194,191.10	33,724.80	0.00	12,000.00	62,051.47	92,456.93	11,779.88	68,072.02	
PROF. CECYT I	BASE	SN	255,478.38	146,955.42	33,724.80	0.00	0.00	47,298.41	27,499.75	7,617.51	46,373.05	
PROF. CECYT I	BASE	SN	241,463.71	125,961.79	33,724.80	0.00	0.00	40,741.49	41,035.62	7,197.07	44,005.24	
PROF. CECYT I	BASE	SN	326,766.76	167,949.06	33,724.80	0.00	13,440.00	53,855.32	57,797.58	9,748.66	57,448.37	
PROF. CECYT I	BASE	SN	286,810.92	167,949.06	33,724.80	0.00	0.00	53,855.32	31,281.74	8,557.48	51,385.29	
PROF. CECYT I	BASE	SN	469,561.12	209,936.32	33,724.80	0.00	0.00	66,969.15	158,930.85	14,036.99	79,731.51	
PROF. CECYT I	BASE	SN	373,845.39	167,949.06	33,724.80	0.00	8,000.00	53,855.32	110,316.21	11,146.02	64,560.93	
PROF. CECYT I	BASE	SN	224,070.73	125,961.79	33,724.80	0.00	0.00	40,741.49	23,642.64	6,675.28	41,349.33	
PROF. CECYT I	BASE	SN	288,429.75	141,707.02	33,724.80	0.00	4,000.00	45,659.18	63,338.76	8,585.05	51,240.89	
PROF. CECYT I	BASE	SN	305,347.19	157,452.24	33,724.80	0.00	0.00	50,576.86	63,593.28	9,113.57	54,101.90	
PROF. CECYT I	BASE	SN	335,397.53	157,452.24	33,724.80	0.00	11,760.00	50,576.86	81,883.63	10,007.58	58,652.41	
PROF. CECYT I	BASE	SN	403,793.80	199,439.50	33,724.80	0.00	0.00	63,690.69	106,938.80	12,051.97	69,513.88	
PROF. CECYT I	BASE	SN	393,122.88	188,942.69	33,724.80	0.00	20,000.00	60,412.24	90,043.16	11,740.84	67,816.36	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	172,404.65	81,541.55	33,724.80	0.00	4,200.00	26,867.77	26,070.53	5,125.29	32,977.99	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	172,404.65	81,541.55	33,724.80	0.00	4,200.00	26,867.77	26,070.53	5,125.29	32,977.99	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	172,404.65	81,541.55	33,724.80	0.00	4,200.00	26,867.77	26,070.53	5,125.29	32,977.99	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	172,404.65	81,541.55	33,724.80	0.00	4,200.00	26,867.77	26,070.53	5,125.29	32,977.99	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	172,404.65	81,541.55	33,724.80	0.00	4,200.00	26,867.77	26,070.53	5,125.29	32,977.99	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	172,404.65	81,541.55	33,724.80	0.00	4,200.00	26,867.77	26,070.53	5,125.29	32,977.99	
CAPTURISTA	BASE	8	205,260.82	104,041.55	33,724.80	0.00	4,200.00	33,895.17	29,399.30	6,110.98	38,239.24	
ENCARGADO DE LA SALA DE COMPUTO "B"	BASE	SN	238,339.04	126,693.62	33,724.80	0.00	4,200.00	40,970.06	32,750.56	7,103.33	43,536.04	
OFICIAL DE SERVICIOS "C"	BASE	SN	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
OFICIAL DE SERVICIOS "C"	BASE	SN	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
OFICIAL DE SERVICIOS "C"	BASE	SN	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
OFICIAL DE SERVICIOS "C"	BASE	SN	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
OFICIAL DE SERVICIOS "C"	BASE	SN	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
OFICIAL DE SERVICIOS "C"	BASE	SN	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
OFICIAL DE SERVICIOS "C"	BASE	SN	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	




GOBIERNO DEL ESTADO
DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
TAQUIMECANOGRAFA	BASE	4	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
TAQUIMECANOGRAFA	BASE	4	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
TRABAJADOR SOCIAL	BASE	10	220,977.82	114,804.60	33,724.80	0.00	4,200.00	37,256.78	30,991.64	6,582.49	40,756.00	
VIGILANTE	BASE	4	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
VIGILANTE	BASE	4	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
VIGILANTE	BASE	4	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
VIGILANTE	BASE	4	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
VIGILANTE	BASE	4	178,014.60	85,383.26	33,724.80	0.00	4,200.00	28,067.65	26,638.89	5,293.59	33,876.31	
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA	SN	245,014.70	202,789.94	0.00	0.00	0.00	35,557.69	6,667.07	8,846.76	53,266.26	
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA	SN	245,014.70	202,789.94	0.00	0.00	0.00	35,557.69	6,667.07	7,350.44	45,650.00	
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA	SN	245,014.70	202,789.94	0.00	0.00	0.00	35,557.69	6,667.07	7,350.44	45,650.00	
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA	SN	245,014.70	202,789.94	0.00	0.00	0.00	35,557.69	6,667.07	7,350.44	45,650.00	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	281,764.32	233,206.30	0.00	0.00	0.00	40,890.97	7,667.06	8,452.93	51,596.25	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	324,029.03	268,187.29	0.00	0.00	0.00	47,024.62	8,817.12	9,720.87	58,434.86	




ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACION FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	




ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
				PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS				
SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS					REMUNERACIONES ANUALES	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL		
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	509,431.41	414,963.95	0.00	0.00	8,064.00	72,760.80	13,642.65	15,282.94	88,360.35	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	




GOBIERNO DEL ESTADO
DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACION LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	664,325.01	414,963.95	0.00	0.00	0.00	72,760.80	176,600.25	19,929.75	112,012.60	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR ACADEMICO	CONFIANZA	SN	501,367.41	414,963.95	0.00	0.00	0.00	72,760.80	13,642.65	15,041.02	87,128.98	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	258,360.02	162,025.02	16,566.00	0.00	0.00	28,409.87	51,359.14	7,750.80	47,239.42	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	




ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507	COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DEPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
RESPONSABLE DEL CENTRO "A"	CONFIANZA	SN	328,876.81	272,199.63	0.00	0.00	0.00	47,728.15	8,949.03	9,866.30	59,219.26	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "B"	CONFIANZA	SN	378,211.80	313,032.45	0.00	0.00	0.00	54,887.88	10,291.48	11,346.35	67,201.87	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
DIRECTOR DE PLANTEL "A"	CONFIANZA	SN	612,694.35	507,105.30	0.00	0.00	0.00	88,917.09	16,671.96	18,380.83	105,142.16	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43	




GOBIERNO DEL ESTADO
DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
RESPONSABLE DEL CENTRO "C"	CONFIANZA	SN	434,944.28	359,987.90	0.00	0.00	0.00	0.00	63,121.17	11,835.22	13,048.33	76,381.43
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	165,233.69	114,450.13	16,566.00	0.00	0.00	0.00	20,067.97	14,149.59	4,957.01	32,495.71
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96




ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUBDIRECTOR DE PLANTEL	CONFIANZA	SN	517,924.34	428,667.54	0.00	0.00	0.00	75,163.62	14,093.18	15,537.73	89,807.96	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	251,879.10	162,025.02	16,566.00	0.00	0.00	28,409.87	44,878.22	7,556.37	46,249.78	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
SUPERVISOR	CONFIANZA	16	222,714.58	162,025.02	16,566.00	0.00	0.00	28,409.87	15,713.70	6,681.44	41,796.36	
ALMACENISTA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
ALMACENISTA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	3	109,406.59	77,988.44	16,566.00	0.00	0.00	3,632.34	11,219.81	3,271.79	23,505.11	
BIBLIOTECARIO	CONTRATO	6	121,821.71	89,712.94	16,566.00	0.00	0.00	4,178.41	11,364.36	3,644.24	25,528.10	
BIBLIOTECARIO	CONTRATO	6	121,821.71	89,712.94	16,566.00	0.00	0.00	4,178.41	11,364.36	3,644.24	25,528.10	
CAPTURISTA	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
CAPTURISTA	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
CHOFER	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
CHOFER	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
CHOFER	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74	
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74	
PROF. CECYT I	CONTRATO	SN	152,857.42	125,043.83	16,566.00	0.00	0.00	5,823.96	5,423.64	4,585.72	30,703.54	
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74	
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74	
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14	
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14	
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27	
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	141,954.11	115,040.32	16,566.00	0.00	0.00	0.00	5,358.04	4,989.75	4,258.62	28,930.07
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	185,567.37	155,054.35	16,566.00	0.00	0.00	0.00	7,221.71	6,725.31	5,567.02	36,023.94
PROF. CECYT I	CONTRATO	SN	152,857.42	125,043.83	16,566.00	0.00	0.00	0.00	5,823.96	5,423.64	4,585.72	30,703.54
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	212,825.65	180,063.11	16,566.00	0.00	0.00	0.00	8,386.50	7,810.04	6,384.77	40,457.61
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	141,954.11	115,040.32	16,566.00	0.00	0.00	0.00	5,358.04	4,989.75	4,258.62	28,930.07
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	174,664.05	145,050.84	16,566.00	0.00	0.00	0.00	6,755.79	6,291.42	5,239.92	34,250.47
PROF. CECYT I	CONTRATO	SN	131,050.80	105,036.82	16,566.00	0.00	0.00	0.00	4,892.13	4,555.85	3,931.52	27,156.61
PROF. CECYT I	CONTRATO	SN	163,760.74	135,047.34	16,566.00	0.00	0.00	0.00	6,289.88	5,857.53	4,912.82	32,477.01
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	163,760.74	135,047.34	16,566.00	0.00	0.00	0.00	6,289.88	5,857.53	4,912.82	32,477.01
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. CECYT I	CONTRATO	SN	180,115.71	150,052.60	16,566.00	0.00	0.00	0.00	6,988.75	6,508.36	5,403.47	35,137.21
PROF. CECYT I	CONTRATO	SN	141,954.11	115,040.32	16,566.00	0.00	0.00	0.00	5,358.04	4,989.75	4,258.62	28,930.07
PROF. CECYT I	CONTRATO	SN	141,954.11	115,040.32	16,566.00	0.00	0.00	0.00	5,358.04	4,989.75	4,258.62	28,930.07
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	185,567.37	155,054.35	16,566.00	0.00	0.00	0.00	7,221.71	6,725.31	5,567.02	36,023.94
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	131,050.80	105,036.82	16,566.00	0.00	0.00	0.00	4,892.13	4,555.85	3,931.52	27,156.61
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27
PROF. CECYT I	CONTRATO	SN	185,567.37	155,054.35	16,566.00	0.00	0.00	0.00	7,221.71	6,725.31	5,567.02	36,023.94
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	114,695.83	90,031.56	16,566.00	0.00	0.00	0.00	4,193.25	3,905.02	3,440.87	24,496.40
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	109,244.17	85,029.80	16,566.00	0.00	0.00	0.00	3,960.29	3,688.07	3,277.33	23,609.67
PROF. CECYT I	CONTRATO	SN	174,664.05	145,050.84	16,566.00	0.00	0.00	0.00	6,755.79	6,291.42	5,239.92	34,250.47
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	109,244.17	85,029.80	16,566.00	0.00	0.00	0.00	3,960.29	3,688.07	3,277.33	23,609.67
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	163,760.74	135,047.34	16,566.00	0.00	0.00	0.00	6,289.88	5,857.53	4,912.82	32,477.01
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	103,792.51	80,028.05	16,566.00	0.00	0.00	0.00	3,727.33	3,471.13	3,113.78	22,722.94



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. CECYT I	CONTRATO	SN	168,591.28	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	5,453.35	5,057.74	33,268.90
PROF. CECYT I	CONTRATO	SN	212,825.65	180,063.11	16,566.00	0.00	0.00	0.00	8,386.50	7,810.04	6,384.77	40,457.61
PROF. CECYT I	CONTRATO	SN	163,760.74	135,047.34	16,566.00	0.00	0.00	0.00	6,289.88	5,857.53	4,912.82	32,477.01
PROF. CECYT I	CONTRATO	SN	191,027.66	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,950.89	5,730.83	36,911.99
PROF. CECYT I	CONTRATO	SN	163,760.74	135,047.34	16,566.00	0.00	0.00	0.00	6,289.88	5,857.53	4,912.82	32,477.01
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34
PROF. CECYT I	CONTRATO	SN	131,050.80	105,036.82	16,566.00	0.00	0.00	0.00	4,892.13	4,555.85	3,931.52	27,156.61
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34
PROF. CECYT I	CONTRATO	SN	152,857.42	125,043.83	16,566.00	0.00	0.00	0.00	5,823.96	5,423.64	4,585.72	30,703.54
PROF. CECYT I	CONTRATO	SN	141,954.11	115,040.32	16,566.00	0.00	0.00	0.00	5,358.04	4,989.75	4,258.62	28,930.07
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74
PROF. CECYT I	CONTRATO	SN	98,340.85	75,026.30	16,566.00	0.00	0.00	0.00	3,494.38	3,254.18	2,950.23	21,836.20
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34
PROF. CECYT I	CONTRATO	SN	87,437.54	65,022.79	16,566.00	0.00	0.00	0.00	3,028.46	2,820.29	2,623.13	20,062.74
PROF. CECYT I	CONTRATO	SN	152,857.42	125,043.83	16,566.00	0.00	0.00	0.00	5,823.96	5,423.64	4,585.72	30,703.54
PROF. CECYT I	CONTRATO	SN	71,082.57	50,017.53	16,566.00	0.00	0.00	0.00	2,329.58	2,169.45	2,132.48	17,402.54
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87
PROF. CECYT I	CONTRATO	SN	98,340.85	75,026.30	16,566.00	0.00	0.00	0.00	3,494.38	3,254.18	2,950.23	21,836.20
PROF. CECYT I	CONTRATO	SN	180,115.71	150,052.60	16,566.00	0.00	0.00	0.00	6,988.75	6,508.36	5,403.47	35,137.21
PROF. CECYT I	CONTRATO	SN	141,954.11	115,040.32	16,566.00	0.00	0.00	0.00	5,358.04	4,989.75	4,258.62	28,930.07
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	131,050.80	105,036.82	16,566.00	0.00	0.00	0.00	4,892.13	4,555.85	3,931.52	27,156.61
PROF. CECYT I	CONTRATO	SN	109,244.17	85,029.80	16,566.00	0.00	0.00	0.00	3,960.29	3,688.07	3,277.33	23,609.67
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	141,954.11	115,040.32	16,566.00	0.00	0.00	0.00	5,358.04	4,989.75	4,258.62	28,930.07
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27



GOBIERNO DEL ESTADO
DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81	
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14	
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74	
PROF. CECYT I	CONTRATO	SN	191,019.02	160,056.10	16,566.00	0.00	0.00	7,454.67	6,942.25	5,730.57	36,910.68	
PROF. CECYT I	CONTRATO	SN	180,115.71	150,052.60	16,566.00	0.00	0.00	6,988.75	6,508.36	5,403.47	35,137.21	
PROF. CECYT I	CONTRATO	SN	114,695.83	90,031.56	16,566.00	0.00	0.00	4,193.25	3,905.02	3,440.87	24,496.40	
PROF. CECYT I	CONTRATO	SN	131,050.80	105,036.82	16,566.00	0.00	0.00	4,892.13	4,555.85	3,931.52	27,156.61	
PROF. CECYT I	CONTRATO	SN	180,115.71	150,052.60	16,566.00	0.00	0.00	6,988.75	6,508.36	5,403.47	35,137.21	
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34	
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14	
PROF. CECYT I	CONTRATO	SN	109,244.17	85,029.80	16,566.00	0.00	0.00	3,960.29	3,688.07	3,277.33	23,609.67	
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81	
PROF. CECYT I	CONTRATO	SN	125,599.14	100,035.06	16,566.00	0.00	0.00	4,659.17	4,338.91	3,767.97	26,269.87	
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27	
PROF. CECYT I	CONTRATO	SN	120,147.48	95,033.31	16,566.00	0.00	0.00	4,426.21	4,121.96	3,604.42	25,383.14	
PROF. CECYT I	CONTRATO	SN	136,502.45	110,038.57	16,566.00	0.00	0.00	5,125.08	4,772.80	4,095.07	28,043.34	
PROF. CECYT I	CONTRATO	SN	114,695.83	90,031.56	16,566.00	0.00	0.00	4,193.25	3,905.02	3,440.87	24,496.40	
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27	
PROF. CECYT I	CONTRATO	SN	158,309.08	130,045.58	16,566.00	0.00	0.00	6,056.92	5,640.58	4,749.27	31,590.27	
PROF. CECYT I	CONTRATO	SN	201,922.34	170,059.61	16,566.00	0.00	0.00	7,920.58	7,376.15	6,057.67	38,684.14	
PROF. CECYT I	CONTRATO	SN	163,760.74	135,047.34	16,566.00	0.00	0.00	6,289.88	5,857.53	4,912.82	32,477.01	
PROF. CECYT I	CONTRATO	SN	169,212.40	140,049.09	16,566.00	0.00	0.00	6,522.83	6,074.47	5,076.37	33,363.74	
PROF. CECYT I	CONTRATO	SN	27,469.31	10,003.51	16,566.00	0.00	0.00	465.92	433.89	824.08	10,308.67	
PROF. CECYT I	CONTRATO	SN	27,469.31	10,003.51	16,566.00	0.00	0.00	465.92	433.89	824.08	10,308.67	
PROF. CECYT I	CONTRATO	SN	29,234.86	11,670.84	16,566.00	0.00	0.00	543.57	454.45	877.05	10,596.36	
PROF. CECYT I	CONTRATO	SN	27,469.31	10,003.51	16,566.00	0.00	0.00	465.92	433.89	824.08	10,308.67	
PROF. CECYT I	CONTRATO	SN	29,234.86	11,670.84	16,566.00	0.00	0.00	543.57	454.45	877.05	10,596.36	
PROF. CECYT I	CONTRATO	SN	29,234.86	11,670.84	16,566.00	0.00	0.00	543.57	454.45	877.05	10,596.36	
PROF. CECYT I	CONTRATO	SN	29,234.86	11,670.84	16,566.00	0.00	0.00	543.57	454.45	877.05	10,596.36	
PROF. CECYT I	CONTRATO	SN	98,340.85	75,026.30	16,566.00	0.00	0.00	3,494.38	3,254.18	2,950.23	21,836.20	
PROF. CECYT I	CONTRATO	SN	147,405.77	120,042.08	16,566.00	0.00	0.00	5,591.00	5,206.69	4,422.17	29,816.81	
ENCARGADO DE LA SALA DE COMPUTO "B"	CONTRATO	SN	153,936.82	120,041.57	16,566.00	0.00	0.00	5,590.98	11,738.27	4,607.70	30,761.12	
ENCARGADO DE LA SALA DE COMPUTO "B"	CONTRATO	SN	153,936.82	120,041.57	16,566.00	0.00	0.00	5,590.98	11,738.27	4,607.70	30,761.12	
ENCARGADO DE LA SALA DE COMPUTO "B"	CONTRATO	SN	153,936.82	120,041.57	16,566.00	0.00	0.00	5,590.98	11,738.27	4,607.70	30,761.12	
ENCARGADO DE LA SALA DE COMPUTO "B"	CONTRATO	SN	153,936.82	120,041.57	16,566.00	0.00	0.00	5,590.98	11,738.27	4,607.70	30,761.12	



GOBIERNO DEL ESTADO DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
CECYTE Oaxaca				507	COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA							
Tabulador de Sueldos												
ENCARGADO DE LA SALA DE COMPUTO "C"	CONTRATO	SN	173,003.77	138,047.88	16,566.00	0.00	0.00	6,429.63	11,960.27	5,179.71	33,868.00	
ENCARGADO DE ORDEN	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
OFICIAL DE MANTENIMIENTO	CONTRATO	4	113,187.56	81,559.09	16,566.00	0.00	0.00	3,798.64	11,263.83	3,385.22	24,121.20	
OFICIAL DE MANTENIMIENTO	CONTRATO	4	113,187.56	81,559.09	16,566.00	0.00	0.00	3,798.64	11,263.83	3,385.22	24,121.20	
OFICIAL DE SERVICIOS "C"	CONTRATO	SN	112,515.22	80,924.15	16,566.00	0.00	0.00	3,769.07	11,256.00	3,365.05	24,011.65	
OFICIAL DE SERVICIOS "C"	CONTRATO	SN	112,515.22	80,924.15	16,566.00	0.00	0.00	3,769.07	11,256.00	3,365.05	24,011.65	
OFICIAL DE SERVICIOS "C"	CONTRATO	SN	112,515.22	80,924.15	16,566.00	0.00	0.00	3,769.07	11,256.00	3,365.05	24,011.65	
OFICIAL DE SERVICIOS "C"	CONTRATO	SN	112,515.22	80,924.15	16,566.00	0.00	0.00	3,769.07	11,256.00	3,365.05	24,011.65	
OFICIAL DE SERVICIOS "C"	CONTRATO	SN	112,514.14	80,923.13	16,566.00	0.00	0.00	3,769.02	11,255.99	3,365.02	24,011.47	
OFICIAL DE SERVICIOS "C"	CONTRATO	SN	112,515.22	80,924.15	16,566.00	0.00	0.00	3,769.07	11,256.00	3,365.05	24,011.65	
OFICIAL DE SERVICIOS "C"	CONTRATO	SN	112,515.22	80,924.15	16,566.00	0.00	0.00	3,769.07	11,256.00	3,365.05	24,011.65	
PROGRAMADOR	CONTRATO	13	162,064.48	127,717.11	16,566.00	0.00	0.00	5,948.47	11,832.90	4,851.53	32,085.49	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	8	132,187.74	99,502.34	16,566.00	0.00	0.00	4,634.36	11,485.05	3,955.23	27,217.20	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TAQUIMECANOGRAFA	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
TRABAJADOR SOCIAL	CONTRATO	10	143,092.03	109,800.05	16,566.00	0.00	0.00	5,113.98	11,612.01	4,282.35	28,994.01	
TRABAJADOR SOCIAL	CONTRATO	10	143,092.03	109,800.05	16,566.00	0.00	0.00	5,113.98	11,612.01	4,282.35	28,994.01	
TRABAJADOR SOCIAL	CONTRATO	10	143,092.03	109,800.05	16,566.00	0.00	0.00	5,113.98	11,612.01	4,282.35	28,994.01	
TRABAJADOR SOCIAL	CONTRATO	10	143,092.03	109,800.05	16,566.00	0.00	0.00	5,113.98	11,612.01	4,282.35	28,994.01	
VIGILANTE	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
VIGILANTE	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
VIGILANTE	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
VIGILANTE	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	
VIGILANTE	CONTRATO	4	113,308.19	81,673.01	16,566.00	0.00	0.00	3,803.95	11,265.24	3,388.84	24,140.86	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
DIRECTOR DE AREA	MANDO	SN	1,015,672.82	549,579.77	0.00	0.00	0.00	96,364.67	369,728.38	35,316.61	191,812.49	
DIRECTOR DE AREA	MANDO	SN	1,015,672.82	549,579.77	0.00	0.00	0.00	96,364.67	369,728.38	35,316.61	191,812.49	
DIRECTOR DE AREA	MANDO	SN	1,015,672.82	549,579.77	0.00	0.00	0.00	96,364.67	369,728.38	35,316.61	191,812.49	
DIRECTOR DE AREA	MANDO	SN	1,015,672.82	549,579.77	0.00	0.00	0.00	96,364.67	369,728.38	35,316.61	191,812.49	
DIRECTOR GENERAL	MANDO	SN	1,825,977.74	729,650.51	0.00	0.00	0.00	127,938.72	968,388.51	59,625.76	317,526.83	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
JEFE DE DEPARTAMENTO	MANDO	SN	651,967.37	385,556.34	0.00	0.00	0.00	67,604.40	198,806.62	24,405.45	134,470.41	
SUBDIRECTOR DE AREA	MANDO	SN	798,513.22	457,359.09	0.00	0.00	0.00	80,194.47	260,959.66	28,801.82	157,637.80	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			507	COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ALMACENISTA	BASE	2	250,333.58	254,595.33	
ALMACENISTA	CONTRATO	4	113,308.19	135,598.62	
ANALISTA ESPECIALIZADO	BASE	18	253,010.27	390,417.50	
ANALISTA ESPECIALIZADO	CONTRATO	16	197,104.34	197,104.34	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	54	172,404.65	381,299.59	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	CONTRATO	25	109,406.59	130,833.89	
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA	4	245,014.70	245,014.70	
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	15	281,764.32	281,764.32	
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	45	324,029.03	324,029.04	
BIBLIOTECARIO	BASE	23	191,855.58	316,938.86	
BIBLIOTECARIO	CONTRATO	4	121,821.71	146,456.38	
CAPTURISTA	BASE	42	205,260.82	336,750.39	
CAPTURISTA	CONTRATO	13	132,187.74	159,498.61	
CHOFER	BASE	1	212,852.95	212,852.95	
CHOFER	CONTRATO	5	113,308.19	135,727.16	
COORDINADOR ACADEMICO	CONFIANZA	96	501,367.10	664,325.01	
COORDINADOR DE TECNICOS ESPECIALIZADOS	CONFIANZA	44	222,714.58	258,360.02	
DIRECTOR DE AREA	MANDO	5	1,015,672.82	1,015,672.82	
DIRECTOR DE PLANTEL "A"	CONFIANZA	13	612,694.35	612,694.35	
DIRECTOR DE PLANTEL "B"	CONFIANZA	29	704,598.52	704,598.52	
DIRECTOR GENERAL	MANDO	1	1,825,977.74	1,825,977.74	
ENCARGADO DE LA SALA DE COMPUTO "B"	BASE	2	238,339.04	275,789.44	
ENCARGADO DE LA SALA DE COMPUTO "B"	CONTRATO	4	153,936.82	153,936.82	
ENCARGADO DE LA SALA DE COMPUTO "C"	BASE	54	268,918.38	390,608.90	
ENCARGADO DE LA SALA DE COMPUTO "C"	CONTRATO	3	173,003.77	212,561.62	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			507	COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ENCARGADO DE ORDEN	BASE	37	207,571.09	335,070.03	
ENCARGADO DE ORDEN	CONTRATO	20	132,187.74	161,208.88	
ENFERMERA	BASE	5	253,492.85	314,014.29	
INGENIERO EN SISTEMAS	CONFIANZA	13	222,715.20	222,715.20	
JEFE DE DEPARTAMENTO	MANDO	13	651,967.37	651,967.37	
JEFE DE OFICINA	BASE	69	303,111.50	468,645.65	
JEFE DE OFICINA	CONTRATO	2	209,723.82	209,723.82	
LABORATORISTA	BASE	25	210,221.09	355,958.19	
LABORATORISTA	CONTRATO	8	209,723.82	209,723.82	
OFICIAL DE MANTENIMIENTO	BASE	9	196,914.48	254,649.00	
OFICIAL DE MANTENIMIENTO	CONTRATO	3	113,187.56	135,727.16	
OFICIAL DE SERVICIOS "C"	BASE	51	178,014.60	287,555.92	
OFICIAL DE SERVICIOS "C"	CONTRATO	7	112,514.14	112,515.22	
OPERADOR DE EQUIPO TIPOGRAFICO ESPECIALIZADO	BASE	1	227,671.52	227,671.52	
PROF. ASOCIADO "A", MT①	BASE	14	153,425.10	378,972.77	
PROF. ASOCIADO "B", MT②	BASE	119	174,428.78	573,020.74	
PROF. ASOCIADO "B", TT③	BASE	107	241,462.16	657,229.02	
PROF. ASOCIADO "C", MT④	BASE	99	194,386.11	664,979.35	
PROF. ASOCIADO "C", TC⑤	BASE	11	367,652.21	766,726.41	
PROF. ASOCIADO "C", TT⑥	BASE	248	278,693.97	779,009.66	
PROF. CECYT I (H-S-M)⑦	BASE	1,0315 (HORAS)	112,520.27	504,120.18	
PROF. CECYT I (H-S-M)⑦	CONTRATO		27,469.31	212,825.65	
PROF. CECYTE II⑧	BASE	279 (HORAS)	166,485.46	270,669.18	
PROF. TITULAR "A", MT⑨	BASE	12	220,698.57	720,216.76	
PROF. TITULAR "A", TC⑩	BASE	11	496,854.39	887,751.45	





GOBIERNO DEL ESTADO
DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			507		COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
PROF. TITULAR "A", TT ¹¹	BASE	53	309,335.80	833,749.23		
PROF. TITULAR "B", TT ¹²	BASE	3	816,669.72	906,616.53		
PROF. TITULAR "C", TT	BASE	2	432,198.30	942,150.60		
PROGRAMADOR	BASE	19	293,708.93	428,856.46		
PROGRAMADOR	CONTRATO	8	162,064.48	197,104.35		
RESPONSABLE DEL CENTRO "A"	CONFIANZA	4	328,876.81	328,876.81		
RESPONSABLE DEL CENTRO "B"	CONFIANZA	15	378,211.80	378,211.80		
RESPONSABLE DEL CENTRO "C"	CONFIANZA	45	434,944.28	434,944.28		
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	8	165,233.69	165,233.69		
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	32	222,249.67	338,927.46		
SECRETARIO DE DIRECTOR DE PLANTEL	CONTRATO	7	132,187.74	159,498.61		
SUBDIRECTOR DE AREA	MANDO	1	798,513.22	798,513.22		
SUBDIRECTOR DE PLANTEL	CONFIANZA	28	517,924.34	517,924.34		
SUPERVISOR	CONFIANZA	49	222,714.58	251,879.10		
TAQUIMECANOGRAFA	BASE	41	178,014.60	282,146.19		
TAQUIMECANOGRAFA	CONTRATO	13	113,308.19	135,727.16		
TECNICO ESPECIALIZADO	BASE	9	341,692.32	440,785.51		
TECNICO ESPECIALIZADO	CONTRATO	17	209,723.82	209,723.82		
TRABAJADOR SOCIAL	BASE	27	220,977.82	401,130.39		
TRABAJADOR SOCIAL	CONTRATO	4	143,092.03	173,211.42		
VIGILANTE	BASE	61	178,014.60	292,435.52		
VIGILANTE	CONTRATO	22	113,308.19	135,727.16		



ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 				508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA						
Tabulador de Sueldos											
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
CHOFER 10NT	BASE	4	241,389.07	91,907.97	19,824.24		36,684.00	25,291.60	25,494.82	5,381.35	36,805.08
CHOFER 15NT	BASE	4	245,954.33	91,907.97	19,824.24		36,732.96	25,291.60	29,263.70	5,495.89	37,437.98
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24		28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 15NT	BASE	4	153,657.32	47,837.63	19,824.24		28,489.44	14,062.72	15,595.86	3,179.57	24,667.86
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
INTENDENTE DE PLANTEL 5NT	BASE	4	147,119.25	47,837.63	19,824.24		28,416.48	14,062.72	10,201.13	3,015.54	23,761.51
PROFESOR ASOCIADO A 10A	BASE		307,595.28	125,305.47	19,824.24		38,768.40	33,801.10	36,889.02	7,042.92	45,964.13





GOBIERNO DEL ESTADO
DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				508 COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA								
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROFESOR ASOCIADO A 10NT	BASE		304,491.43	125,305.47	19,824.24		38,741.28	33,801.10	34,320.06	6,965.04	45,534.24	
PROFESOR ASOCIADO A 10NT	BASE		304,491.43	125,305.47	19,824.24		38,741.28	33,801.10	34,320.06	6,965.04	45,534.24	
PROFESOR ASOCIADO A 10NT	BASE		304,491.43	125,305.47	19,824.24		38,741.28	33,801.10	34,320.06	6,965.04	45,534.24	
PROFESOR ASOCIADO A 5A	BASE		301,420.78	125,305.47	19,824.24		38,741.28	33,801.10	31,752.16	6,888.00	45,108.53	
PROFESOR ASOCIADO A 5NT	BASE		293,722.12	125,305.47	19,824.24		38,723.76	33,801.10	25,331.72	6,694.86	44,040.97	
PROFESOR ASOCIADO A 5NT	BASE		293,722.12	125,305.47	19,824.24		38,723.76	33,801.10	25,331.72	6,694.86	44,040.97	
PROFESOR ASOCIADO A 5NT	BASE		293,722.12	125,305.47	19,824.24		38,723.76	33,801.10	25,331.72	6,694.86	44,040.97	
PROFESOR ASOCIADO A 5NT	BASE		293,722.12	125,305.47	19,824.24		38,723.76	33,801.10	25,331.72	6,694.86	44,040.97	
PROFESOR ASOCIADO AT	BASE		338,440.65	157,020.57	19,824.24		47,662.32	41,881.93	14,011.87	7,817.30	50,222.42	
PROFESOR ASOCIADO AT 10A	BASE		379,479.42	157,020.57	19,824.24		48,174.72	41,881.93	47,819.18	8,846.89	55,911.90	
PROFESOR ASOCIADO AT 10B	BASE		381,436.96	157,020.57	19,824.24		48,202.08	41,881.93	49,429.16	8,896.01	56,182.97	
PROFESOR ASOCIADO AT 15C1	BASE		398,928.41	157,020.57	19,824.24		48,344.16	41,881.93	63,915.00	9,334.85	58,607.66	
PROFESOR ASOCIADO AT 5A	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO AT 5A	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO AT 5A	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO AT 5A	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO AT 5A	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO AT 5A	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO B 10B INV	BASE		381,436.96	157,020.57	19,824.24		48,202.08	41,881.93	49,429.16	8,896.01	56,182.97	
PROFESOR ASOCIADO B 10B INV	BASE		381,436.96	157,020.57	19,824.24		48,202.08	41,881.93	49,429.16	8,896.01	56,182.97	
PROFESOR ASOCIADO B 10B INV	BASE		385,285.12	157,020.57	19,824.24		48,202.08	41,881.93	52,647.01	8,992.55	56,716.75	
PROFESOR ASOCIADO B 10C PROM	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96	41,881.93	54,256.98	9,041.65	56,987.82	



ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 				508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82
PROFESOR ASOCIADO B 10C INV	BASE		387,242.14	157,020.57	19,824.24		48,228.96		41,881.93	54,256.98	9,041.65	56,987.82




GOBIERNO DEL ESTADO DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

Table with 12 columns: PLAZA / PUESTO, RELACIÓN LABORAL, NIVEL, TOTAL, DE PERCEPCIONES, SUELDO, DESPENSA, COMPENSACIÓN FIJA GARANTIZADA, OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS, REMUNERACIONES ANUALES, PERCEPCIONES EXTRAORDINARIAS, DE CARÁCTER FISCAL, DE SEGURIDAD SOCIAL. Includes logos for Oaxaca, CSEHO, and the school name: COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA.



ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			508		COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA							
			Tabulador de Sueldos									
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROFESOR ASOCIADO B 15C INV	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C INV	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C INV	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C INV	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C INV	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C PROM	BASE		395,046.28	157,020.57	19,824.24		48,316.32		41,881.93	60,696.07	9,237.45	58,069.70
PROFESOR ASOCIADO B 15C1 INV	BASE		402,228.01	157,020.57	19,824.24		48,344.16		41,881.93	67,214.60	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		402,228.01	157,020.57	19,824.24		48,344.16		41,881.93	67,214.60	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 INV	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C1 PROM	BASE		398,928.41	157,020.57	19,824.24		48,344.16		41,881.93	63,915.00	9,334.85	58,607.66
PROFESOR ASOCIADO B 15C2 INV	BASE		402,810.88	157,020.57	19,824.24		48,371.76		41,881.93	67,133.92	9,432.25	59,146.22
PROFESOR ASOCIADO B 15NT INV	BASE		375,291.32	157,020.57	19,824.24		47,901.12		41,881.93	44,590.69	8,741.83	55,330.95



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROFESOR ASOCIADO B 15NT INV	BASE		375,291.32	157,020.57	19,824.24		47,901.12	41,881.93	44,590.69	8,741.83	55,330.95	
PROFESOR ASOCIADO B 15NT INV	BASE		375,291.32	157,020.57	19,824.24		47,901.12	41,881.93	44,590.69	8,741.83	55,330.95	
PROFESOR ASOCIADO B 15NT PROM	BASE		375,291.32	157,020.57	19,824.24		47,901.12	41,881.93	44,590.69	8,741.83	55,330.95	
PROFESOR ASOCIADO B 20C INV	BASE		402,850.41	157,020.57	19,824.24		48,403.68	41,881.93	67,135.16	9,433.24	59,151.59	
PROFESOR ASOCIADO B 20C INV	BASE		402,850.41	157,020.57	19,824.24		48,403.68	41,881.93	67,135.16	9,433.24	59,151.59	
PROFESOR ASOCIADO B 20NT INV	BASE		383,085.53	157,020.57	19,824.24		47,980.32	41,881.93	51,029.46	8,937.37	56,411.64	
PROFESOR ASOCIADO B 3B PROM	BASE		346,243.75	157,020.57	19,824.24		47,748.72	41,881.93	20,450.92	8,013.06	51,304.31	
PROFESOR ASOCIADO B 5A INV	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO B 5A INV	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO B 5A INV	BASE		369,581.80	157,020.57	19,824.24		47,950.80	41,881.93	39,765.85	8,598.57	54,539.83	
PROFESOR ASOCIADO B 5B INV	BASE		373,501.92	157,020.57	19,824.24		48,009.12	41,881.93	42,985.97	8,696.93	55,083.16	
PROFESOR ASOCIADO B 5B INV	BASE		373,501.92	157,020.57	19,824.24		48,009.12	41,881.93	42,985.97	8,696.93	55,083.16	
PROFESOR ASOCIADO B 5B INV	BASE		373,501.92	157,020.57	19,824.24		48,009.12	41,881.93	42,985.97	8,696.93	55,083.16	
PROFESOR ASOCIADO B 5B INV	BASE		373,501.92	157,020.57	19,824.24		48,009.12	41,881.93	42,985.97	8,696.93	55,083.16	
PROFESOR ASOCIADO B 5B PROM	BASE		373,501.92	157,020.57	19,824.24		48,009.12	41,881.93	42,985.97	8,696.93	55,083.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	
PROFESOR ASOCIADO B 5C INV	BASE		379,381.20	157,020.57	19,824.24		48,095.76	41,881.93	47,816.11	8,844.43	55,898.16	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA						
Tabulador de Sueldos											
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
SECRETARIA(O) DE PLANTEL 5NT	BASE	8	203,757.36	76,568.97	19,824.24	-	34,063.68	21,383.30	15,883.34	4,436.98	31,596.85
SECRETARIA(O) DE PLANTEL 5NT	BASE	8	203,757.36	76,568.97	19,824.24	-	34,063.68	21,383.30	15,883.34	4,436.98	31,596.85
SECRETARIA(O) DE PLANTEL 5NT	BASE	8	203,757.36	76,568.97	19,824.24	-	34,063.68	21,383.30	15,883.34	4,436.98	31,596.85
SECRETARIA(O) DE PLANTEL 5NT	BASE	8	203,757.36	76,568.97	19,824.24	-	34,063.68	21,383.30	15,883.34	4,436.98	31,596.85
SECRETARIA(O) DE PLANTEL 5NT	BASE	8	203,757.36	76,568.97	19,824.24	-	34,063.68	21,383.30	15,883.34	4,436.98	31,596.85
SECRETARIA(O) DE PLANTEL 5NT	BASE	8	203,757.36	76,568.97	19,824.24	-	34,063.68	21,383.30	15,883.34	4,436.98	31,596.85
VELADOR DE PLANTEL	BASE	4	140,650.05	47,837.63	19,824.24	-	28,378.68	14,062.72	4,807.77	2,852.60	22,886.41
VELADOR DE PLANTEL	BASE	4	140,650.05	47,837.63	19,824.24	-	28,378.68	14,062.72	4,807.77	2,852.60	22,886.41
VELADOR DE PLANTEL 10NT	BASE	4	151,276.55	47,837.63	19,824.24	-	28,460.40	14,062.72	13,634.04	3,119.84	24,337.68
VIGILANTE 10NT	BASE	4	241,389.07	91,907.97	19,824.24	-	36,684.00	25,291.60	25,494.82	5,381.35	36,805.08
PROFESOR ASOCIADO A TC	CONTRATO		235,609.10	170,968.92	-	-	-	21,078.36	-	5,761.42	37,800.40
PROFESOR ASOCIADO B INV	CONTRATO		305,699.24	223,158.81	-	-	-	27,512.73	-	7,520.15	47,507.55
PROFESOR ASOCIADO B PROM	CONTRATO		305,699.24	223,158.81	-	-	-	27,512.73	-	7,520.15	47,507.55
PROFESOR ASOCIADO B PROM UESA	CONTRATO		219,720.33	157,020.57	-	-	-	19,358.70	-	5,726.95	37,614.11
SECRETARIA (O) DE PLANTEL	CONTRATO	4	102,790.45	68,519.75	-	-	2,184.00	8,447.64	30.33	2,675.51	20,933.22
SECRETARIA (O) DE PLANTEL UESA	CONTRATO	4	102,410.40	65,947.96	-	-	4,720.56	8,130.57	65.56	2,666.00	20,879.75
INTENDENTE DE PLANTEL	CONTRATO	04	84,154.66	55,324.02	-	-	1,509.12	6,820.77	20.96	2,166.42	18,313.36
INTENDENTE DE PLANTEL UESA	CONTRATO	04	83,847.52	53,247.42	-	-	3,557.28	6,564.75	49.41	2,158.75	18,269.92
VELADOR DE PLANTEL	CONTRATO	04	84,154.66	55,324.02	-	-	1,509.12	6,820.77	20.96	2,166.42	18,313.36
VELADOR DE PLANTEL	CONTRATO	04	83,847.52	53,247.42	-	-	3,557.28	6,564.75	49.41	2,158.75	18,269.92
COORDINADOR(A) ACADEMICO	CONFIANZA (NO PERMANENTE)	16	238,550.40	145,429.26	-	-	27,434.16	17,929.64	381.03	6,354.13	41,022.18
TECNICO ESPECIALIZADO T-15	CONFIANZA (NO PERMANENTE)	14	145,355.82	83,057.45	-	-	19,928.40	10,239.96	276.78	3,970.75	27,882.48
TECNICO ESPECIALIZADO T-16	CONFIANZA (NO PERMANENTE)	14	211,488.57	83,057.45	-	-	73,083.34	10,239.96	1,015.05	5,864.27	38,228.50
VIGILANTE	CONFIANZA (NO PERMANENTE)	04	138,808.24	83,057.58	-	-	15,549.36	10,239.98	215.96	3,646.34	26,099.03
INTENDENTE	CONFIANZA (NO PERMANENTE)	04	99,466.23	55,324.02	-	-	14,039.52	6,820.77	194.99	2,594.25	20,492.68



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA							
Tabulador de Sueldos												
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
DIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES	I	953,568.21	698,230.40	-	-	-	86,083.20	11,424.68	23,529.41	134,300.52	
DIRECTOR ACADEMICO	MANDOS MEDIOS Y SUPERIORES	II	722,537.80	525,913.90	-	-	-	64,838.70	11,424.68	17,722.58	102,637.94	
DIRECTOR ADMINISTRATIVO	MANDOS MEDIOS Y SUPERIORES	II	722,537.80	525,913.90	-	-	-	64,838.70	11,424.68	17,722.58	102,637.94	
DIRECTOR DE PLANEACIÓN	MANDOS MEDIOS Y SUPERIORES	II	722,537.80	525,913.90	-	-	-	64,838.70	11,424.68	17,722.58	102,637.94	
SUBDIRECTORA ACADEMICA	MANDOS MEDIOS Y SUPERIORES	III	592,793.62	437,664.20	-	-	-	53,958.60	-	14,748.68	86,422.14	
JEFE DE UNIDAD JURIDICA	MANDOS MEDIOS Y SUPERIORES	IV	512,095.40	368,953.56	-	-	-	45,487.43	11,424.68	12,433.23	73,796.51	
JEFE (A) DE UNIDAD DE ACERVO	MANDOS MEDIOS Y SUPERIORES	IV	500,670.72	368,953.56	-	-	-	45,487.43	-	12,433.23	73,796.51	
JEFE DE DEPARTAMENTO B	MANDOS MEDIOS Y SUPERIORES	IV	500,670.72	368,953.56	-	-	-	45,487.43	-	12,433.23	73,796.51	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	IV	400,210.34	294,023.93	-	-	-	36,249.53	-	9,908.20	60,028.69	
DIRECTOR(A) DE PLANTEL	MANDOS MEDIOS Y SUPERIORES	XI	667,048.98	485,268.11	-	-	-	59,827.58	10,431.23	16,352.87	95,169.20	
DIRECTOR DE LA LEMS	MANDOS MEDIOS Y SUPERIORES	II	590,245.38	427,983.18	-	-	-	52,765.05	10,431.23	14,422.45	84,643.47	
DIRECTOR(A) DE PLANTEL UESA	MANDOS MEDIOS Y SUPERIORES	XI	448,708.21	322,416.18	-	-	-	39,749.94	10,431.23	10,864.98	65,245.88	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
CHOFER 10NT	BASE	1	241,389	241,389	
CHOFER 15NT	BASE	1	245,954	245,954	
INTENDENTE DE PLANTEL 5NT	BASE	8	147,119	148,291	
INTENDENTE DE PLANTEL 10NT	BASE	16	151,277	152,449	
INTENDENTE DE PLANTEL 15NT	BASE	5	153,657	153,657	
VELADOR DE PLANTEL	BASE	2	140,650	140,650	
VELADOR DE PLANTEL 10NT	BASE	1	151,277	151,277	
VIGILANTE 10NT	BASE	1	241,389	241,389	
SECRETARIA(O) DE PLANTEL	BASE	1	193,363	193,363	
SECRETARIA(O) DE PLANTEL 5NT	BASE	8	203,757	203,757	
SECRETARIA(O) DE PLANTEL 5A	BASE	1	205,653	205,653	
SECRETARIA(O) DE PLANTEL 10NT	BASE	13	210,378	210,378	
SECRETARIA(O) DE PLANTEL 10A	BASE	3	212,288	212,288	
SECRETARIA(O) DE PLANTEL 15NT	BASE	5	214,181	214,181	
PROFESOR ASOCIADO A NT	BASE	1	338,441	338,441	
PROFESOR ASOCIADO A 5NT	BASE	4	293,722	293,722	
PROFESOR ASOCIADO A 5A	BASE	1	301,421	301,421	
PROFESOR ASOCIADO A 10NT	BASE	3	304,491	304,491	
PROFESOR ASOCIADO A 10A	BASE	1	307,595	307,595	
PROFESOR ASOCIADO AT 5A	BASE	6	369,582	369,582	
PROFESOR ASOCIADO AT 10A	BASE	1	379,479	379,479	
PROFESOR ASOCIADO AT 10B	BASE	1	381,437	381,437	
PROFESOR ASOCIADO AT 15C1	BASE	1	398,928	398,928	
PROFESOR ASOCIADO B 3B PROM	BASE	1	346,244	346,244	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
PROFESOR ASOCIADO B 5A INV	BASE	3	369,582	369,582	
PROFESOR ASOCIADO B 5B INV	BASE	4	373,502	373,502	
PROFESOR ASOCIADO B 5B PROM	BASE	1	373,502	373,502	
PROFESOR ASOCIADO B 5C INV	BASE	40	379,381	383,229	
PROFESOR ASOCIADO B 5C PROM	BASE	4	379,381	383,229	
PROFESOR ASOCIADO B 5C1 INV	BASE	20	383,300	387,148	
PROFESOR ASOCIADO B 5C1 PROM	BASE	1	383,300	383,300	
PROFESOR ASOCIADO B 10C INV	BASE	62	387,242	387,242	
PROFESOR ASOCIADO B 10C PROM	BASE	10	387,242	391,090	
PROFESOR ASOCIADO B 10C1 INV	BASE	28	391,124	394,423	
PROFESOR ASOCIADO B 10C1 PROM	BASE	2	391,124	391,124	
PROFESOR ASOCIADO B 10B INV	BASE	3	381,437	385,285	
PROFESOR ASOCIADO B 10C2 INV	BASE	1	395,006	395,006	
PROFESOR ASOCIADO B 10C2 INV PROM	BASE	1	395,006	395,006	
PROFESOR ASOCIADO B 15NT INV	BASE	3	375,291	375,291	
PROFESOR ASOCIADO B 15NT PROM	BASE	1	375,291	375,291	
PROFESOR ASOCIADO B 15B INV	BASE	5	389,240	393,088	
PROFESOR ASOCIADO B 15C INV	BASE	50	395,046	395,046	
PROFESOR ASOCIADO B 15C PROM	BASE	11	395,046	395,046	
PROFESOR ASOCIADO B 15C1 INV	BASE	16	398,928	402,228	
PROFESOR ASOCIADO B 15C1 PROM	BASE	1	398,928	398,928	
PROFESOR ASOCIADO B 15C2 INV	BASE	1	402,811	402,811	
PROFESOR ASOCIADO B 20C INV	BASE	2	402,850	402,850	
PROFESOR ASOCIADO B 20NT INV	BASE	1	383,086	383,086	
PROFESOR ASOCIADO A TC	CONTRATO	15	235,609	235,609	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
PROFESOR ASOCIADO B INV	CONTRATO	65	305,699	305,699	
PROFESOR ASOCIADO B PROM	CONTRATO	7	305,699	305,699	
PROFESOR ASOCIADO B INV UESA	CONTRATO	9	219,720	219,720	
SECRETARIA (O) DE PLANTEL	CONTRATO	8	102,790	102,790	
SECRETARIA (O) DE PLANTEL UESA	CONTRATO	1	102,410	102,410	
INTENDENTE DE PLANTEL	CONTRATO	3	84,155	84,155	
INTENDENTE DE PLANTEL UESA	CONTRATO	1	83,848	83,848	
VELADOR DE PLANTEL	CONTRATO	4	84,155	84,155	
VELADOR DE PLANTEL UESA	CONTRATO	1	83,848	83,848	
COORDINADOR(A) ACADEMICO	CONFIANZA (NO PERMANENTE)	6	238,550	238,550	
TECNICO ESPECIALIZADO T-15	CONFIANZA (NO PERMANENTE)	8	145,356	145,356	
TECNICO ESPECIALIZADO T-16	CONFIANZA (NO PERMANENTE)	27	211,489	211,489	
VIGILANTE	CONFIANZA (NO PERMANENTE)	2	138,808	138,808	
INTENDENTE	CONFIANZA (NO PERMANENTE)	3	99,466	99,466	
DIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES	1	953,568	953,568	
DIRECTOR ACADEMICO	MANDOS MEDIOS Y SUPERIORES	1	722,538	722,538	
DIRECTOR ADMINISTRATIVO	MANDOS MEDIOS Y SUPERIORES	1	722,538	722,538	
DIRECTOR DE PLANEACIÓN	MANDOS MEDIOS Y SUPERIORES	1	722,538	722,538	
SUBDIRECTORA ACADEMICA	MANDOS MEDIOS Y SUPERIORES	1	592,794	592,794	
JEFE DE UNIDAD JURIDICA	MANDOS MEDIOS Y SUPERIORES	1	512,095	512,095	
JEFE (A) DE UNIDAD DE ACERVO	MANDOS MEDIOS Y SUPERIORES	1	500,671	500,671	
JEFE DE DEPARTAMENTO B	MANDOS MEDIOS Y SUPERIORES	3	500,671	500,671	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	13	400,210	400,210	
DIRECTOR(A) DE PLANTEL	MANDOS MEDIOS Y SUPERIORES	48	667,049	667,049	
DIRECTOR DE LA UESA	MANDOS MEDIOS Y SUPERIORES	1	590,245	590,245	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			508	COLEGIO SUPERIOR PARA LA EDUCACIÓN INTEGRAL INTERCULTURAL DE OAXACA	
REMUNERACIONES					
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DIRECTOR(A) DE PLANTEL UESA	MANDOS MEDIOS Y SUPERIORES	1	448,708	448,708	

				525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA							
Tabulador de Sueldos												
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
ASESOR 0 M	BASE	13	230,997.77	100,068.93	21,020.52	-	49,670.04	34,342.19	25,896.08	4,667.23	41,618.07	
ASESOR 1 M	BASE	13	234,555.53	100,068.93	21,020.52	-	49,670.04	34,342.19	29,453.84	4,773.97	42,204.24	
ASESOR 2 M	BASE	13	238,113.29	100,068.93	21,020.52	-	49,670.04	34,342.19	33,011.60	4,880.70	42,790.40	
ASESOR 3 M	BASE	13	241,671.05	100,068.93	21,020.52	-	49,670.04	34,342.19	36,569.36	4,987.43	43,376.57	
ASESOR 4 M	BASE	13	245,228.81	100,068.93	21,020.52	-	49,670.04	34,342.19	40,127.12	5,094.16	43,962.74	
ASESOR 0 P	BASE	13	230,997.77	100,068.93	21,020.52	-	49,670.04	34,342.19	25,896.08	4,667.23	41,544.83	
ASESOR 1 P	BASE	13	234,555.53	100,068.93	21,020.52	-	49,670.04	34,342.19	29,453.84	4,773.97	42,130.99	
ASESOR 2 P	BASE	13	238,113.29	100,068.93	21,020.52	-	49,670.04	34,342.19	33,011.60	4,880.70	42,717.16	
ASESOR 3 P	BASE	13	241,671.05	100,068.93	21,020.52	-	49,670.04	34,342.19	36,569.36	4,987.43	43,303.32	
ASESOR 4 P	BASE	13	245,228.81	100,068.93	21,020.52	-	49,670.04	34,342.19	40,127.12	5,094.16	43,889.49	
ASESOR 0 N/A	BASE	13	230,997.77	100,068.93	21,020.52	-	49,670.04	34,342.19	25,896.08	4,667.23	41,462.28	
ASESOR 1 N/A	BASE	13	234,555.53	100,068.93	21,020.52	-	49,670.04	34,342.19	29,453.84	4,773.97	42,048.44	
ASESOR 2 N/A	BASE	13	238,113.29	100,068.93	21,020.52	-	49,670.04	34,342.19	33,011.60	4,880.70	42,634.61	
ASESOR 3 N/A	BASE	13	241,671.05	100,068.93	21,020.52	-	49,670.04	34,342.19	36,569.36	4,987.43	43,220.77	
ASESOR 4 N/A	BASE	13	245,228.81	100,068.93	21,020.52	-	49,670.04	34,342.19	40,127.12	5,094.16	43,806.94	
ASESOR A 0 M	BASE	13A	241,794.79	108,400.68	21,020.52	-	49,670.04	36,807.47	25,896.08	4,991.14	43,391.14	
ASESOR A 1 M	BASE	13A	245,352.55	108,400.68	21,020.52	-	49,670.04	36,807.47	29,453.84	5,097.88	43,977.30	
ASESOR A 2 M	BASE	13A	248,910.31	108,400.68	21,020.52	-	49,670.04	36,807.47	33,011.60	5,204.61	44,563.47	
ASESOR A 3 M	BASE	13A	252,468.07	108,400.68	21,020.52	-	49,670.04	36,807.47	36,569.36	5,311.34	45,149.63	
ASESOR A 4 M	BASE	13A	256,025.83	108,400.68	21,020.52	-	49,670.04	36,807.47	40,127.12	5,418.08	45,735.80	
ASESOR A 0 P	BASE	13A	241,794.79	108,400.68	21,020.52	-	49,670.04	36,807.47	25,896.08	4,991.14	43,317.89	
ASESOR A 1 P	BASE	13A	245,352.55	108,400.68	21,020.52	-	49,670.04	36,807.47	29,453.84	5,097.88	43,904.05	
ASESOR A 2 P	BASE	13A	248,910.31	108,400.68	21,020.52	-	49,670.04	36,807.47	33,011.60	5,204.61	44,490.22	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				525		INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASESOR A 3 P	BASE	13A	252,468.07	108,400.68	21,020.52	-	49,670.04	36,807.47	36,569.36	5,311.34	45,076.39
ASESOR A 4 P	BASE	13A	256,025.83	108,400.68	21,020.52	-	49,670.04	36,807.47	40,127.12	5,418.08	45,662.55
ASESOR A 0 N/A	BASE	13A	241,794.79	108,400.68	21,020.52	-	49,670.04	36,807.47	25,896.08	4,991.14	43,235.34
ASESOR A 1 N/A	BASE	13A	245,352.55	108,400.68	21,020.52	-	49,670.04	36,807.47	29,453.84	5,097.88	43,821.50
ASESOR A 2 N/A	BASE	13A	248,910.31	108,400.68	21,020.52	-	49,670.04	36,807.47	33,011.60	5,204.61	44,407.67
ASESOR A 3 N/A	BASE	13A	252,468.07	108,400.68	21,020.52	-	49,670.04	36,807.47	36,569.36	5,311.34	44,993.84
ASESOR A 4 N/A	BASE	13A	256,025.83	108,400.68	21,020.52	-	49,670.04	36,807.47	40,127.12	5,418.08	45,580.00
ASESOR B 0 M	BASE	13B	273,495.79	132,863.39	21,020.52	-	49,670.04	44,045.75	25,896.08	5,942.17	48,597.00
ASESOR B 1 M	BASE	13B	277,053.55	132,863.39	21,020.52	-	49,670.04	44,045.75	29,453.84	6,048.91	49,183.17
ASESOR B 2 M	BASE	13B	280,611.31	132,863.39	21,020.52	-	49,670.04	44,045.75	33,011.60	6,155.64	49,769.33
ASESOR B 3 M	BASE	13B	284,169.07	132,863.39	21,020.52	-	49,670.04	44,045.75	36,569.36	6,262.37	50,355.50
ASESOR B 4 M	BASE	13B	287,726.83	132,863.39	21,020.52	-	49,670.04	44,045.75	40,127.12	6,369.11	50,941.66
ASESOR B 0 P	BASE	13B	273,495.79	132,863.39	21,020.52	-	49,670.04	44,045.75	25,896.08	5,942.17	48,523.76
ASESOR B 1 P	BASE	13B	277,053.55	132,863.39	21,020.52	-	49,670.04	44,045.75	29,453.84	6,048.91	49,109.92
ASESOR B 2 P	BASE	13B	280,611.31	132,863.39	21,020.52	-	49,670.04	44,045.75	33,011.60	6,155.64	49,696.09
ASESOR B 3 P	BASE	13B	284,169.07	132,863.39	21,020.52	-	49,670.04	44,045.75	36,569.36	6,262.37	50,282.25
ASESOR B 4 P	BASE	13B	287,726.83	132,863.39	21,020.52	-	49,670.04	44,045.75	40,127.12	6,369.11	50,868.42
ASESOR B 0 N/A	BASE	13B	273,495.79	132,863.39	21,020.52	-	49,670.04	44,045.75	25,896.08	5,942.17	48,441.21
ASESOR B 1 N/A	BASE	13B	277,053.55	132,863.39	21,020.52	-	49,670.04	44,045.75	29,453.84	6,048.91	49,027.37
ASESOR B 2 N/A	BASE	13B	280,611.31	132,863.39	21,020.52	-	49,670.04	44,045.75	33,011.60	6,155.64	49,613.54
ASESOR B 3 N/A	BASE	13B	284,169.07	132,863.39	21,020.52	-	49,670.04	44,045.75	36,569.36	6,262.37	50,199.70
ASESOR B 4 N/A	BASE	13B	287,726.83	132,863.39	21,020.52	-	49,670.04	44,045.75	40,127.12	6,369.11	50,785.87
ASESOR C 0 M	BASE	13C	295,047.71	149,494.37	21,020.52	-	49,670.04	48,966.70	25,896.08	6,588.73	52,136.21
ASESOR C 1 M	BASE	13C	298,605.47	149,494.37	21,020.52	-	49,670.04	48,966.70	29,453.84	6,695.46	52,722.38
ASESOR C 2 M	BASE	13C	302,163.23	149,494.37	21,020.52	-	49,670.04	48,966.70	33,011.60	6,802.20	53,308.54
ASESOR C 3 M	BASE	13C	305,720.99	149,494.37	21,020.52	-	49,670.04	48,966.70	36,569.36	6,908.93	53,894.71
ASESOR C 4 M	BASE	13C	309,278.75	149,494.37	21,020.52	-	49,670.04	48,966.70	40,127.12	7,015.66	54,480.87
ASESOR C 0 P	BASE	13C	295,047.71	149,494.37	21,020.52	-	49,670.04	48,966.70	25,896.08	6,588.73	52,062.96
ASESOR C 1 P	BASE	13C	298,605.47	149,494.37	21,020.52	-	49,670.04	48,966.70	29,453.84	6,695.46	52,649.13
ASESOR C 2 P	BASE	13C	302,163.23	149,494.37	21,020.52	-	49,670.04	48,966.70	33,011.60	6,802.20	53,235.29
ASESOR C 3 P	BASE	13C	305,720.99	149,494.37	21,020.52	-	49,670.04	48,966.70	36,569.36	6,908.93	53,821.46
ASESOR C 4 P	BASE	13C	309,278.75	149,494.37	21,020.52	-	49,670.04	48,966.70	40,127.12	7,015.66	54,407.63
ASESOR C 0 N/A	BASE	13C	295,047.71	149,494.37	21,020.52	-	49,670.04	48,966.70	25,896.08	6,588.73	51,980.41
ASESOR C 1 N/A	BASE	13C	298,605.47	149,494.37	21,020.52	-	49,670.04	48,966.70	29,453.84	6,695.46	52,566.58
ASESOR C 2 N/A	BASE	13C	302,163.23	149,494.37	21,020.52	-	49,670.04	48,966.70	33,011.60	6,802.20	53,152.74
ASESOR C 3 N/A	BASE	13C	305,720.99	149,494.37	21,020.52	-	49,670.04	48,966.70	36,569.36	6,908.93	53,738.91



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				525		INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
ASESOR C 4 N/A	BASE	13C	309,278.75	149,494.37	21,020.52	-	49,670.04	48,966.70	40,127.12	7,015.66	54,325.08	
ASESOR D 0 M	BASE	13D	316,578.38	166,108.94	21,020.52	-	49,670.04	53,882.79	25,896.08	7,234.65	55,671.93	
ASESOR D 1 M	BASE	13D	320,136.14	166,108.94	21,020.52	-	49,670.04	53,882.79	29,453.84	7,341.38	56,258.09	
ASESOR D 2 M	BASE	13D	323,693.90	166,108.94	21,020.52	-	49,670.04	53,882.79	33,011.60	7,448.12	56,844.26	
ASESOR D 3 M	BASE	13D	327,251.66	166,108.94	21,020.52	-	49,670.04	53,882.79	36,569.36	7,554.85	57,430.43	
ASESOR D 4 M	BASE	13D	330,809.42	166,108.94	21,020.52	-	49,670.04	53,882.79	40,127.12	7,661.58	58,016.59	
ASESOR D 0 P	BASE	13D	316,578.38	166,108.94	21,020.52	-	49,670.04	53,882.79	25,896.08	7,234.65	55,598.68	
ASESOR D 1 P	BASE	13D	320,136.14	166,108.94	21,020.52	-	49,670.04	53,882.79	29,453.84	7,341.38	56,184.85	
ASESOR D 2 P	BASE	13D	323,693.90	166,108.94	21,020.52	-	49,670.04	53,882.79	33,011.60	7,448.12	56,771.01	
ASESOR D 3 P	BASE	13D	327,251.66	166,108.94	21,020.52	-	49,670.04	53,882.79	36,569.36	7,554.85	57,357.18	
ASESOR D 4 P	BASE	13D	330,809.42	166,108.94	21,020.52	-	49,670.04	53,882.79	40,127.12	7,661.58	57,943.34	
ASESOR D 0 N/A	BASE	13D	316,578.38	166,108.94	21,020.52	-	49,670.04	53,882.79	25,896.08	7,234.65	55,516.13	
ASESOR D 1 N/A	BASE	13D	320,136.14	166,108.94	21,020.52	-	49,670.04	53,882.79	29,453.84	7,341.38	56,102.30	
ASESOR D 2 N/A	BASE	13D	323,693.90	166,108.94	21,020.52	-	49,670.04	53,882.79	33,011.60	7,448.12	56,688.46	
ASESOR D 3 N/A	BASE	13D	327,251.66	166,108.94	21,020.52	-	49,670.04	53,882.79	36,569.36	7,554.85	57,274.63	
ASESOR D 4 N/A	BASE	13D	330,809.42	166,108.94	21,020.52	-	49,670.04	53,882.79	40,127.12	7,661.58	57,860.79	
ASESOR E 0 M	BASE	13E	356,882.96	197,210.78	21,020.52	-	49,670.04	63,085.53	25,896.08	8,443.79	62,290.66	
ASESOR E 1 M	BASE	13E	360,440.72	197,210.78	21,020.52	-	49,670.04	63,085.53	29,453.84	8,550.52	62,876.82	
ASESOR E 2 M	BASE	13E	363,998.48	197,210.78	21,020.52	-	49,670.04	63,085.53	33,011.60	8,657.26	63,462.99	
ASESOR E 3 M	BASE	13E	367,556.24	197,210.78	21,020.52	-	49,670.04	63,085.53	36,569.36	8,763.99	64,049.15	
ASESOR E 4 M	BASE	13E	371,114.00	197,210.78	21,020.52	-	49,670.04	63,085.53	40,127.12	8,870.72	64,635.32	
ASESOR E 0 P	BASE	13E	356,882.96	197,210.78	21,020.52	-	49,670.04	63,085.53	25,896.08	8,443.79	62,217.41	
ASESOR E 1 P	BASE	13E	360,440.72	197,210.78	21,020.52	-	49,670.04	63,085.53	29,453.84	8,550.52	62,803.58	
ASESOR E 2 P	BASE	13E	363,998.48	197,210.78	21,020.52	-	49,670.04	63,085.53	33,011.60	8,657.26	63,389.74	
ASESOR E 3 P	BASE	13E	367,556.24	197,210.78	21,020.52	-	49,670.04	63,085.53	36,569.36	8,763.99	63,975.91	
ASESOR E 4 P	BASE	13E	371,114.00	197,210.78	21,020.52	-	49,670.04	63,085.53	40,127.12	8,870.72	64,562.07	
ASESOR E 0 N/A	BASE	13E	356,882.96	197,210.78	21,020.52	-	49,670.04	63,085.53	25,896.08	8,443.79	62,134.86	
ASESOR E 1 N/A	BASE	13E	360,440.72	197,210.78	21,020.52	-	49,670.04	63,085.53	29,453.84	8,550.52	62,721.03	
ASESOR E 2 N/A	BASE	13E	363,998.48	197,210.78	21,020.52	-	49,670.04	63,085.53	33,011.60	8,657.26	63,307.19	
ASESOR E 3 N/A	BASE	13E	367,556.24	197,210.78	21,020.52	-	49,670.04	63,085.53	36,569.36	8,763.99	63,893.36	
ASESOR E 4 N/A	BASE	13E	371,114.00	197,210.78	21,020.52	-	49,670.04	63,085.53	40,127.12	8,870.72	64,479.52	
ANALISTA 0 M	BASE	13A	275,436.72	143,638.69	21,020.52	-	37,647.36	47,234.06	25,896.08	6,361.08	48,909.27	
ANALISTA 1 M	BASE	13A	278,994.48	143,638.69	21,020.52	-	37,647.36	47,234.06	29,453.84	6,467.82	49,495.44	
ANALISTA 2 M	BASE	13A	282,552.24	143,638.69	21,020.52	-	37,647.36	47,234.06	33,011.60	6,574.55	50,081.60	
ANALISTA 3 M	BASE	13A	286,110.00	143,638.69	21,020.52	-	37,647.36	47,234.06	36,569.36	6,681.28	50,667.77	
ANALISTA 4 M	BASE	13A	289,667.76	143,638.69	21,020.52	-	37,647.36	47,234.06	40,127.12	6,788.01	51,253.93	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				525		INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ANALISTA 0 P	BASE	13A	275,436.72	143,638.69	21,020.52	-	37,647.36	47,234.06	25,896.08	6,361.08	48,836.02
ANALISTA 1 P	BASE	13A	278,994.48	143,638.69	21,020.52	-	37,647.36	47,234.06	29,453.84	6,467.82	49,422.19
ANALISTA 2 P	BASE	13A	282,552.24	143,638.69	21,020.52	-	37,647.36	47,234.06	33,011.60	6,574.55	50,008.35
ANALISTA 3 P	BASE	13A	286,110.00	143,638.69	21,020.52	-	37,647.36	47,234.06	36,569.36	6,681.28	50,594.52
ANALISTA 4 P	BASE	13A	289,667.76	143,638.69	21,020.52	-	37,647.36	47,234.06	40,127.12	6,788.01	51,180.69
ANALISTA 0 N/A	BASE	13A	275,436.72	143,638.69	21,020.52	-	37,647.36	47,234.06	25,896.08	6,361.08	48,753.47
ANALISTA 1 N/A	BASE	13A	278,994.48	143,638.69	21,020.52	-	37,647.36	47,234.06	29,453.84	6,467.82	49,339.64
ANALISTA 2 N/A	BASE	13A	282,552.24	143,638.69	21,020.52	-	37,647.36	47,234.06	33,011.60	6,574.55	49,925.80
ANALISTA 3 N/A	BASE	13A	286,110.00	143,638.69	21,020.52	-	37,647.36	47,234.06	36,569.36	6,681.28	50,511.97
ANALISTA 4 N/A	BASE	13A	289,667.76	143,638.69	21,020.52	-	37,647.36	47,234.06	40,127.12	6,788.01	51,098.14
TECNICO 0 M	BASE	10A	228,728.36	114,167.50	21,020.52	-	35,194.68	38,513.82	19,831.84	5,033.41	41,234.34
TECNICO 1 M	BASE	10A	232,286.12	114,167.50	21,020.52	-	35,194.68	38,513.82	23,389.60	5,140.15	41,820.51
TECNICO 2 M	BASE	10A	235,843.88	114,167.50	21,020.52	-	35,194.68	38,513.82	26,947.36	5,246.88	42,406.67
TECNICO 3 M	BASE	10A	239,401.64	114,167.50	21,020.52	-	35,194.68	38,513.82	30,505.12	5,353.61	42,992.84
TECNICO 4 M	BASE	10A	242,959.40	114,167.50	21,020.52	-	35,194.68	38,513.82	34,062.88	5,460.34	43,579.00
TECNICO 0 P	BASE	10A	228,728.36	114,167.50	21,020.52	-	35,194.68	38,513.82	19,831.84	5,033.41	41,161.09
TECNICO 1 P	BASE	10A	232,286.12	114,167.50	21,020.52	-	35,194.68	38,513.82	23,389.60	5,140.15	41,747.26
TECNICO 2 P	BASE	10A	235,843.88	114,167.50	21,020.52	-	35,194.68	38,513.82	26,947.36	5,246.88	42,333.42
TECNICO 3 P	BASE	10A	239,401.64	114,167.50	21,020.52	-	35,194.68	38,513.82	30,505.12	5,353.61	42,919.59
TECNICO 4 P	BASE	10A	242,959.40	114,167.50	21,020.52	-	35,194.68	38,513.82	34,062.88	5,460.34	43,505.76
TECNICO 0 N/A	BASE	10A	228,728.36	114,167.50	21,020.52	-	35,194.68	38,513.82	19,831.84	5,033.41	41,078.54
TECNICO 1 N/A	BASE	10A	232,286.12	114,167.50	21,020.52	-	35,194.68	38,513.82	23,389.60	5,140.15	41,664.71
TECNICO 2 N/A	BASE	10A	235,843.88	114,167.50	21,020.52	-	35,194.68	38,513.82	26,947.36	5,246.88	42,250.87
TECNICO 3 N/A	BASE	10A	239,401.64	114,167.50	21,020.52	-	35,194.68	38,513.82	30,505.12	5,353.61	42,837.04
TECNICO 4 N/A	BASE	10A	242,959.40	114,167.50	21,020.52	-	35,194.68	38,513.82	34,062.88	5,460.34	43,423.21
ADMINISTRATIVO 0 M	BASE	4A	185,976.38	88,155.17	21,020.52	-	30,650.88	30,817.02	15,332.80	3,887.17	34,208.82
ADMINISTRATIVO 1 M	BASE	4A	189,534.14	88,155.17	21,020.52	-	30,650.88	30,817.02	18,890.56	3,993.90	34,794.98
ADMINISTRATIVO 2 M	BASE	4A	193,091.90	88,155.17	21,020.52	-	30,650.88	30,817.02	22,448.32	4,100.63	35,381.15
ADMINISTRATIVO 3 M	BASE	4A	196,649.66	88,155.17	21,020.52	-	30,650.88	30,817.02	26,006.08	4,207.37	35,967.31
ADMINISTRATIVO 4 M	BASE	4A	200,207.42	88,155.17	21,020.52	-	30,650.88	30,817.02	29,563.84	4,314.10	36,553.48
ADMINISTRATIVO 0 P	BASE	4A	185,976.38	88,155.17	21,020.52	-	30,650.88	30,817.02	15,332.80	3,887.17	34,135.57
ADMINISTRATIVO 1 P	BASE	4A	189,534.14	88,155.17	21,020.52	-	30,650.88	30,817.02	18,890.56	3,993.90	34,721.73
ADMINISTRATIVO 2 P	BASE	4A	193,091.90	88,155.17	21,020.52	-	30,650.88	30,817.02	22,448.32	4,100.63	35,307.90
ADMINISTRATIVO 3 P	BASE	4A	196,649.66	88,155.17	21,020.52	-	30,650.88	30,817.02	26,006.08	4,207.37	35,894.07
ADMINISTRATIVO 4 P	BASE	4A	200,207.42	88,155.17	21,020.52	-	30,650.88	30,817.02	29,563.84	4,314.10	36,480.23
ADMINISTRATIVO 0 N/A	BASE	4A	185,976.38	88,155.17	21,020.52	-	30,650.88	30,817.02	15,332.80	3,887.17	34,053.02



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				525		INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ADMINISTRATIVO 1 N/A	BASE	4A	189,534.14	88,155.17	21,020.52		30,650.88	30,817.02	18,890.56	3,993.90	34,639.18
ADMINISTRATIVO 2 N/A	BASE	4A	193,091.90	88,155.17	21,020.52		30,650.88	30,817.02	22,448.32	4,100.63	35,225.35
ADMINISTRATIVO 3 N/A	BASE	4A	196,649.66	88,155.17	21,020.52		30,650.88	30,817.02	26,006.08	4,207.37	35,811.52
ADMINISTRATIVO 4 N/A	BASE	4A	200,207.42	88,155.17	21,020.52		30,650.88	30,817.02	29,563.84	4,314.10	36,397.68
AUXILIAR DE OFICINA 0 M	BASE	3A	178,572.05	85,855.42	21,020.52		30,154.08	30,136.55	11,405.48	3,679.94	32,990.51
AUXILIAR DE OFICINA 1 M	BASE	3A	182,129.81	85,855.42	21,020.52		30,154.08	30,136.55	14,963.24	3,786.67	33,576.68
AUXILIAR DE OFICINA 2 M	BASE	3A	185,687.57	85,855.42	21,020.52		30,154.08	30,136.55	18,521.00	3,893.41	34,162.84
AUXILIAR DE OFICINA 3 M	BASE	3A	189,245.33	85,855.42	21,020.52		30,154.08	30,136.55	22,078.76	4,000.14	34,749.01
AUXILIAR DE OFICINA 4 M	BASE	3A	192,803.09	85,855.42	21,020.52		30,154.08	30,136.55	25,636.52	4,106.87	35,335.18
AUXILIAR DE OFICINA 0 P	BASE	3A	178,572.05	85,855.42	21,020.52		30,154.08	30,136.55	11,405.48	3,679.94	32,917.27
AUXILIAR DE OFICINA 1 P	BASE	3A	182,129.81	85,855.42	21,020.52		30,154.08	30,136.55	14,963.24	3,786.67	33,503.43
AUXILIAR DE OFICINA 2 P	BASE	3A	185,687.57	85,855.42	21,020.52		30,154.08	30,136.55	18,521.00	3,893.41	34,089.60
AUXILIAR DE OFICINA 3 P	BASE	3A	189,245.33	85,855.42	21,020.52		30,154.08	30,136.55	22,078.76	4,000.14	34,675.76
AUXILIAR DE OFICINA 4 P	BASE	3A	192,803.09	85,855.42	21,020.52		30,154.08	30,136.55	25,636.52	4,106.87	35,261.93
AUXILIAR DE OFICINA 0 N/A	BASE	3A	178,572.05	85,855.42	21,020.52		30,154.08	30,136.55	11,405.48	3,679.94	32,834.72
AUXILIAR DE OFICINA 1 N/A	BASE	3A	182,129.81	85,855.42	21,020.52		30,154.08	30,136.55	14,963.24	3,786.67	33,420.88
AUXILIAR DE OFICINA 2 N/A	BASE	3A	185,687.57	85,855.42	21,020.52		30,154.08	30,136.55	18,521.00	3,893.41	34,007.05
AUXILIAR DE OFICINA 3 N/A	BASE	3A	189,245.33	85,855.42	21,020.52		30,154.08	30,136.55	22,078.76	4,000.14	34,593.21
AUXILIAR DE OFICINA 4 N/A	BASE	3A	192,803.09	85,855.42	21,020.52		30,154.08	30,136.55	25,636.52	4,106.87	35,179.38
DIRECTOR 0 M	CONFIANZA	15	247,598.49	110,500.76	18,315.72		59,202.03	27,563.99	32,016.00	4,784.11	44,450.70
DIRECTOR 1 M	CONFIANZA	15	250,298.49	110,500.76	18,315.72		59,202.03	27,563.99	34,716.00	4,790.86	44,895.54
DIRECTOR 2 M	CONFIANZA	15	252,998.49	110,500.76	18,315.72		59,202.03	27,563.99	37,416.00	4,797.61	45,340.38
DIRECTOR 3 M	CONFIANZA	15	255,698.49	110,500.76	18,315.72		59,202.03	27,563.99	40,116.00	4,804.36	45,785.23
DIRECTOR 4 M	CONFIANZA	15	258,398.49	110,500.76	18,315.72		59,202.03	27,563.99	42,816.00	4,811.11	46,230.07
DIRECTOR 0 N/A	CONFIANZA	15	247,598.49	110,500.76	18,315.72		59,202.03	27,563.99	32,016.00	4,784.11	44,342.80
DIRECTOR 1 N/A	CONFIANZA	15	250,298.49	110,500.76	18,315.72		59,202.03	27,563.99	34,716.00	4,790.86	44,787.64
DIRECTOR 2 N/A	CONFIANZA	15	252,998.49	110,500.76	18,315.72		59,202.03	27,563.99	37,416.00	4,797.61	45,232.48
DIRECTOR 3 N/A	CONFIANZA	15	255,698.49	110,500.76	18,315.72		59,202.03	27,563.99	40,116.00	4,804.36	45,677.33
DIRECTOR 4 N/A	CONFIANZA	15	258,398.49	110,500.76	18,315.72		59,202.03	27,563.99	42,816.00	4,811.11	46,122.17
DIRECTOR 0 M	CONFIANZA	15A	307,270.74	157,153.76	18,315.72		62,132.64	37,652.62	32,016.00	6,398.43	54,257.90
DIRECTOR 1 M	CONFIANZA	15A	309,970.74	157,153.76	18,315.72		62,132.64	37,652.62	34,716.00	6,405.18	54,702.75
DIRECTOR 2 M	CONFIANZA	15A	312,670.74	157,153.76	18,315.72		62,132.64	37,652.62	37,416.00	6,411.93	55,147.59
DIRECTOR 3 M	CONFIANZA	15A	315,370.74	157,153.76	18,315.72		62,132.64	37,652.62	40,116.00	6,418.68	55,592.43
DIRECTOR 4 M	CONFIANZA	15A	318,070.74	157,153.76	18,315.72		62,132.64	37,652.62	42,816.00	6,425.43	56,037.28
DIRECTOR 0 N/A	CONFIANZA	15A	307,270.74	157,153.76	18,315.72		62,132.64	37,652.62	32,016.00	6,398.43	54,150.00
DIRECTOR 1 N/A	CONFIANZA	15A	309,970.74	157,153.76	18,315.72		62,132.64	37,652.62	34,716.00	6,405.18	54,594.85




ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
DIRECTOR 2 N/A	CONFIANZA	15A	312,670.74	157,153.76	18,315.72			62,132.64	37,652.62	37,416.00	6,411.93	55,039.69
DIRECTOR 3 N/A	CONFIANZA	15A	315,370.74	157,153.76	18,315.72			62,132.64	37,652.62	40,116.00	6,418.68	55,484.53
DIRECTOR 4 N/A	CONFIANZA	15A	318,070.74	157,153.76	18,315.72			62,132.64	37,652.62	42,816.00	6,425.43	55,929.38
DIRECTOR 0 M	CONFIANZA	15B	349,814.33	190,415.15	18,315.72			64,222.04	44,845.42	32,016.00	7,549.37	61,249.95
DIRECTOR 1 M	CONFIANZA	15B	352,514.33	190,415.15	18,315.72			64,222.04	44,845.42	34,716.00	7,556.12	61,694.80
DIRECTOR 2 M	CONFIANZA	15B	355,214.33	190,415.15	18,315.72			64,222.04	44,845.42	37,416.00	7,562.87	62,139.64
DIRECTOR 3 M	CONFIANZA	15B	357,914.33	190,415.15	18,315.72			64,222.04	44,845.42	40,116.00	7,569.62	62,584.48
DIRECTOR 4 M	CONFIANZA	15B	360,614.33	190,415.15	18,315.72			64,222.04	44,845.42	42,816.00	7,576.37	63,029.33
DIRECTOR 0 N/A	CONFIANZA	15B	349,814.33	190,415.15	18,315.72			64,222.04	44,845.42	32,016.00	7,549.37	61,142.05
DIRECTOR 1 N/A	CONFIANZA	15B	352,514.33	190,415.15	18,315.72			64,222.04	44,845.42	34,716.00	7,556.12	61,586.90
DIRECTOR 2 N/A	CONFIANZA	15B	355,214.33	190,415.15	18,315.72			64,222.04	44,845.42	37,416.00	7,562.87	62,031.74
DIRECTOR 3 N/A	CONFIANZA	15B	357,914.33	190,415.15	18,315.72			64,222.04	44,845.42	40,116.00	7,569.62	62,476.58
DIRECTOR 4 N/A	CONFIANZA	15B	360,614.33	190,415.15	18,315.72			64,222.04	44,845.42	42,816.00	7,576.37	62,921.43
DIRECTOR 0 M	CONFIANZA	15C	371,065.16	207,029.99	18,315.72			65,265.97	48,437.48	32,016.00	8,124.29	64,742.59
DIRECTOR 1 M	CONFIANZA	15C	373,765.16	207,029.99	18,315.72			65,265.97	48,437.48	34,716.00	8,131.04	65,187.44
DIRECTOR 2 M	CONFIANZA	15C	376,465.16	207,029.99	18,315.72			65,265.97	48,437.48	37,416.00	8,137.79	65,632.28
DIRECTOR 3 M	CONFIANZA	15C	379,165.16	207,029.99	18,315.72			65,265.97	48,437.48	40,116.00	8,144.54	66,077.12
DIRECTOR 4 M	CONFIANZA	15C	381,865.16	207,029.99	18,315.72			65,265.97	48,437.48	42,816.00	8,151.29	66,521.97
DIRECTOR 0 N/A	CONFIANZA	15C	371,065.16	207,029.99	18,315.72			65,265.97	48,437.48	32,016.00	8,124.29	64,634.69
DIRECTOR 1 N/A	CONFIANZA	15C	373,765.16	207,029.99	18,315.72			65,265.97	48,437.48	34,716.00	8,131.04	65,079.54
DIRECTOR 2 N/A	CONFIANZA	15C	376,465.16	207,029.99	18,315.72			65,265.97	48,437.48	37,416.00	8,137.79	65,524.38
DIRECTOR 3 N/A	CONFIANZA	15C	379,165.16	207,029.99	18,315.72			65,265.97	48,437.48	40,116.00	8,144.54	65,969.22
DIRECTOR 4 N/A	CONFIANZA	15C	381,865.16	207,029.99	18,315.72			65,265.97	48,437.48	42,816.00	8,151.29	66,414.07
ASESOR M	CONTRATO	13	211,904.77	100,068.89	14,976.00			50,899.56	25,308.32	20,652.00	4,082.22	38,575.32
ASESOR N/A	CONTRATO	13	211,904.77	100,068.89	14,976.00			50,899.56	25,308.32	20,652.00	4,082.22	38,467.42
ANALISTA M	CONTRATO	13	208,167.38	104,495.61	14,976.00			41,778.24	26,265.53	20,652.00	4,235.39	37,957.26
ANALISTA N/A	CONTRATO	13	208,167.38	104,495.61	14,976.00			41,778.24	26,265.53	20,652.00	4,235.39	37,849.36
ADMINISTRATIVO M	CONTRATO	4A	140,884.74	62,720.02	14,976.00			33,728.40	17,232.32	12,228.00	2,537.12	26,893.66
ADMINISTRATIVO N/A	CONTRATO	4A	140,884.74	62,720.02	14,976.00			33,728.40	17,232.32	12,228.00	2,537.12	26,785.76
AUXILIAR DE OFICINA M	CONTRATO	3A	135,302.66	61,157.94	14,976.00			33,178.08	16,894.64	9,096.00	2,389.11	25,974.78
AUXILIAR DE OFICINA N/A	CONTRATO	3A	135,302.66	61,157.94	14,976.00			33,178.08	16,894.64	9,096.00	2,389.11	25,866.88
JEFE DE OFICINA M	CONTRATO CONFIANZA	15	241,930.48	115,366.52	17,538.72			45,993.00	28,616.24	34,416.00	5,024.48	43,514.32
JEFE DE OFICINA N/A	CONTRATO CONFIANZA	15	241,930.48	115,366.52	17,538.72			45,993.00	28,616.24	34,416.00	5,024.48	43,406.42



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
VERIFICADOR REGIONAL M	CONTRATO CONFIANZA	14A	227,974.28	111,314.66	17,538.72		43,816.92	27,739.99	27,564.00	4,678.71	41,217.06
VERIFICADOR REGIONAL N/A	CONTRATO CONFIANZA	14A	227,974.28	111,314.66	17,538.72		43,816.92	27,739.99	27,564.00	4,678.71	41,109.16
ANALISTA M	CONTRATO CONFIANZA	13	210,729.74	104,495.61	17,538.72		41,777.88	26,265.53	20,652.00	4,235.39	38,379.42
ANALISTA N/A	CONTRATO CONFIANZA	13	210,729.74	104,495.61	17,538.72		41,777.88	26,265.53	20,652.00	4,235.39	38,271.52
AUX DE OFICINA M	CONTRATO CONFIANZA	3A	137,865.38	61,157.94	17,538.72		33,178.08	16,894.64	9,096.00	2,389.11	26,397.00
AUX DE OFICINA N/A	CONTRATO CONFIANZA	3A	137,865.38	61,157.94	17,538.72		33,178.08	16,894.64	9,096.00	2,389.11	26,289.10
DIRECTOR GENERAL	MM Y S	22B	586,539.40	195,345.08	-	177,300.00	29,495.76	43,350.56	141,048.00	16,309.92	97,678.50
DIRECTOR DE AREA 0	MM Y S	20A	244,993.16	84,801.67	-	63,396.00	21,924.48	18,819.01	56,052.00	6,517.81	42,712.59
JEFE DE DEPARTAMENTO	MM Y S	17A	185,417.08	83,828.33	-	20,160.00	21,857.76	18,602.99	40,968.00	4,734.53	32,908.53

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ASESOR 0 M	BASE	7	230,998	230,998	
ASESOR 1 M	BASE	3	234,556	234,556	
ASESOR 2 M	BASE	0	238,113	238,113	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ASESOR 3 M	BASE	0	241,671	241,671	
ASESOR 4 M	BASE	0	245,229	245,229	
ASESOR 0 P	BASE	12	230,998	230,998	
ASESOR 1 P	BASE	2	234,556	234,556	
ASESOR 2 P	BASE	2	238,113	238,113	
ASESOR 3 P	BASE	2	241,671	241,671	
ASESOR 4 P	BASE	3	245,229	245,229	
ASESOR 0 N/A	BASE	10	230,998	230,998	
ASESOR 1 N/A	BASE	5	234,556	234,556	
ASESOR 2 N/A	BASE	0	238,113	238,113	
ASESOR 3 N/A	BASE	0	241,671	241,671	
ASESOR 4 N/A	BASE	1	245,229	245,229	
ASESOR A 0 M	BASE	0	241,795	241,795	
ASESOR A 1 M	BASE	0	245,353	245,353	
ASESOR A 2 M	BASE	7	248,910	248,910	
ASESOR A 3 M	BASE	3	252,468	252,468	
ASESOR A 4 M	BASE	7	256,026	256,026	
ASESOR A 0 P	BASE	0	241,795	241,795	
ASESOR A 1 P	BASE	0	245,353	245,353	
ASESOR A 2 P	BASE	10	248,910	248,910	
ASESOR A 3 P	BASE	13	252,468	252,468	
ASESOR A 4 P	BASE	5	256,026	256,026	
ASESOR A 0 N/A	BASE	0	241,795	241,795	
ASESOR A 1 N/A	BASE	0	245,353	245,353	
ASESOR A 2 N/A	BASE	0	248,910	248,910	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ASESOR A 3 N/A	BASE	1	252,468	252,468	
ASESOR A 4 N/A	BASE	4	256,026	256,026	
ASESOR B 0 M	BASE	0	273,496	273,496	
ASESOR B 1 M	BASE	0	277,054	277,054	
ASESOR B 2 M	BASE	1	280,611	280,611	
ASESOR B 3 M	BASE	6	284,169	284,169	
ASESOR B 4 M	BASE	2	287,727	287,727	
ASESOR B 0 P	BASE	0	273,496	273,496	
ASESOR B 1 P	BASE	0	277,054	277,054	
ASESOR B 2 P	BASE	5	280,611	280,611	
ASESOR B 3 P	BASE	8	284,169	284,169	
ASESOR B 4 P	BASE	7	287,727	287,727	
ASESOR B 0 N/A	BASE	0	273,496	273,496	
ASESOR B 1 N/A	BASE	0	277,054	277,054	
ASESOR B 2 N/A	BASE	1	280,611	280,611	
ASESOR B 3 N/A	BASE	5	284,169	284,169	
ASESOR B 4 N/A	BASE	1	287,727	287,727	
ASESOR C 0 M	BASE	2	295,048	295,048	
ASESOR C 1 M	BASE	0	298,605	298,605	
ASESOR C 2 M	BASE	11	302,163	302,163	
ASESOR C 3 M	BASE	5	305,721	305,721	
ASESOR C 4 M	BASE	4	309,279	309,279	
ASESOR C 0 P	BASE	4	295,048	295,048	
ASESOR C 1 P	BASE	5	298,605	298,605	
ASESOR C 2 P	BASE	17	302,163	302,163	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ASESOR C 3 P	BASE	13	305,721	305,721	
ASESOR C 4 P	BASE	4	309,279	309,279	
ASESOR C 0 N/A	BASE	1	295,048	295,048	
ASESOR C 1 N/A	BASE	8	298,605	298,605	
ASESOR C 2 N/A	BASE	7	302,163	302,163	
ASESOR C 3 N/A	BASE	6	305,721	305,721	
ASESOR C 4 N/A	BASE	0	309,279	309,279	
ASESOR D 0 M	BASE	0	316,578	316,578	
ASESOR D 1 M	BASE	6	320,136	320,136	
ASESOR D 2 M	BASE	27	323,694	323,694	
ASESOR D 3 M	BASE	17	327,252	327,252	
ASESOR D 4 M	BASE	11	330,809	330,809	
ASESOR D 0 P	BASE	0	316,578	316,578	
ASESOR D 1 P	BASE	4	320,136	320,136	
ASESOR D 2 P	BASE	45	323,694	323,694	
ASESOR D 3 P	BASE	34	327,252	327,252	
ASESOR D 4 P	BASE	26	330,809	330,809	
ASESOR D 0 N/A	BASE	0	316,578	316,578	
ASESOR D 1 N/A	BASE	2	320,136	320,136	
ASESOR D 2 N/A	BASE	11	323,694	323,694	
ASESOR D 3 N/A	BASE	9	327,252	327,252	
ASESOR D 4 N/A	BASE	11	330,809	330,809	
ASESOR E 0 M	BASE	0	356,883	356,883	
ASESOR E 1 M	BASE	3	360,441	360,441	
ASESOR E 2 M	BASE	47	363,998	363,998	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ASESOR E 3 M	BASE	28	367,556	367,556	
ASESOR E 4 M	BASE	26	371,114	371,114	
ASESOR E 0 P	BASE	0	356,883	356,883	
ASESOR E 1 P	BASE	3	360,441	360,441	
ASESOR E 2 P	BASE	62	363,998	363,998	
ASESOR E 3 P	BASE	52	367,556	367,556	
ASESOR E 4 P	BASE	27	371,114	371,114	
ASESOR E 0 N/A	BASE	0	356,883	356,883	
ASESOR E 1 N/A	BASE	3	360,441	360,441	
ASESOR E 2 N/A	BASE	30	363,998	363,998	
ASESOR E 3 N/A	BASE	10	367,556	367,556	
ASESOR E 4 N/A	BASE	4	371,114	371,114	
ANALISTA 0 M	BASE	1	275,437	275,437	
ANALISTA 1 M	BASE	6	278,994	278,994	
ANALISTA 2 M	BASE	18	282,552	282,552	
ANALISTA 3 M	BASE	12	286,110	286,110	
ANALISTA 4 M	BASE	8	289,668	289,668	
ANALISTA 0 P	BASE	1	275,437	275,437	
ANALISTA 1 P	BASE	2	278,994	278,994	
ANALISTA 2 P	BASE	15	282,552	282,552	
ANALISTA 3 P	BASE	6	286,110	286,110	
ANALISTA 4 P	BASE	2	289,668	289,668	
ANALISTA 0 N/A	BASE	2	275,437	275,437	
ANALISTA 1 N/A	BASE	0	278,994	278,994	
ANALISTA 2 N/A	BASE	9	282,552	282,552	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ANALISTA 3 N/A	BASE	5	286,110	286,110	
ANALISTA 4 N/A	BASE	1	289,668	289,668	
TECNICO 0 M	BASE	0	228,728	228,728	
TECNICO 1 M	BASE	0	232,286	232,286	
TECNICO 2 M	BASE	0	235,844	235,844	
TECNICO 3 M	BASE	1	239,402	239,402	
TECNICO 4 M	BASE	0	242,959	242,959	
TECNICO 0 P	BASE	0	228,728	228,728	
TECNICO 1 P	BASE	0	232,286	232,286	
TECNICO 2 P	BASE	0	235,844	235,844	
TECNICO 3 P	BASE	1	239,402	239,402	
TECNICO 4 P	BASE	0	242,959	242,959	
TECNICO 0 N/A	BASE	0	228,728	228,728	
TECNICO 1 N/A	BASE	0	232,286	232,286	
TECNICO 2 N/A	BASE	0	235,844	235,844	
TECNICO 3 N/A	BASE	0	239,402	239,402	
TECNICO 4 N/A	BASE	0	242,959	242,959	
ADMINISTRATIVO 0 M	BASE	2	185,976	185,976	
ADMINISTRATIVO 1 M	BASE	0	189,534	189,534	
ADMINISTRATIVO 2 M	BASE	4	193,092	193,092	
ADMINISTRATIVO 3 M	BASE	1	196,650	196,650	
ADMINISTRATIVO 4 M	BASE	1	200,207	200,207	
ADMINISTRATIVO 0 P	BASE	1	185,976	185,976	
ADMINISTRATIVO 1 P	BASE	0	189,534	189,534	
ADMINISTRATIVO 2 P	BASE	0	193,092	193,092	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ADMINISTRATIVO 3 P	BASE	0	196,650	196,650	
ADMINISTRATIVO 4 P	BASE	0	200,207	200,207	
ADMINISTRATIVO 0 N/A	BASE	0	185,976	185,976	
ADMINISTRATIVO 1 N/A	BASE	1	189,534	189,534	
ADMINISTRATIVO 2 N/A	BASE	0	193,092	193,092	
ADMINISTRATIVO 3 N/A	BASE	0	196,650	196,650	
ADMINISTRATIVO 4 N/A	BASE	0	200,207	200,207	
AUXILIAR DE OFICINA 0 M	BASE	0	178,572	178,572	
AUXILIAR DE OFICINA 1 M	BASE	1	182,130	182,130	
AUXILIAR DE OFICINA 2 M	BASE	1	185,688	185,688	
AUXILIAR DE OFICINA 3 M	BASE	0	189,245	189,245	
AUXILIAR DE OFICINA 4 M	BASE	0	192,803	192,803	
AUXILIAR DE OFICINA 0 P	BASE	2	178,572	178,572	
AUXILIAR DE OFICINA 1 P	BASE	0	182,130	182,130	
AUXILIAR DE OFICINA 2 P	BASE	2	185,688	185,688	
AUXILIAR DE OFICINA 3 P	BASE	0	189,245	189,245	
AUXILIAR DE OFICINA 4 P	BASE	0	192,803	192,803	
AUXILIAR DE OFICINA 0 N/A	BASE	1	178,572	178,572	
AUXILIAR DE OFICINA 1 N/A	BASE	0	182,130	182,130	
AUXILIAR DE OFICINA 2 N/A	BASE	0	185,688	185,688	
AUXILIAR DE OFICINA 3 N/A	BASE	0	189,245	189,245	
AUXILIAR DE OFICINA 4 N/A	BASE	0	192,803	192,803	
DIRECTOR DE PLANTEL 0 M	CONFIANZA	2	247,598	247,598	
DIRECTOR DE PLANTEL 1 M	CONFIANZA	4	250,298	250,298	
DIRECTOR DE PLANTEL 2 M	CONFIANZA	1	252,998	252,998	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DIRECTOR DE PLANTEL 3 M	CONFIANZA	1	255,698	255,698	
DIRECTOR DE PLANTEL 4 M	CONFIANZA	0	258,398	258,398	
DIRECTOR DE PLANTEL 0 N/A	CONFIANZA	26	247,598	247,598	
DIRECTOR DE PLANTEL 1N/A	CONFIANZA	30	250,298	250,298	
DIRECTOR DE PLANTEL 2 N/A	CONFIANZA	9	252,998	252,998	
DIRECTOR DE PLANTEL 3 N/A	CONFIANZA	2	255,698	255,698	
DIRECTOR DE PLANTEL 4 N/A	CONFIANZA	1	258,398	258,398	
DIRECTOR DE PLANTEL A 0 M	CONFIANZA	0	307,271	307,271	
DIRECTOR DE PLANTEL A 1 M	CONFIANZA	0	309,971	309,971	
DIRECTOR DE PLANTEL A 2 M	CONFIANZA	1	312,671	312,671	
DIRECTOR DE PLANTEL A 3 M	CONFIANZA	6	315,371	315,371	
DIRECTOR DE PLANTA A 4 M	CONFIANZA	9	318,071	318,071	
DIRECTOR DE PLANTEL A 0 N/A	CONFIANZA	0	307,271	307,271	
DIRECTOR DE PLANTEL A 1 N/A	CONFIANZA	0	309,971	309,971	
DIRECTOR DE PLANTEL A 2 N/A	CONFIANZA	10	312,671	312,671	
DIRECTOR DE PLANTEL A 3 N/A	CONFIANZA	29	315,371	315,371	
DIRECTOR DE PLANTA A 4 N/A	CONFIANZA	17	318,071	318,071	
DIRECTOR DE PLANTEL B 0 M	CONFIANZA	0	349,814	349,814	
DIRECTOR DE PLANTEL B 1 M	CONFIANZA	0	352,514	352,514	
DIRECTOR DE PLANTEL B 2 M	CONFIANZA	11	355,214	355,214	
DIRECTOR DE PLANTEL B 3 M	CONFIANZA	9	357,914	357,914	
DIRECTOR DE PLANTEL B 4 M	CONFIANZA	11	360,614	360,614	
DIRECTOR DE PLANTEL B 0 N/A	CONFIANZA	0	349,814	349,814	
DIRECTOR DE PLANTEL B 1 N/A	CONFIANZA	0	352,514	352,514	
DIRECTOR DE PLANTEL B 2 N/A	CONFIANZA	19	355,214	355,214	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DIRECTOR DE PLANTEL B 3 N/A	CONFIANZA	24	357,914	357,914	
DIRECTOR DE PLANTEL B 4 N/A	CONFIANZA	37	360,614	360,614	
DIRECTOR DE PLANTEL C 0 M	CONFIANZA	0	371,065	371,065	
DIRECTOR DE PLANTEL C 1 M	CONFIANZA	0	373,765	373,765	
DIRECTOR DE PLANTEL C 2 M	CONFIANZA	0	376,465	376,465	
DIRECTOR DE PLANTEL C 3 M	CONFIANZA	0	379,165	379,165	
DIRECTOR DE PLANTEL C 4 M	CONFIANZA	0	381,865	381,865	
DIRECTOR DE PLANTEL C 0 N/A	CONFIANZA	0	371,065	371,065	
DIRECTOR DE PLANTEL C 1 N/A	CONFIANZA	0	373,765	373,765	
DIRECTOR DE PLANTEL C 2 N/A	CONFIANZA	1	376,465	376,465	
DIRECTOR DE PLANTEL C 3 N/A	CONFIANZA	0	379,165	379,165	
DIRECTOR DE PLANTEL C 4 N/A	CONFIANZA	1	381,865	381,865	
ASESOR M	CONTRATO	0	211,905	211,905	
ASESOR N/A	CONTRATO	12	211,905	211,905	
ANALISTA M	CONTRATO	0	208,167	208,167	
ANALISTA N/A	CONTRATO	0	208,167	208,167	
ADMINISTRATIVO M	CONTRATO	0	140,885	140,885	
ADMINISTRATIVO N/A	CONTRATO	1	140,885	140,885	
AUXILIAR DE OFICINA M	CONTRATO	0	135,303	135,303	
AUXILIAR DE OFICINA N/A	CONTRATO	1	135,303	135,303	
JEFE DE OFICINA M	CONTRATO CONFIANZA	5	241,930	241,930	
JEFE DE OFICINA N/A	CONTRATO CONFIANZA	10	241,930	241,930	
VERIFICADOR REGIONAL M	CONTRATO CONFIANZA	5	227,974	227,974	
VERIFICADOR REGIONAL N/A	CONTRATO CONFIANZA	10	227,974	227,974	
ANALISTA M	CONTRATO CONFIANZA	1	210,730	210,730	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			525	INSTITUTO DE ESTUDIOS DE BACHILERATO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ANALISTA N/A	CONTRATO CONFIANZA	0	210,730	210,730	
AUX. DE OFICINA M	CONTRATO CONFIANZA	0	137,865	137,865	
AUX. DE OFICINA N/A	CONTRATO CONFIANZA	0	137,865	137,865	
DIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES	1	586,539	586,539	
DIRECTOR DE AREA 0	MANDOS MEDIOS Y SUPERIORES	3	244,993	244,993	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	13	185,417	185,417	


				530	INSTITUTO ESTATAL DE EDUCACIÓN PARA ADULTOS						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ADMINISTRATIVO ESPECIALIZADO	BASE	2	236,410.18	90,721.14	14,220.00	-	104,109.73	23,780.13	3,579.18	24,499.21	23,682.68
OFICIAL DE SERVICIO Y MANTENIMIENTO	BASE	2	737,421.24	362,884.58	56,880.00	-	208,219.45	95,120.51	14,316.70	109,996.84	94,730.70
AUXILIAR DE ADMINISTRADOR	BASE	2	681,039.80	181,442.29	28,440.00	-	416,438.91	47,560.25	7,158.35	54,998.42	47,365.35
TECNICO MEDIO	BASE	2	3,782,562.80	1,451,538.32	227,520.00	-	1,665,755.64	380,482.04	57,266.81	439,987.36	378,922.81
SECRETARIA C	BASE	2	1,891,280.40	725,769.16	113,760.00	-	832,877.82	190,240.02	28,633.40	219,993.68	189,461.40
ESPECIALISTA EN PROYECTO TECNICO	BASE	2	4,491,793.33	1,723,701.75	270,180.00	-	1,978,084.82	451,822.42	68,004.34	522,484.99	449,970.84
ANALISTA ADMINISTRATIVO	BASE	3	5,025,191.83	1,957,751.43	298,620.00	-	2,186,304.27	505,277.94	77,238.18	577,483.41	497,336.19
COORDINADOR DE TECNICO EN COMPUTACION	BASE	4	241,944.98	95,531.66	14,220.00	-	104,109.73	24,314.63	3,768.96	27,499.21	23,682.68
JEFE DE OFICINA	BASE	5	7,590,770.59	3,040,117.92	440,820.00	-	3,227,401.55	762,490.88	119,940.24	852,475.51	734,162.94
TECNICO SUPERIOR	BASE	7	2,429,320.34	968,474.34	142,200.00	239,340.00	1,041,097.27	271,332.26	38,208.73	274,992.10	236,826.76
TECNICO DOCENTE	BASE	7	45,911,094.25	16,464,063.78	2,417,400.00	4,068,780.00	17,698,653.64	4,612,648.42	649,548.41	4,674,865.70	4,026,054.85
ESPECIALISTA EN PROYECTO TECNICO III	BASE	2	812,577.23	200,684.84	28,440.00	-	208,219.45	367,315.41	7,917.52	54,998.42	47,365.35
ANALISTA ADMINISTRATIVO III	BASE	3	499,748.19	205,291.17	28,440.00	-	208,219.45	49,698.32	8,099.24	54,998.42	47,365.35



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				530	INSTITUTO ESTATAL DE EDUCACIÓN PARA ADULTOS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
TECNICO DOCENTE III	BASE	7	3,341,024.95	1,360,939.88	184,860.00	337,896.00	1,353,426.45	50,210.13	53,692.48	357,489.73	307,874.78	
SECRETARIA EJECUTIVA D	CONFIANZA	2	178,140.51	90,721.20	14,220.00	-	45,840.00	23,780.13	3,579.18	27,499.21	26,238.67	
ANALISTA ADMINISTRATIVO	CONFIANZA	3	183,569.06	93,226.20	14,220.00	-	46,740.00	25,625.64	3,757.22	27,499.21	26,238.67	
SECRETARIA EJECUTIVA B	CONFIANZA	6	196,450.72	95,234.04	14,220.00	12,520.20	46,740.00	24,058.47	3,678.01	27,499.21	26,238.67	
COORDINADOR DE UNIDAD DE SERVICIO ESPECIALIZADO	CONFIANZA	8	2,138,943.27	587,988.00	85,320.00	175,575.20	1,100,160.00	166,702.48	23,197.59	164,995.26	157,432.00	
DIRECTOR GENERAL	MANDO MEDIO	MB2	889,828.53	175,325.52	14,220.00	612,721.44	-	87,561.57	-	98,740.90	12,382.54	
COORDINADOR REGIONAL	MANDO MEDIO	OA1	241,503.20	64,158.00	14,220.00	140,396.88	-	22,728.32	-	27,528.27	12,382.54	
JEFE DE DEPARTAMENTO	MANDO MEDIO	OA1	1,383,096.32	337,370.40	85,320.00	889,958.88	-	70,447.04	-	164,995.26	74,295.22	
COORDINADOR DE ZONA I	MANDO MEDIO	OA1	2,656,534.03	553,196.16	156,420.00	1,696,907.52	-	250,010.35	-	302,491.31	136,207.91	
COORDINADOR DE ZONA II	MANDO MEDIO	OA1	1,207,517.34	259,731.60	71,100.00	763,044.00	-	113,641.74	-	137,496.05	61,912.68	
COORDINADOR DE ZONA III	MANDO MEDIO	OA1	437,550.72	111,585.12	28,440.00	297,525.60	-	45,456.74	-	54,998.42	24,765.07	

			530	INSTITUTO ESTATAL DE EDUCACIÓN PARA ADULTOS	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ADMINISTRATIVO ESPECIALIZADO	BASE	1	87,653	90,721	
OFICIAL DE SERVICIO Y MANTENIMIENTO	BASE	4	350,612	362,885	
AUXILIAR DE ADMINISTRADOR	BASE	2	175,306	181,442	
TECNICO MEDIO	BASE	16	1,402,449	1,451,538	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			530	INSTITUTO ESTATAL DE EDUCACIÓN PARA ADULTOS	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
SECRETARIA C	BASE	8	701,225	725,769	
ESPECIALISTA EN PROYECTO TECNICO	BASE	19	1,665,409	1,723,702	
ANALISTA ADMINISTRATIVO	BASE	21	1,891,552	1,957,751	
COORDINADOR DE TECNICO EN COMPUTACION	BASE	1	92,301	95,532	
JEFE DE OFICINA	BASE	31	2,937,303	3,040,118	
TECNICO SUPERIOR	BASE	10	935,725	968,474	
TECNICO DOCENTE	BASE	170	15,907,317	16,464,064	
ESPECIALISTA EN PROYECTO TECNICO III	BASE	2	193,899	1,360,940	
ANALISTA ADMINISTRATIVO III	BASE	2	196,350	200,685	
TECNICO DOCENTE III	BASE	13	1,314,918	205,291	
SECRETARIA EJECUTIVA D	CONFIANZA	1	87,653	90,721	
ANALISTA ADMINISTRATIVO	CONFIANZA	1	90,074	93,226	
SECRETARIA EJECUTIVA B	CONFIANZA	1	92,013	95,234	
COORDINADOR DE UNIDAD DE SERVICIO ESPECILIZADO	CONFIANZA	6	568,105	587,988	
DIRECTOR GENERAL	MANDO MEDIO	1	175,333	175,333	
COORDINADOR REGIONAL	MANDO MEDIO	1	64,158	64,158	
JEFE DE DEPARTAMENTO	MANDO MEDIO	6	337,370	337,370	
COORDINADOR DE ZONA I	MANDO MEDIO	11	553,196	553,196	
COORDINADOR DE ZONA II	MANDO MEDIO	5	259,731	259,731	
COORDINADOR DE ZONA III	MANDO MEDIO	2	111,584	111,584	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
A01803	BASE	21	660,530,923.73	507,336,800.95	21,088,432.72	-	53,252,319.95	78,853,370.11	-	24,477,235.74	43,415,442.43
A01805	BASE	21	3,563,874.37	2,666,609.06	107,009.28	-	282,418.21	507,837.82	-	124,713.71	221,259.81
A01806	BASE	25	505,364,075.67	377,731,717.15	14,336,434.50	-	38,986,792.19	74,309,131.83	-	20,635,701.34	32,396,176.75
A01807	BASE	27	60,759,071.89	45,725,340.24	1,576,476.01	-	4,578,754.67	8,878,500.97	-	2,836,830.14	3,895,401.96
A01808	BASE	21	165,454.29	122,686.16	5,095.68	-	13,599.82	24,072.63	-	5,884.59	10,502.27
A02804	BASE	22	347,687.43	255,791.78	10,191.36	-	31,261.72	50,442.57	-	13,300.91	22,070.16
A03803	BASE	21	96,914,117.62	72,379,002.75	2,928,030.91	-	7,735,200.79	13,871,883.17	-	3,423,070.57	6,055,357.66
A03804	BASE	23	10,267,132.92	7,689,586.78	290,241.44	-	801,665.82	1,485,638.88	-	406,411.36	649,116.72
A04003	BASE	13	1,980,123.37	1,508,790.40	106,487.22	-	51,130.68	313,715.07	-	186,056.03	135,911.17
A04012	BASE	8	659,442.01	484,865.24	53,243.61	-	20,169.07	101,164.09	-	54,033.32	43,551.61
A08006	BASE	11	1,949,667.47	1,466,573.12	124,235.09	-	54,967.40	303,891.86	-	186,695.10	131,993.73
A08007	BASE	12	1,168,802.49	876,599.37	66,520.64	-	33,044.28	192,638.20	-	110,488.38	81,040.07
A08025	BASE	10	940,730.79	696,034.27	70,991.48	-	29,792.60	143,912.44	-	80,890.31	62,414.14
AA0101	MANDOS MEDIOS Y SUPERIORES	24	956,742.65	748,298.74	910.79	-	15,308.31	192,224.81	-	177,723.87	33,591.67
AA0201	MANDOS MEDIOS Y SUPERIORES	23	7,142,450.34	5,651,314.05	8,942.40	-	107,978.49	1,374,215.40	-	1,223,329.64	275,531.51
AA0301	MANDOS MEDIOS Y SUPERIORES	22	10,094,116.38	8,005,485.77	16,574.01	-	145,987.17	1,926,069.43	-	1,546,142.33	391,972.24
AA0401	MANDOS MEDIOS Y SUPERIORES	21	873,558.71	690,524.93	1,987.20	-	13,424.52	167,622.06	-	118,139.14	34,382.41
AA0402	MANDOS MEDIOS Y SUPERIORES	21	19,432,890.06	15,394,433.19	39,109.61	-	277,806.41	3,721,540.85	-	2,736,976.46	761,290.26
AA0501	MANDOS MEDIOS Y SUPERIORES	20	17,715,060.61	13,997,902.38	51,418.78	-	269,151.99	3,396,587.46	-	2,171,582.20	698,131.32
AA0801	MANDOS MEDIOS Y SUPERIORES	17	16,328,229.45	12,932,404.92	69,511.97	-	243,941.84	3,082,370.72	-	1,664,914.39	652,387.42
AA0802	MANDOS MEDIOS Y SUPERIORES	17	1,186,487.81	935,524.97	5,894.21	-	18,469.78	226,598.85	-	95,740.21	47,498.84



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
CF04807	CONFIANZA	27Z	3,393,257.94	2,563,425.21	86,626.56	-	250,011.59	493,194.58	-	157,822.79	215,569.15	
CF04808	CONFIANZA	27ZA	1,219,354.73	921,212.59	30,574.08	-	94,002.48	173,565.58	-	55,361.29	75,905.70	
CF12804	CONFIANZA	27Z	111,319,150.04	84,184,008.00	2,850,909.12	-	7,888,228.27	16,396,004.65	-	5,298,838.68	7,131,526.68	
CF12814	CONFIANZA	27ZA	17,660,109.67	13,443,518.40	438,440.80	-	1,235,158.90	2,542,991.57	-	848,290.22	1,102,781.29	
CF12825	CONFIANZA	27ZB	4,103,764.28	3,146,508.52	97,454.90	-	256,842.48	602,958.38	-	229,001.05	263,045.47	
CF21807	CONFIANZA	26	2,074,976.92	1,576,628.46	56,052.48	-	139,342.64	302,953.34	-	89,015.91	132,081.72	
CF21817	CONFIANZA	27ZA	1,229,446.15	941,266.70	30,574.08	-	81,643.28	175,962.09	-	70,730.64	77,023.91	
CF22811	CONFIANZA	24	2,932,649.71	2,214,971.32	81,530.88	-	214,073.88	422,073.63	-	117,273.54	184,326.20	
CF33834	CONFIANZA	27	4,361,370.25	3,276,178.72	112,104.96	-	331,076.08	642,010.49	-	210,929.44	282,470.46	
CF33865	CONFIANZA	25	177,196.64	133,270.60	5,095.68	-	12,344.26	26,486.10	-	7,429.27	11,584.21	
CF33890	CONFIANZA	27ZB	185,126,494.20	142,545,696.50	4,122,963.08	-	11,520,969.60	26,936,865.02	-	10,666,456.68	11,694,342.04	
CF33892	CONFIANZA	27ZA	10,840,106.63	8,225,871.20	273,255.85	-	771,395.76	1,569,583.82	-	541,191.12	687,101.42	
CF34810	CONFIANZA	25	177,654.19	132,160.92	5,095.68	-	13,995.50	26,402.09	-	7,246.22	11,467.10	
CF34813	CONFIANZA	27	191,374.73	144,514.87	5,095.68	-	12,699.60	29,064.58	-	9,386.13	12,734.29	
CF34844	CONFIANZA	21	163,686.47	122,569.57	5,095.68	-	11,948.59	24,072.63	-	5,864.65	10,489.84	
E0101	BASE	7	43,775,600.21	33,729,429.07	451,401.02	-	1,941,772.64	7,652,997.48	-	6,111,910.80	2,398,105.51	
E0105	BASE	7	542,005.52	413,869.79	6,843.73	-	25,749.47	95,542.53	-	55,061.84	37,005.64	
E0113	BASE	7	2,581,513.02	2,020,300.54	25,710.08	-	118,227.52	417,274.88	-	391,672.14	137,733.25	
E0121	BASE	7	171,464,985.20	130,260,968.17	2,719,652.29	-	9,320,573.51	29,163,791.23	-	16,856,100.67	11,197,800.63	
E0125	BASE	7	5,630,763.77	4,358,127.67	71,988.67	-	285,307.99	915,339.44	-	594,142.28	386,068.47	
E0165	BASE	7	14,072,766.58	10,121,739.60	255,652.28	-	1,511,833.30	2,183,541.40	-	500,878.64	909,217.93	
E0181	BASE	7	1,814,766,818.10	1,358,627,094.81	43,661,271.75	-	118,605,869.08	293,872,582.46	-	138,381,662.21	122,923,846.24	
E0182	BASE	7	517,444.99	384,444.56	8,270.76	-	44,243.79	80,485.88	-	22,492.85	33,191.91	
E0183	BASE	7	4,558,511.02	3,259,879.54	73,376.73	-	530,116.77	695,137.98	-	175,177.04	291,356.42	
E0191	BASE	7	3,720,839.83	2,752,882.57	99,837.41	-	264,878.08	603,241.77	-	257,325.90	252,561.33	
E0195	BASE	7	32,268,899.92	24,397,343.98	536,625.24	-	1,774,472.39	5,560,458.31	-	3,252,934.55	2,157,554.82	
E0199	BASE	7	2,077,668.42	1,552,007.13	41,968.20	-	131,565.56	352,127.53	-	180,664.24	144,170.14	
E0201	BASE	7	115,113,003.99	88,800,892.80	1,472,754.26	-	5,184,601.99	19,654,754.94	-	14,306,367.43	6,894,339.72	
E0205	BASE	7	26,096,164.76	20,041,397.63	277,374.05	-	1,135,498.25	4,641,894.83	-	3,835,783.45	1,317,545.32	
E0221	BASE	7	478,111,271.99	361,667,724.69	8,622,792.58	-	27,448,509.14	80,372,245.58	-	41,710,728.50	32,354,768.89	
E0247	BASE	7	2,962,884.90	2,187,691.06	68,817.43	-	196,793.63	509,582.78	-	246,208.67	210,785.97	
E0249	BASE	7	4,309,379.58	3,178,979.39	100,098.08	-	286,245.28	744,056.83	-	357,487.08	306,274.41	
E0261	BASE	7	7,643,298.81	5,639,092.12	148,437.50	-	650,456.84	1,205,312.35	-	401,034.30	502,260.21	
E0265	BASE	7	350,506.02	258,220.42	6,873.26	-	29,889.51	55,522.83	-	17,642.05	23,250.72	
E0281	BASE	7	5,374,738,555.83	3,998,475,905.79	132,442,767.97	-	380,058,062.28	863,761,819.79	-	395,042,568.26	361,467,984.22	
E0285	BASE	7	432,821.29	328,674.07	6,256.13	-	22,602.73	75,288.36	-	36,584.36	31,093.57	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
E0289	BASE	7	3,336,707.56	2,500,703.91	81,069.02	-	249,156.99	505,777.64	-	221,745.19	211,519.05
E0299	BASE	7	11,480,533.51	8,655,539.65	229,652.10	-	695,406.55	1,899,935.21	-	987,031.90	787,676.87
E0301	BASE	7	27,007,610.76	21,139,391.42	196,905.36	-	1,058,563.45	4,612,750.53	-	4,741,623.73	1,065,239.00
E0321	BASE	7	176,607,895.11	136,294,122.00	1,528,382.08	-	7,425,852.20	31,359,538.83	-	28,084,872.49	8,281,319.57
E0341	BASE	7	87,325,242.01	67,281,320.01	826,097.20	-	3,798,127.66	15,419,697.14	-	13,126,673.60	4,471,645.28
E0351	BASE	7	15,473,317.18	12,133,977.19	101,847.60	-	592,409.94	2,645,082.45	-	2,847,272.78	550,792.13
E0361	BASE	7	1,222,135.10	916,939.40	19,505.25	-	84,890.75	200,799.70	-	86,552.15	84,153.47
E0363	BASE	7	939,792,849.03	713,009,590.62	13,935,981.00	-	56,717,826.31	156,129,451.10	-	79,627,833.44	62,931,491.41
E0365	BASE	7	105,488,855.31	79,004,085.95	1,588,393.32	-	7,667,334.83	17,229,041.21	-	7,546,555.02	7,158,150.18
E0366	BASE	7	192,072.83	142,396.29	2,414.93	-	15,620.98	31,640.63	-	19,993.85	8,461.92
E0371	BASE	7	3,565,976.18	2,669,883.82	53,639.36	-	252,612.18	589,840.82	-	266,348.44	242,198.46
E0392	BASE	7	4,765,740.66	3,622,549.66	45,679.03	-	249,549.61	847,962.36	-	684,392.65	204,848.92
E0401	BASE	7	29,609,686.09	23,104,847.62	193,510.44	-	1,137,462.59	5,173,865.44	-	5,411,013.99	1,048,056.80
E0421	BASE	7	133,001,639.44	102,773,771.34	1,195,246.15	-	5,679,176.17	23,353,445.78	-	20,687,270.48	6,471,610.09
E0441	BASE	7	54,755,999.09	42,357,032.41	493,960.86	-	2,296,019.36	9,608,986.46	-	8,501,858.12	2,675,320.13
E0451	BASE	7	26,179,158.09	20,500,583.94	155,600.51	-	991,875.19	4,531,098.45	-	4,978,281.23	842,102.52
E0461	BASE	7	1,997,210.13	1,507,583.04	32,322.93	-	126,919.42	330,384.74	-	128,758.89	138,496.16
E0463	BASE	7	1,356,403,747.95	1,027,903,315.69	19,926,427.10	-	82,627,158.39	225,946,846.77	-	120,674,898.64	89,805,144.14
E0465	BASE	7	287,156,825.12	216,556,820.64	4,159,866.11	-	18,760,265.79	47,679,872.58	-	24,205,063.13	19,037,865.94
E0466	BASE	7	1,765,347.21	1,299,776.30	22,771.59	-	152,035.70	290,763.62	-	152,188.48	101,643.62
E0492	BASE	7	4,005,136.24	3,110,160.07	42,725.79	-	147,896.90	704,353.48	-	584,887.79	191,027.74
E0629	BASE	7	29,382,975.20	22,251,273.56	457,687.53	-	1,692,630.73	4,981,383.38	-	3,488,314.35	1,644,094.48
E0633	BASE	7	7,776,681.59	5,964,256.98	75,281.03	-	371,939.10	1,365,204.48	-	1,148,755.18	402,143.04
E0671	BASE	7	1,033,505.60	774,866.03	15,975.70	-	72,760.12	169,903.75	-	73,557.87	71,363.44
E0681	BASE	7	503,561.59	372,569.92	12,512.26	-	37,497.40	80,982.01	-	36,884.91	33,984.44
E0687	BASE	7	399,194,096.31	297,715,013.01	9,432,251.84	-	27,938,113.31	64,108,718.15	-	31,664,571.27	26,734,327.87
E0689	BASE	7	35,236,426.52	26,341,977.99	807,040.76	-	2,411,593.64	5,675,814.13	-	2,868,967.92	2,314,600.82
E0692	BASE	7	2,550,100.08	1,903,806.56	50,049.04	-	166,547.28	429,697.20	-	226,280.72	177,353.04
E0701	BASE	7	43,783,060.71	34,394,606.54	237,644.40	-	1,613,986.93	7,536,822.84	-	8,567,166.14	1,284,301.13
E0763	BASE	7	1,133,664,668.14	857,785,454.00	16,947,918.78	-	72,586,655.02	186,344,640.34	-	90,652,856.83	77,887,814.38
E0792	BASE	7	2,066,888.65	1,568,665.62	23,197.21	-	120,995.61	354,030.21	-	252,968.46	116,216.01
E0885	BASE	7	235,044.18	174,469.90	6,256.13	-	16,589.41	37,728.74	-	16,110.68	15,819.21
E0961	BASE	7	55,270.65	43,281.50	928.82	-	1,553.33	9,507.00	-	4,988.69	3,989.65
E0963	BASE	7	1,714,566.43	1,237,473.84	25,449.63	-	179,618.70	272,024.26	-	98,146.40	112,797.02
E0969	BASE	7	40,922.49	23,745.98	557.29	-	11,270.73	5,348.49	-	-	2,197.30
E1065	BASE	7	254,550.92	183,370.19	3,901.06	-	27,342.16	39,937.51	-	9,503.51	16,759.43



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA						
Tabulador de Sueldos											
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
E1067	BASE	7	60,575,419.53	45,678,713.36	948,414.37	-	3,893,816.74	10,054,475.06	-	4,432,850.59	4,171,222.27
E1303	BASE	7	3,952,139.51	3,038,274.09	41,062.38	-	176,720.11	696,082.93	-	593,331.39	199,346.17
E1305	BASE	7	9,756,250.35	7,399,584.63	165,501.96	-	543,239.52	1,647,924.24	-	871,847.89	691,307.80
E1331	BASE	7	54,630,673.32	41,136,052.19	1,194,873.56	-	3,358,894.95	8,940,852.62	-	4,530,180.69	3,789,951.92
E1333	BASE	7	6,942,199.27	5,233,959.57	143,890.99	-	425,870.53	1,138,478.18	-	588,844.38	478,452.63
E1335	BASE	7	23,853,801.04	18,116,183.49	449,659.34	-	1,362,371.76	3,925,586.45	-	2,120,275.35	1,661,253.45
E1405	BASE	7	2,368,790.42	1,778,437.92	44,558.22	-	149,373.35	396,420.93	-	219,425.56	166,020.77
E1411	BASE	7	11,046,365.68	8,400,836.17	136,874.60	-	587,694.37	1,920,960.54	-	1,214,597.05	737,141.09
E1421	BASE	7	2,033,314.63	1,532,213.49	31,280.65	-	121,693.57	348,126.92	-	158,975.63	145,239.72
E1441	BASE	7	52,417,958.41	38,638,608.82	1,379,998.01	-	4,038,033.50	8,361,318.08	-	3,574,356.77	3,494,742.52
E1443	BASE	7	240,611.58	177,507.85	6,256.13	-	18,387.30	38,460.30	-	16,716.34	16,123.98
E1445	BASE	7	751,401.32	566,541.42	12,512.26	-	46,577.00	125,770.64	-	52,113.65	52,824.20
E1451	BASE	7	471,958.77	349,064.42	12,512.26	-	34,894.29	75,487.80	-	32,246.76	31,651.38
E1461	BASE	7	59,638,186.29	44,057,454.95	1,531,448.49	-	4,524,228.32	9,525,054.53	-	4,174,916.66	3,988,067.67
E1471	BASE	7	2,371,699.52	1,746,643.93	62,561.30	-	183,048.80	379,445.49	-	161,824.30	158,552.81
E1481	BASE	7	91,909,834.70	69,875,857.31	1,211,464.06	-	5,014,818.96	15,807,694.37	-	9,269,512.43	6,326,561.91
E1483	BASE	7	195,385,208.88	145,958,553.49	4,025,233.51	-	13,565,528.38	31,835,893.50	-	15,899,060.38	13,184,608.90
E1485	BASE	7	1,454,239,655.34	1,059,910,863.15	36,442,957.13	-	130,092,599.45	227,793,235.61	-	101,053,523.48	95,584,571.18
E1487	BASE	7	752,134,727.17	542,687,316.72	20,054,479.02	-	68,821,489.77	120,571,441.66	-	51,229,928.96	50,486,500.32
E1489	BASE	7	500,625,496.31	370,979,124.24	12,495,980.26	-	37,110,502.17	80,039,889.64	-	35,928,584.21	33,423,386.10
E1491	BASE	7	376,810,356.30	275,649,976.27	10,175,573.84	-	29,750,121.33	61,234,684.86	-	26,010,971.41	25,621,468.74
E1492	BASE	7	617,254.90	460,073.62	12,512.26	-	41,021.14	103,647.88	-	53,488.12	42,768.22
E1493	BASE	7	6,934,910.00	5,168,084.97	153,015.97	-	480,109.51	1,133,699.55	-	568,014.67	474,871.61
E1494	BASE	7	4,018,971.79	3,002,205.88	81,329.69	-	266,036.67	669,399.55	-	348,358.62	278,965.12
E1495	BASE	7	4,075,954.43	3,039,820.38	87,585.82	-	278,863.48	669,684.75	-	336,365.65	279,994.22
E1501	BASE	7	1,469,007.22	1,123,048.07	41,774.39	-	60,740.62	243,444.14	-	181,063.44	81,072.39
E1525	BASE	7	1,480,212.54	1,103,676.25	53,315.82	-	89,874.80	233,345.67	-	97,941.73	94,765.31
E1563	BASE	7	4,067,063.18	3,101,760.01	84,047.85	-	208,596.64	672,658.68	-	226,916.42	274,909.43
E1587	BASE	7	42,269,012.47	30,457,364.27	1,884,958.99	-	3,687,789.50	6,238,899.71	-	1,845,679.08	2,570,022.03
E1589	BASE	7	26,975,711.49	19,900,894.81	1,391,337.21	-	1,660,547.24	4,022,932.23	-	1,575,675.29	1,674,010.50
E1813	BASE	7	788,012.72	579,943.88	30,507.25	-	69,629.05	107,932.54	-	21,111.30	45,106.96
E1815	BASE	7	146,602.35	104,815.06	6,101.45	-	13,958.22	21,727.62	-	4,301.08	9,081.19
E1817	BASE	7	322,690.74	232,803.22	12,291.00	-	28,771.68	48,824.84	-	11,588.36	20,419.27
E1901	BASE	7	247,992.89	183,876.88	6,256.13	-	17,005.74	40,854.14	-	18,102.92	16,821.36
E1903	BASE	7	252,263.83	187,995.88	6,256.13	-	17,115.64	40,896.18	-	18,761.90	17,152.99
E1905	BASE	7	279,386.14	208,481.12	6,256.13	-	17,951.14	46,697.75	-	22,894.96	19,232.14



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
E2225	BASE	7	727,548.91	529,128.21	24,405.80	-	60,079.40	113,935.50	-	32,873.89	47,090.27
E2227	BASE	7	763,989.66	558,919.82	24,405.80	-	61,133.28	119,530.76	-	41,018.98	49,894.86
E2229	BASE	7	236,369.05	175,501.29	6,234.10	-	16,624.62	38,009.04	-	16,379.88	15,957.05
E2231	BASE	7	949,750.11	705,360.64	24,936.40	-	66,636.56	152,816.51	-	66,177.33	64,158.27
E2233	BASE	7	5,619,332.17	4,225,887.26	111,306.98	-	342,394.74	939,743.19	-	499,468.21	392,508.63
E2331	BASE	7	126,601,996.64	94,269,244.74	3,250,950.95	-	8,626,327.37	20,455,473.58	-	9,195,139.11	8,620,377.22
E2333	BASE	7	38,720,245.76	28,826,677.76	993,305.17	-	2,644,924.27	6,255,338.56	-	2,808,601.93	2,635,146.72
E2335	BASE	7	7,182,383.38	5,338,808.67	181,427.77	-	492,390.13	1,169,756.81	-	530,144.31	488,609.79
E2401	BASE	7	5,048,522.52	3,721,385.42	93,485.94	-	423,535.56	810,115.60	-	270,021.57	337,428.54
E2403	BASE	7	940,308.45	687,594.71	31,280.65	-	75,828.35	145,604.74	-	45,605.96	60,904.86
E2405	BASE	7	10,093,489.69	7,277,064.36	393,312.00	-	912,892.80	1,510,220.53	-	345,919.92	631,281.02
E2603	BASE	7	1,433,225.00	1,088,018.87	19,101.03	-	73,398.73	252,706.37	-	158,062.09	95,116.48
E2605	BASE	7	1,508,137.24	1,136,774.80	26,355.16	-	84,541.08	260,466.20	-	112,997.36	109,406.44
E2609	BASE	7	359,618.08	270,332.53	6,367.01	-	20,722.71	62,195.83	-	25,830.78	26,299.46
E2709	BASE	7	9,723,493.89	7,543,983.12	57,430.73	-	386,255.42	1,735,824.62	-	1,827,168.55	311,025.05
E2711	BASE	7	55,858,938.97	43,825,031.21	382,494.32	-	2,138,461.16	9,512,952.28	-	10,096,649.38	2,069,792.68
E2725	BASE	7	98,523,434.45	76,130,882.58	789,246.00	-	4,047,777.85	17,555,528.02	-	16,313,118.41	4,272,849.13
E2781	BASE	7	2,478,694,768.03	1,889,267,706.04	36,987,749.40	-	136,465,691.99	415,973,620.60	-	240,568,364.79	171,080,863.13
E2792	BASE	7	11,035,434.71	8,414,443.40	108,160.14	-	573,172.62	1,939,658.55	-	1,433,752.39	549,101.34
E2803	BASE	7	562,640.68	429,383.75	6,608.49	-	26,940.15	99,708.29	-	73,474.18	36,675.45
E2807	BASE	7	1,793,958.27	1,371,042.66	19,825.47	-	84,180.91	318,909.23	-	247,037.58	110,026.35
E3001	BASE	7	12,914,434.78	7,875,934.50	163,658.95	-	3,126,567.16	1,748,274.17	-	329,890.02	726,474.11
E7007	BASE	7	4,105,290.69	2,952,398.90	357,599.23	63,074.74	150,441.60	581,776.22	-	270,503.66	248,942.43
E7009	BASE	7	212,464.25	150,171.03	17,883.34	3,538.05	7,611.73	33,260.10	-	14,595.68	13,969.56
E7011	BASE	7	304,945.19	225,953.85	17,747.87	3,948.20	8,248.04	49,047.23	-	27,827.57	20,991.07
E7023	BASE	7	3,740,095.08	2,713,568.38	285,049.68	56,414.62	126,846.90	558,215.50	-	266,132.14	237,385.93
E7025	BASE	7	30,207,389.99	22,260,251.54	2,138,144.09	430,022.79	1,049,048.85	4,329,922.72	-	2,478,754.65	1,868,245.94
E7027	BASE	7	1,164,536.62	853,331.69	71,397.89	18,285.17	36,871.80	184,650.07	-	99,056.64	78,108.98
E7029	BASE	7	310,536.13	226,068.91	17,883.34	5,401.67	10,507.71	50,674.50	-	28,497.32	21,331.42
E7033	BASE	7	3,207,214.75	2,391,041.20	199,087.74	44,252.75	96,126.04	476,707.02	-	300,907.52	204,455.24
E7035	BASE	7	384,469.88	285,868.22	17,747.87	6,233.06	17,199.91	57,240.82	-	28,245.00	24,622.34
E7109	BASE	7	402,178.60	306,675.26	17,747.87	5,307.10	10,361.20	62,087.17	-	32,743.58	26,513.27
E7111	BASE	7	339,994.95	249,212.77	17,883.34	5,922.41	11,316.67	55,659.76	-	21,713.17	23,387.80
E7113	BASE	7	389,320.75	287,389.92	17,883.34	6,856.93	12,770.17	64,420.39	-	28,823.01	27,082.42
E7123	BASE	7	5,858,631.40	4,378,129.50	320,274.48	84,619.50	185,756.04	889,851.88	-	529,284.42	384,119.79
E7125	BASE	7	13,471,234.99	10,191,673.28	621,852.80	185,748.45	395,027.60	2,076,932.86	-	1,147,339.96	883,490.75



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
E7127	BASE	7	1,809,437.08	1,375,229.03	71,262.42	27,427.70	56,478.29	279,039.64	-	184,711.50	111,108.95
E7129	BASE	7	1,218,534.33	945,084.46	35,495.74	16,204.74	29,417.22	192,332.17	-	173,732.22	69,714.21
E7133	BASE	7	6,194,171.33	4,706,948.67	266,624.46	88,836.27	180,545.27	951,216.66	-	513,537.90	411,549.52
E7135	BASE	7	1,473,236.53	1,150,191.35	35,495.74	18,698.68	33,292.78	235,557.98	-	240,991.25	67,976.28
E7147	BASE	7	309,512.61	231,099.96	17,747.87	4,967.44	9,835.66	45,861.68	-	28,583.90	19,623.19
E7149	BASE	7	303,659.24	221,060.77	17,883.34	5,236.62	10,249.77	49,228.74	-	27,259.03	20,675.65
E7207	BASE	7	844,955.99	639,552.18	35,495.74	12,536.10	29,108.19	128,263.78	-	69,431.62	54,670.62
E7209	BASE	7	2,018,509.33	1,541,087.60	71,262.42	28,303.48	52,448.16	325,407.67	-	229,479.42	129,253.94
E7211	BASE	7	2,755,091.74	2,064,312.07	97,206.81	43,101.13	84,195.69	466,276.04	-	277,071.28	178,060.17
E7213	BASE	7	4,832,305.03	3,702,402.84	142,524.84	73,138.72	130,595.76	783,642.87	-	619,202.82	291,172.40
E7215	BASE	7	2,018,072.67	1,549,279.80	55,004.83	33,310.21	56,709.99	323,767.84	-	283,083.33	113,770.51
E7217	BASE	7	22,804,085.86	17,828,632.74	397,438.77	278,923.61	502,247.73	3,796,843.01	-	4,088,887.83	822,057.95
E7223	BASE	7	13,209,290.27	10,122,202.69	515,230.11	181,773.45	358,269.00	2,031,815.02	-	1,237,881.73	863,289.69
E7225	BASE	7	30,192,753.87	23,146,472.68	1,055,808.47	420,424.61	843,567.15	4,726,480.96	-	3,177,866.90	1,969,754.99
E7227	BASE	7	44,107,173.79	34,297,056.93	1,119,605.98	575,967.42	1,103,900.06	7,010,643.40	-	6,570,318.45	2,301,889.03
E7229	BASE	7	48,493,993.81	38,143,182.10	945,040.16	574,826.60	1,061,034.19	7,769,910.76	-	8,397,321.63	1,953,159.25
E7233	BASE	7	36,785,442.44	28,481,170.60	1,084,381.18	481,679.79	909,890.12	5,828,320.75	-	4,925,666.70	2,154,861.41
E7235	BASE	7	145,227,017.46	114,774,916.35	2,303,239.83	1,616,406.62	2,909,750.84	23,622,703.82	-	26,840,782.60	4,760,756.42
E7243	BASE	7	729,377.31	548,868.80	35,631.21	10,217.28	20,100.58	114,559.44	-	64,226.14	48,888.17
E7245	BASE	7	463,138.24	355,862.93	17,747.87	6,129.18	11,640.67	71,757.59	-	42,657.40	30,668.29
E7247	BASE	7	655,428.66	508,925.74	17,747.87	6,623.25	17,805.25	104,326.55	-	96,786.53	36,675.45
E7251	BASE	7	914,323.66	682,872.11	37,256.96	16,240.31	28,461.08	149,493.20	-	77,023.80	64,163.99
E7305	BASE	7	96,859.43	71,165.78	3,116.29	1,274.96	6,173.07	15,129.33	-	4,845.23	6,433.61
E7307	BASE	7	1,412,105.27	1,047,274.36	56,652.01	23,129.58	57,850.85	227,198.47	-	52,003.03	96,451.40
E7309	BASE	7	1,542,593.08	1,174,410.53	47,369.42	22,858.15	50,299.27	247,655.71	-	111,026.67	99,930.20
E7607	BASE	7	253,656.78	188,561.08	17,747.87	3,134.15	6,982.32	37,231.36	-	21,223.93	16,070.73
E7609	BASE	7	1,365,235.70	995,752.02	106,893.63	21,228.36	45,572.48	195,789.21	-	107,458.88	89,033.45
E7615	BASE	7	861,191.35	661,971.08	35,495.74	10,803.34	18,899.19	134,022.00	-	121,342.11	40,312.12
E7617	BASE	7	541,601.79	421,267.53	17,747.87	6,233.06	9,686.08	86,667.25	-	104,564.54	16,043.49
E7709	BASE	7	307,368.89	223,917.09	17,883.34	5,307.09	10,361.20	49,900.17	-	27,794.03	20,958.73
E7717	BASE	7	1,228,775.93	940,685.53	35,631.21	18,698.68	33,292.78	200,467.73	-	169,311.44	68,265.29
E7807	BASE	7	526,368.75	407,522.74	17,747.87	6,268.05	11,855.29	82,974.80	-	53,965.37	35,407.89
E7809	BASE	7	511,689.53	394,836.26	17,747.87	7,075.87	13,112.04	78,917.49	-	50,870.98	34,101.03
E7811	BASE	7	648,049.83	505,364.57	17,747.87	7,896.39	14,385.32	102,655.68	-	95,315.40	36,675.45
E7813	BASE	7	1,771,780.40	1,353,090.46	53,514.55	27,427.02	48,973.41	288,774.96	-	218,367.96	108,910.75
E7815	BASE	7	1,444,899.98	1,112,246.74	35,631.21	21,606.63	37,806.66	237,608.74	-	221,805.75	73,681.09



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
E7817	BASE	7	8,260,733.86	6,597,986.06	124,235.09	87,261.02	159,343.97	1,291,907.72	-	1,490,322.52	256,728.15
E7905	BASE	7	12,199.02	7,498.59	447.19	182.14	2,393.46	1,677.64	-	-	704.82
E8005	BASE	7	32,077,236.17	24,410,561.23	749,745.58	523,566.44	996,774.60	5,396,588.32	-	4,961,867.36	1,550,934.98
E9007	BASE	1	4,006,895.89	2,909,199.33	330,096.80	54,596.35	62,840.88	650,162.53	-	291,959.07	276,059.95
E9009	BASE	1	1,046,531.67	786,812.33	87,994.20	14,493.19	5,495.51	151,736.44	-	96,564.37	74,713.39
E9011	BASE	1	602,408.29	446,887.98	33,124.83	8,832.16	-	113,563.32	-	56,626.93	42,985.62
E9013	BASE	1	1,802,222.79	1,303,853.25	110,077.43	23,448.51	55,307.70	309,535.90	-	154,842.06	118,254.21
E9015	BASE	1	1,299,340.78	1,013,588.95	49,653.39	11,181.18	27,407.15	197,510.11	-	201,461.06	61,584.10
E9017	BASE	1	2,812,166.43	2,223,506.54	84,403.99	31,537.98	33,290.68	439,427.24	-	424,376.21	159,475.46
E9207	BASE	1	833,292.93	632,384.82	44,301.93	12,947.10	-	143,659.08	-	59,128.35	61,853.43
E9209	BASE	1	1,214,784.74	940,646.75	35,495.74	11,692.00	26,224.08	200,726.17	-	166,035.11	73,351.28
E9211	BASE	1	343,602.68	263,130.66	14,767.31	5,435.18	-	60,269.53	-	31,454.20	25,974.08
E9213	BASE	1	8,098,377.99	5,987,581.03	227,064.30	96,938.14	163,244.70	1,623,549.82	-	1,019,708.42	464,678.57
E9215	BASE	1	6,218,296.27	4,981,803.70	107,977.50	54,299.83	113,536.46	960,678.78	-	1,073,389.43	223,137.64
E9217	BASE	1	24,835,027.86	19,762,799.54	436,922.74	253,168.28	537,627.72	3,844,509.58	-	4,557,682.71	903,970.51
E9303	BASE	1	1,005,112.48	773,047.34	30,569.22	15,464.75	14,991.77	171,039.40	-	66,065.49	74,410.52
E9305	BASE	1	2,135,302.01	1,658,932.41	47,985.36	28,475.47	40,420.55	359,488.22	-	179,668.19	148,238.17
JA01004	BASE	5	13,799,571.79	10,093,811.60	1,531,975.71	-	630,136.76	1,543,647.72	-	815,644.68	922,687.91
JA01005	BASE	6	6,286,351.53	4,574,846.77	550,319.44	-	247,624.78	913,560.54	-	452,395.69	397,559.76
JA01007	BASE	12	8,076,214.96	6,035,408.62	516,449.34	-	251,013.28	1,273,343.72	-	744,364.26	546,246.04
JA01008	BASE	11	3,862,867.60	2,900,698.79	249,012.06	-	124,477.21	588,679.54	-	347,658.30	253,773.67
JA01009	BASE	10	7,617,144.34	5,656,757.82	533,113.45	-	268,859.95	1,158,413.12	-	666,451.91	500,172.39
JA01024	BASE	3	166,994.44	118,082.80	17,747.87	-	5,442.13	25,721.64	-	9,801.01	11,076.60
JA01026	BASE	3	334,271.53	230,706.22	35,495.74	-	17,793.02	50,276.55	-	18,630.45	21,831.70
JA01028	BASE	7	11,130,700.44	8,066,418.18	974,845.61	-	399,921.80	1,689,514.85	-	814,625.36	725,125.91
JA04003	BASE	8	11,672,165.74	8,623,938.57	920,653.71	-	405,324.71	1,722,248.75	-	895,960.36	742,319.05
JA08004	BASE	3	345,601.12	245,488.97	35,495.74	-	12,395.42	52,220.99	-	21,199.13	22,580.19
JA08005	BASE	2	169,203.59	119,549.13	17,747.87	-	5,307.98	26,598.61	-	10,045.29	11,456.28
JA08016	BASE	7	376,668.25	261,557.36	35,495.74	-	21,282.54	58,332.61	-	34,443.67	25,148.84
JA08026	BASE	9	4,433,942.68	3,258,914.06	338,970.75	-	169,499.48	666,558.39	-	364,360.45	288,750.54
JA08029	BASE	4	23,737,702.92	16,643,112.10	2,636,303.63	-	1,039,262.74	3,419,024.45	-	1,276,335.91	1,472,229.22
JP01002	BASE	8	400,288.08	291,057.51	35,631.21	-	13,250.58	60,348.78	-	27,549.46	25,913.33
JP07537	BASE	10	1,609,806.03	1,203,875.54	106,487.22	-	51,332.59	248,110.68	-	151,607.33	107,708.27
JP07540	BASE	13	5,644,347.72	4,220,947.68	338,293.29	-	185,662.48	899,444.27	-	508,229.66	386,402.14
JP07541	BASE	14	7,976,156.41	6,051,675.43	416,532.96	-	237,005.13	1,270,942.89	-	710,384.82	544,716.58
JP07542	BASE	15	43,213,456.61	33,273,248.64	1,964,661.99	-	1,197,959.50	6,777,586.48	-	3,767,728.74	2,896,236.78



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
JS06008	BASE	9	819,790.94	591,804.61	70,991.48	-	30,615.84	126,379.01	-	61,758.99	54,525.94
JS06009	BASE	8	849,165.32	616,590.79	70,991.48	-	38,807.54	122,775.51	-	60,492.95	53,176.92
JS07002	BASE	6	674,508.84	500,405.15	53,243.61	-	21,626.98	99,233.10	-	52,614.18	42,850.00
JS08012	BASE	3	187,139.04	134,771.80	17,747.87	-	6,953.29	27,666.08	-	13,081.25	11,915.95
JS08013	BASE	4	2,640,501.22	1,907,229.84	247,115.37	-	96,237.48	389,918.53	-	181,257.94	168,198.71
P02802	BASE	25	1,607,977.91	1,206,313.95	45,861.12	-	124,309.73	231,493.11	-	68,035.07	104,966.49
P03802	BASE	25	1,461,782.33	1,092,617.43	40,765.44	-	116,154.24	212,245.22	-	59,216.45	92,534.53
P04803	BASE	25	3,094,009.27	2,329,729.19	86,626.56	-	224,721.99	452,931.53	-	139,579.85	200,683.23
P05005	BASE	14	3,315,498.90	2,470,102.18	199,290.97	-	96,743.20	549,362.55	-	303,598.22	231,029.74
P05010	BASE	9	687,697.34	508,059.63	53,243.61	-	20,695.14	105,698.96	-	56,980.28	45,678.17
S01803	BASE	21	61,805,578.61	45,922,910.45	1,913,614.19	-	4,900,568.44	9,068,485.53	-	2,170,569.00	3,919,351.85
S01804	BASE	21	492,858.15	369,338.01	15,287.04	-	35,845.77	72,387.33	-	17,867.55	31,641.04
S01807	BASE	21	10,988,956.79	8,185,048.19	341,410.56	-	833,260.66	1,629,237.38	-	388,344.96	699,930.49
S01808	BASE	21	820,843.87	613,063.67	25,478.40	-	61,394.18	120,907.62	-	29,358.74	52,470.95
S01811	BASE	21	164,741.81	121,973.68	5,095.68	-	13,599.82	24,072.63	-	5,763.60	10,426.35
S01813	BASE	24	406,241,185.91	306,787,541.56	11,400,788.88	-	28,942,260.95	59,110,594.52	-	16,790,099.34	26,025,498.09
S02803	BASE	21	348,052.77	265,650.95	10,191.36	-	23,897.18	48,313.28	-	12,061.19	21,187.46
S02805	BASE	22	37,499,770.11	28,277,362.55	1,090,263.21	-	2,776,894.16	5,355,250.19	-	1,408,873.76	2,351,266.05
S02810	BASE	21	328,888.74	244,543.25	10,191.36	-	25,548.41	48,605.72	-	11,628.51	20,916.19
S03802	BASE	21	541,444.15	407,046.20	15,287.04	-	46,640.99	72,469.92	-	17,973.12	31,706.71
S05805	BASE	21	131,005,621.33	98,491,234.40	3,937,399.46	-	9,938,454.77	18,638,532.70	-	4,612,758.86	8,156,830.41
S05806	BASE	23	295,034,434.56	222,597,733.12	8,292,010.03	-	21,366,867.56	42,777,823.85	-	11,912,498.09	18,728,682.27
S08802	BASE	21	166,237.07	123,384.22	5,095.68	-	13,599.82	24,157.35	-	6,001.45	10,575.60
S10802	BASE	22	168,732.00	126,527.91	5,095.68	-	12,106.44	25,001.97	-	6,507.18	10,892.45
T03803	BASE	22	1,532,195.20	1,134,696.63	45,861.12	-	124,706.88	226,930.57	-	57,877.81	97,599.94
T03804	BASE	25	8,548,214.42	6,444,202.54	234,401.28	-	648,231.80	1,221,378.80	-	344,512.20	534,633.83
T05010	BASE	6	187,590.89	135,618.06	17,747.87	-	6,201.54	28,023.42	-	13,234.09	12,063.95
T05808	BASE	21	163,686.47	122,569.57	5,095.68	-	11,948.59	24,072.63	-	5,864.65	10,489.84
T06007	BASE	15	12,772,304.62	9,844,746.24	588,249.77	-	300,163.80	2,039,144.81	-	1,115,194.17	875,596.46
T06803	BASE	26	246,462,365.99	186,216,963.53	6,610,279.97	-	17,954,841.16	35,680,281.33	-	10,753,072.60	15,721,452.10
T06806	BASE	21	170,735.31	122,569.57	5,095.68	-	18,997.43	24,072.63	-	5,864.65	10,489.84
T14805	BASE	24	174,758.94	131,276.10	5,095.68	-	12,292.11	26,095.05	-	7,106.96	11,378.23
T14807	BASE	21	4,170,261.58	3,098,451.02	127,392.00	-	342,215.10	602,203.46	-	147,701.43	262,925.15
T16803	BASE	22	168,732.00	126,527.91	5,095.68	-	12,106.44	25,001.97	-	6,507.18	10,892.45
T17804	BASE	24	3,021,040.43	2,248,446.25	86,626.56	-	240,907.56	445,060.06	-	123,548.83	195,174.17
T18817	BASE	24	174,642.36	131,159.52	5,095.68	-	12,292.11	26,095.05	-	7,087.53	11,365.80



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
T22818	BASE	27	26,114,093.76	19,827,417.32	669,657.28	-	1,855,934.02	3,761,085.14	-	1,218,286.57	1,660,095.32
T26803	BASE	24	6,982,315.20	5,243,491.08	193,635.84	-	547,184.11	998,004.17	-	275,335.71	435,738.39
T26805	BASE	22	169,198.36	126,994.27	5,095.68	-	12,106.44	25,001.97	-	6,586.46	10,941.94

			531		INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
A01803	BASE	4155	635,737,189	660,530,924		
A01805	BASE	21	3,430,101	3,563,874		
A01806	BASE	2827	486,394,682	505,364,076		
A01807	BASE	311	58,478,415	60,759,072		
A01808	BASE	1	159,244	165,454		
A02804	BASE	2	334,637	347,687		
A03803	BASE	577	93,276,343	96,914,118		
A03804	BASE	57	9,881,745	10,267,133		
A04003	BASE	6	1,905,797	1,980,123		
A04012	BASE	3	634,689	659,442		
A08006	BASE	7	1,876,485	1,949,667		
A08007	BASE	4	1,124,930	1,168,802		
A08025	BASE	4	905,419	940,731		
AA0101	MANDOS MEDIOS Y SUPERIORES	1	920,830	956,743		
AA0201	MANDOS MEDIOS Y SUPERIORES	9	6,874,351	7,142,450		



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
AA0301	MANDOS MEDIOS Y SUPERIORES	17	9,715,223	10,094,116	
AA0401	MANDOS MEDIOS Y SUPERIORES	2	840,769	873,559	
AA0402	MANDOS MEDIOS Y SUPERIORES	40	18,703,455	19,432,890	
AA0501	MANDOS MEDIOS Y SUPERIORES	52	17,050,106	17,715,061	
AA0801	MANDOS MEDIOS Y SUPERIORES	71	15,715,331	16,328,229	
AA0802	MANDOS MEDIOS Y SUPERIORES	7	1,141,952	1,186,488	
CF04807	CONFIANZA	17	3,265,888	3,393,258	
CF04808	CONFIANZA	6	1,173,585	1,219,355	
CF12804	CONFIANZA	568	107,140,667	111,319,150	
CF12814	CONFIANZA	87	16,997,218	17,660,110	
CF12825	CONFIANZA	20	3,949,725	4,103,764	
CF21807	CONFIANZA	11	1,997,090	2,074,977	
CF21817	CONFIANZA	6	1,183,298	1,229,446	
CF22811	CONFIANZA	16	2,822,569	2,932,650	
CF33834	CONFIANZA	22	4,197,662	4,361,370	
CF33865	CONFIANZA	1	170,545	177,197	
CF33890	CONFIANZA	826	178,177,572	185,126,494	
CF33892	CONFIANZA	54	10,433,211	10,840,107	
CF34810	CONFIANZA	1	170,986	177,654	
CF34813	CONFIANZA	1	184,191	191,375	
CF34844	CONFIANZA	1	157,542	163,686	
E0101	BASE	66	42,132,435	43,775,600	
E0105	BASE	1	521,661	542,006	
E0113	BASE	4	2,484,613	2,581,513	
E0121	BASE	439	165,028,861	171,464,985	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E0125	BASE	13	5,419,407	5,630,764	
E0165	BASE	253	13,544,530	14,072,767	
E0181	BASE	7198	1,746,647,577	1,814,766,818	
E0182	BASE	3	498,022	517,445	
E0183	BASE	101	4,387,402	4,558,511	
E0191	BASE	16	3,581,174	3,720,840	
E0195	BASE	90	31,057,652	32,268,900	
E0199	BASE	7	1,999,681	2,077,668	
E0201	BASE	191	110,792,111	115,113,004	
E0205	BASE	39	25,116,617	26,096,165	
E0221	BASE	1391	460,164,842	478,111,272	
E0247	BASE	11	2,851,670	2,962,885	
E0249	BASE	16	4,147,622	4,309,380	
E0261	BASE	86	7,356,399	7,643,299	
E0265	BASE	2	337,349	350,506	
E0281	BASE	21486	5,172,991,902	5,374,738,556	
E0285	BASE	1	416,575	432,821	
E0289	BASE	13	3,211,461	3,336,708	
E0299	BASE	38	11,049,599	11,480,534	
E0301	BASE	29	25,993,851	27,007,611	
E0321	BASE	229	169,978,726	176,607,895	
E0341	BASE	122	84,047,394	87,325,242	
E0351	BASE	15	14,892,509	15,473,317	
E0361	BASE	18	1,176,261	1,222,135	
E0363	BASE	10930	904,516,683	939,792,849	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E0365	BASE	1190	101,529,212	105,488,855	
E0366	BASE	3	184,863	192,073	
E0371	BASE	46	3,432,123	3,565,976	
E0392	BASE	44	4,586,853	4,765,741	
E0401	BASE	30	28,498,254	29,609,686	
E0421	BASE	177	128,009,278	133,001,639	
E0441	BASE	78	52,700,673	54,755,999	
E0451	BASE	23	25,196,495	26,179,158	
E0461	BASE	23	1,922,243	1,997,210	
E0463	BASE	17035	1,305,489,614	1,356,403,748	
E0465	BASE	3634	276,378,071	287,156,825	
E0466	BASE	26	1,699,083	1,765,347	
E0492	BASE	43	3,854,799	4,005,136	
E0629	BASE	74	28,280,053	29,382,975	
E0633	BASE	11	7,484,775	7,776,682	
E0671	BASE	9	994,712	1,033,506	
E0681	BASE	2	484,660	503,562	
E0687	BASE	1557	384,209,911	399,194,096	
E0689	BASE	132	33,913,789	35,236,427	
E0692	BASE	8	2,454,379	2,550,100	
E0701	BASE	35	42,139,616	43,783,061	
E0763	BASE	8187	1,091,111,288	1,133,664,668	
E0792	BASE	36	1,989,306	2,066,889	
E0885	BASE	1	226,222	235,044	
E0961	BASE	1	53,196	55,271	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E0963	BASE	19	1,650,208	1,714,566	
E0969	BASE	1	39,386	40,922	
E1065	BASE	3	244,996	254,551	
E1067	BASE	1623	58,301,656	60,575,420	
E1303	BASE	6	3,803,792	3,952,140	
E1305	BASE	26	9,390,039	9,756,250	
E1331	BASE	194	52,580,051	54,630,673	
E1333	BASE	23	6,681,616	6,942,199	
E1335	BASE	72	22,958,423	23,853,801	
E1405	BASE	7	2,279,875	2,368,790	
E1411	BASE	20	10,631,728	11,046,366	
E1421	BASE	5	1,956,992	2,033,315	
E1441	BASE	224	50,450,393	52,417,958	
E1443	BASE	1	231,580	240,612	
E1445	BASE	2	723,197	751,401	
E1451	BASE	2	454,243	471,959	
E1461	BASE	246	57,399,603	59,638,186	
E1471	BASE	10	2,282,675	2,371,700	
E1481	BASE	180	88,459,897	91,909,835	
E1483	BASE	647	188,051,211	195,385,209	
E1485	BASE	5916	1,399,653,192	1,454,239,655	
E1487	BASE	3231	723,902,516	752,134,727	
E1489	BASE	2015	481,833,977	500,625,496	
E1491	BASE	1642	362,666,361	376,810,356	
E1492	BASE	2	594,086	617,255	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E1493	BASE	25	6,674,601	6,934,910	
E1494	BASE	13	3,868,115	4,018,972	
E1495	BASE	14	3,922,959	4,075,954	
E1501	BASE	7	1,413,866	1,469,007	
E1525	BASE	9	1,424,651	1,480,213	
E1563	BASE	74	3,914,402	4,067,063	
E1587	BASE	324	40,682,400	42,269,012	
E1589	BASE	244	25,963,149	26,975,711	
E1813	BASE	5	758,434	788,013	
E1815	BASE	1	141,099	146,602	
E1817	BASE	2	310,578	322,691	
E1901	BASE	1	238,684	247,993	
E1903	BASE	1	242,795	252,264	
E1905	BASE	1	268,899	279,386	
E2225	BASE	4	700,240	727,549	
E2227	BASE	4	735,312	763,990	
E2229	BASE	1	227,497	236,369	
E2231	BASE	4	914,100	949,750	
E2233	BASE	18	5,408,404	5,619,332	
E2331	BASE	531	121,849,853	126,601,997	
E2333	BASE	161	37,266,840	38,720,246	
E2335	BASE	29	6,912,785	7,182,383	
E2401	BASE	56	4,859,021	5,048,523	
E2403	BASE	5	905,013	940,308	
E2405	BASE	64	9,714,620	10,093,490	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E2603	BASE	3	1,379,427	1,433,225	
E2605	BASE	4	1,451,528	1,508,137	
E2609	BASE	1	346,119	359,618	
E2709	BASE	9	9,358,512	9,723,494	
E2711	BASE	57	53,762,213	55,858,939	
E2725	BASE	118	94,825,250	98,523,434	
E2781	BASE	6788	2,385,654,216	2,478,694,768	
E2792	BASE	101	10,621,207	11,035,435	
E2803	BASE	1	541,521	562,641	
E2807	BASE	3	1,726,620	1,793,958	
E3001	BASE	442	12,429,676	12,914,435	
E7007	BASE	21	3,951,194	4,105,291	
E7009	BASE	1	204,489	212,464	
E7011	BASE	1	293,499	304,945	
E7023	BASE	19	3,599,707	3,740,095	
E7025	BASE	126	29,073,522	30,207,390	
E7027	BASE	4	1,120,824	1,164,537	
E7029	BASE	1	298,880	310,536	
E7033	BASE	12	3,086,828	3,207,215	
E7035	BASE	1	370,038	384,470	
E7109	BASE	1	387,082	402,179	
E7111	BASE	1	327,233	339,995	
E7113	BASE	1	374,707	389,321	
E7123	BASE	18	5,638,721	5,858,631	
E7125	BASE	36	12,965,577	13,471,235	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E7127	BASE	4	1,741,518	1,809,437	
E7129	BASE	2	1,172,795	1,218,534	
E7133	BASE	15	5,961,666	6,194,171	
E7135	BASE	2	1,417,937	1,473,237	
E7147	BASE	1	297,895	309,513	
E7149	BASE	1	292,261	303,659	
E7207	BASE	2	813,240	844,956	
E7209	BASE	4	1,942,742	2,018,509	
E7211	BASE	6	2,651,676	2,755,092	
E7213	BASE	8	4,650,919	4,832,305	
E7215	BASE	4	1,942,322	2,018,073	
E7217	BASE	23	21,948,110	22,804,086	
E7223	BASE	29	12,713,465	13,209,290	
E7225	BASE	60	29,059,436	30,192,754	
E7227	BASE	63	42,451,562	44,107,174	
E7229	BASE	54	46,673,719	48,493,994	
E7233	BASE	61	35,404,660	36,785,442	
E7235	BASE	132	139,775,763	145,227,017	
E7243	BASE	2	701,999	729,377	
E7245	BASE	1	445,754	463,138	
E7247	BASE	1	630,826	655,429	
E7251	BASE	3	880,004	914,324	
E7305	BASE	3	93,224	96,859	
E7307	BASE	16	1,359,100	1,412,105	
E7309	BASE	12	1,484,690	1,542,593	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E7607	BASE	1	244,135	253,657	
E7609	BASE	6	1,313,990	1,365,236	
E7615	BASE	2	828,866	861,191	
E7617	BASE	1	521,272	541,602	
E7709	BASE	1	295,831	307,369	
E7717	BASE	2	1,182,652	1,228,776	
E7807	BASE	1	506,611	526,369	
E7809	BASE	1	492,483	511,690	
E7811	BASE	1	623,725	648,050	
E7813	BASE	3	1,705,275	1,771,780	
E7815	BASE	2	1,390,664	1,444,900	
E7817	BASE	7	7,950,658	8,260,734	
E7905	BASE	1	11,741	12,199	
E8005	BASE	42	30,873,182	32,077,236	
E9007	BASE	26	3,856,493	4,006,896	
E9009	BASE	6	1,007,249	1,046,532	
E9011	BASE	4	579,796	602,408	
E9013	BASE	7	1,734,574	1,802,223	
E9015	BASE	3	1,250,569	1,299,341	
E9017	BASE	7	2,706,609	2,812,166	
E9207	BASE	3	802,014	833,293	
E9209	BASE	2	1,169,186	1,214,785	
E9211	BASE	1	330,705	343,603	
E9213	BASE	18	7,794,396	8,098,378	
E9215	BASE	7	5,984,886	6,218,296	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
E9217	BASE	26	23,902,818	24,835,028	
E9303	BASE	14	967,385	1,005,112	
E9305	BASE	24	2,055,151	2,135,302	
JA01004	BASE	87	13,281,590	13,799,572	
JA01005	BASE	31	6,050,386	6,286,352	
JA01007	BASE	29	7,773,065	8,076,215	
JA01008	BASE	14	3,717,871	3,862,868	
JA01009	BASE	30	7,331,226	7,617,144	
JA01024	BASE	1	160,726	166,994	
JA01026	BASE	2	321,724	334,272	
JA01028	BASE	55	10,712,897	11,130,700	
JA04003	BASE	52	11,234,038	11,672,166	
JA08004	BASE	2	332,629	345,601	
JA08005	BASE	1	162,852	169,204	
JA08016	BASE	2	362,530	376,668	
JA08026	BASE	20	4,267,510	4,433,943	
JA08029	BASE	149	22,846,682	23,737,703	
JP01002	BASE	2	385,263	400,288	
JP07537	BASE	6	1,549,380	1,609,806	
JP07540	BASE	19	5,432,481	5,644,348	
JP07541	BASE	24	7,676,763	7,976,156	
JP07542	BASE	113	41,591,392	43,213,457	
JS06008	BASE	4	789,019	819,791	
JS06009	BASE	4	817,291	849,165	
JS07002	BASE	3	649,190	674,509	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
JS08012	BASE	1	180,115	187,139	
JS08013	BASE	14	2,541,387	2,640,501	
P02802	BASE	9	1,547,621	1,607,978	
P03802	BASE	8	1,406,913	1,461,782	
P04803	BASE	17	2,977,872	3,094,009	
P05005	BASE	12	3,191,048	3,315,499	
P05010	BASE	3	661,884	687,697	
S01803	BASE	379	59,485,640	61,805,579	
S01804	BASE	3	474,358	492,858	
S01807	BASE	67	10,576,474	10,988,957	
S01808	BASE	5	790,033	820,844	
S01811	BASE	1	158,558	164,742	
S01813	BASE	2285	390,992,476	406,241,186	
S02803	BASE	2	334,988	348,053	
S02805	BASE	216	36,092,175	37,499,770	
S02810	BASE	2	316,544	328,889	
S03802	BASE	3	521,120	541,444	
S05805	BASE	779	126,088,185	131,005,621	
S05806	BASE	1650	283,960,003	295,034,435	
S08802	BASE	1	159,997	166,237	
S10802	BASE	1	162,398	168,732	
T03803	BASE	9	1,474,683	1,532,195	
T03804	BASE	46	8,227,348	8,548,214	
T05010	BASE	1	180,549	187,591	
T05808	BASE	1	157,542	163,686	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			531	INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
T06007	BASE	34	12,292,882	12,772,305	
T06803	BASE	1317	237,211,137	246,462,366	
T06806	BASE	1	164,327	170,735	
T14805	BASE	1	168,199	174,759	
T14807	BASE	25	4,013,726	4,170,262	
T16803	BASE	1	162,398	168,732	
T17804	BASE	17	2,907,642	3,021,040	
T18817	BASE	1	168,087	174,642	
T22818	BASE	132	25,133,873	26,114,094	
T26803	BASE	38	6,720,226	6,982,315	
T26805	BASE	1	162,847	169,198	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				535	INSTITUTO TECNOLÓGICO SUPERIOR DE SAN MIGUEL EL GRANDE						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
MANDOS MEDIOS Y SUPERIORES											
DIRECTOR	MMyS	22B	625,476.81	518,028.60	16,566.00	-	-	90,882.21	-	-	107,466.30
SUBDIRECTOR DE ÁREA	MMyS	19A	487,370.06	400,534.80	16,566.00	-	-	70,269.26	-	-	84,658.74
JEFE DE DIVISION	MMyS	18A	423,478.86	346,179.60	16,566.00	-	-	60,733.26	-	-	74,107.74
JEFE DE DEPTO	MMyS	17A	305,051.07	245,427.60	16,566.00	-	-	43,057.47	-	-	54,549.78
CONTRATO											
INGENIERO EN SISTEMAS	CONTRATO	16	163,249.29	122,663.40	16,566.00	-	-	21,519.89	2,500.00	-	30,719.04
TECNICO ESPECIALIZADO	CONTRATO	14	147,124.32	111,072.00	16,566.00	-	-	19,486.32	-	-	28,469.04
COORDINADOR DE PROMOCIONES	CONTRATO	13	143,289.64	105,682.80	16,566.00	-	-	18,540.84	2,500.00	-	27,422.70
ANALISTA ESPECIALIZADO	CONTRATO	13	140,789.64	105,682.80	16,566.00	-	-	18,540.84	-	-	27,422.70
MEDICO GENERAL	CONTRATO	13	143,289.64	105,682.80	16,566.00	-	-	18,540.84	2,500.00	-	27,422.70
PSICOLOGO	CONTRATO	13	140,789.64	105,682.80	16,566.00	-	-	18,540.84	-	-	27,422.70
JEFE DE OFICINA	CONTRATO	12	150,512.08	100,580.40	16,566.00	-	-	17,645.68	15,720.00	-	26,432.58
PROGRAMADOR	CONTRATO	12	134,792.08	100,580.40	16,566.00	-	-	17,645.68	-	-	26,432.58
SECRETARIA DE DIRECTOR GENERAL	CONTRATO	12	137,292.08	100,580.40	16,566.00	-	-	17,645.68	2,500.00	-	26,432.58
ANALISTA TECNICO	CONTRATO	10	126,301.26	91,230.00	16,566.00	-	-	16,005.26	2,500.00	-	24,617.40
SECRETARIA DE SUBDIRECTOR	CONTRATO	8	116,201.19	82,637.40	16,566.00	-	-	14,497.79	2,500.00	-	22,991.58
CAPTURISTA	CONTRATO	7	140,406.05	78,609.00	16,566.00	-	-	13,791.05	31,440.00	-	22,262.16



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				535	INSTITUTO TECNOLÓGICO SUPERIOR DE SAN MIGUEL EL GRANDE							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
CHOFER DE DIRECTOR	CONTRATO	7	108,966.05	78,609.00	16,566.00	-	-	13,791.05	-	-	22,262.16	
LABORATORISTA	CONTRATO	6	120,247.83	74,833.20	16,566.00	-	-	13,128.63	15,720.00	-	21,579.12	
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	5	131,820.18	71,304.60	16,566.00	-	-	12,509.58	31,440.00	-	20,940.66	
BIBLIOTECARIO	CONTRATO	4	98,948.34	67,959.60	16,566.00	-	-	11,922.74	2,500.00	-	18,943.32	
TECNICO EN MANTENIMIENTO	CONTRATO	4	96,448.34	67,959.60	16,566.00	-	-	11,922.74	-	-	20,334.72	
ALMACENISTA	CONTRATO	3	111,138.49	64,956.60	16,566.00	-	-	11,395.89	18,220.00	-	19,791.42	
AUXILIAR ADMINISTRATIVO	CONTRATO	3	92,918.49	64,956.60	16,566.00	-	-	11,395.89	-	-	19,791.42	
INTENDENTE	CONTRATO	3	95,418.49	64,956.60	16,566.00	-	-	11,395.89	2,500.00	-	19,791.42	
CHOFER	CONTRATO	3	92,918.49	64,956.60	16,566.00	-	-	11,395.89	-	-	19,791.42	
VIGILANTE	CONTRATO	1	87,410.39	60,270.60	16,566.00	-	-	10,573.79	-	-	18,943.32	
PROFESOR TITULAR " A "	CONTRATO	E13013	343,249.45	267,381.60	16,566.00	-	9,892.80	46,909.05	2,500.00	-	60,158.88	
PROFESOR ASOCIADO " A "	CONTRATO	E13010	255,884.16	184,093.80	16,566.00	-	7,207.20	32,297.16	15,720.00	-	42,700.32	
PROFESOR ASOCIADO " B "	CONTRATO	E13011	269,909.23	206,434.80	16,566.00	-	8,191.80	36,216.63	2,500.00	-	47,065.44	
PROFESOR ASOCIADO " C "	CONTRATO	E13012	315,638.87	231,291.60	16,566.00	-	8,983.80	40,577.47	18,220.00	-	51,863.40	
PROFESOR ASIGNATURA " A " (H/S/M)	CONTRATO	E13001	1,985,608.16	1,518,270.00	134,550.00	-	61,425.00	266,363.16	5,000.00	-	430,061.52	
PROFESOR ASIGNATURA " B " (H/S/M)	CONTRATO	E13002	3,347,972.11	2,556,576.00	198,720.00	-	98,784.00	448,522.11	45,370.00	-	877,984.92	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			535	INSTITUTO TECNOLÓGICO SUPERIOR DE SAN MIGUEL EL GRANDE	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
MANDOS MEDIOS Y SUPERIORES					
DIRECTOR	MMyS	1	625,477	625,477	
SUBDIRECTOR DE ÁREA	MMyS	3	487,370	487,370	
JEFE DE DIVISION	MMyS	4	423,479	423,479	
JEFE DE DEPTO	MMyS	8	305,051	305,051	
CONTRATO					
INGENIERO EN SISTEMAS	CONTRATO	1	163,249	163,249	
TECNICO ESPECIALIZADO	CONTRATO	2	147,124	147,124	
COORDINADOR DE PROMOCIONES	CONTRATO	1	143,290	143,290	
ANALISTA ESPECIALIZADO	CONTRATO	2	140,790	140,790	
MEDICO GENERAL	CONTRATO	1	143,290	143,290	
PSICOLOGO	CONTRATO	2	140,790	140,790	
JEFE DE OFICINA	CONTRATO	2	150,512	150,512	
PROGRAMADOR	CONTRATO	2	134,792	134,792	
SECRETARIA DE DIRECTOR GENERAL	CONTRATO	1	137,292	137,292	
ANALISTA TECNICO	CONTRATO	3	126,301	126,301	
SECRETARIA DE SUBDIRECTOR	CONTRATO	3	116,201	116,201	
CAPTURISTA	CONTRATO	4	140,406	140,406	
CHOFER DE DIRECTOR	CONTRATO	1	108,966	108,966	
LABORATORISTA	CONTRATO	5	120,248	120,248	
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	5	131,820	131,820	
BIBLIOTECARIO	CONTRATO	1	98,948	98,948	
TECNICO EN MANTENIMIENTO	CONTRATO	3	96,448	96,448	
ALMACENISTA	CONTRATO	2	111,138	111,138	
AUXILIAR ADMINISTRATIVO	CONTRATO	1	92,918	92,918	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			535	INSTITUTO TECNOLÓGICO SUPERIOR DE SAN MIGUEL EL GRANDE	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
INTENDENTE	CONTRATO	4	95,418	95,418	
CHOFER	CONTRATO	1	92,918	92,918	
VIGILANTE	CONTRATO	4	87,410	87,410	
PROFESOR TITULAR " A "	CONTRATO	1	343,249	343,249	
PROFESOR ASOCIADO " A "	CONTRATO	5	255,884	255,884	
PROFESOR ASOCIADO " B "	CONTRATO	3	269,909	269,909	
PROFESOR ASOCIADO " C "	CONTRATO	3	315,639	315,639	
PROFESOR ASIGNATURA " A " (H/S/M)	CONTRATO	325 Horas	1,985,608	1,985,608	
PROFESOR ASIGNATURA " B " (H/S/M)	CONTRATO	480 Horas	3,347,972	3,347,972	

				536	INSTITUTO TECNOLÓGICO SUPERIOR DE TEPOSCOLULA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
DIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES		633,882.26	525,222.29	16,566.00			92,093.97		18,519.49	16,708.40
SUBDIRECTOR DE AREA	MANDOS MEDIOS Y SUPERIORES		493,869.08	406,096.89	16,566.00			71,206.19		14,319.09	12,823.18



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				536	INSTITUTO TECNOLÓGICO SUPERIOR DE TEPOSCOLULA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
JEFE DE DIVISIÓN	MANDOS MEDIOS Y SUPERIORES		429,095.92	350,986.88	16,566.00				61,543.04		12,375.90	11,025.87
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES		309,033.34	248,835.77	16,566.00				43,631.57		8,774.02	7,694.21
INGENIERO EN SISTEMAS	CONTRATO	16	162,739.62	124,366.79	16,566.00				21,806.83		4,385.21	3,634.72
TÉCNICO ESPECIALIZADO	CONTRATO	14	148,926.56	112,614.42	16,566.00				19,746.14		3,970.82	3,251.40
COORDINADOR DE PROMOCIONES	CONTRATO	13	142,504.44	107,150.38	16,566.00				18,788.06		3,778.15	3,073.19
ANALISTA ESPECIALIZADO	CONTRATO	13	142,504.44	107,150.38	16,566.00				18,788.06		3,778.15	3,073.19
MÉDICO GENERAL	CONTRATO	13	142,504.44	107,150.38	16,566.00				18,788.06		3,778.15	3,073.19
PSICOLOGO	CONTRATO	13	142,504.44	107,150.38	16,566.00				18,788.06		3,778.15	3,073.19
JEFE DE OFICINA	CONTRATO	12	136,424.09	101,977.13	16,566.00				17,880.96		3,595.74	2,904.50
PROGRAMADOR	CONTRATO	12	136,424.09	101,977.13	16,566.00				17,880.96		3,595.74	2,904.50
SECRETARIA DE DIRECTOR GENERAL	CONTRATO	12	136,424.09	101,977.13	16,566.00				17,880.96		3,595.74	2,904.50
ANALISTA TÉCNICO	CONTRATO	10	125,281.55	92,496.88	16,566.00				16,218.67		3,261.47	2,595.23
SECRETARIA DE SUBDIRECTOR	CONTRATO	8	115,042.05	83,784.96	16,566.00				14,691.09		2,954.28	2,338.74
CAPTURISTA	CONTRATO	7	110,241.55	79,700.62	16,566.00				13,974.93		2,810.27	2,224.74
CHOFER DE DIRECTOR	CONTRATO	7	110,241.55	79,700.62	16,566.00				13,974.93		2,810.27	2,224.74
LABORATORISTA	CONTRATO	6	105,742.06	75,872.38	16,566.00				13,303.68		2,675.28	2,117.86
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	5	101,537.15	72,294.78	16,566.00				12,676.37		2,549.13	2,018.01
BIBLIOTECARIO	CONTRATO	4	97,551.04	68,903.33	16,566.00				12,081.71		2,429.55	1,923.26
TÉCNICO EN MANTENIMIENTO	CONTRATO	4	97,551.04	68,903.33	16,566.00				12,081.71		2,429.55	1,923.26
ALMACENISTA	CONTRATO	3	93,972.47	65,858.63	16,566.00				11,547.84		2,322.19	1,838.29
INTENDENTE	CONTRATO	3	93,972.47	65,858.63	16,566.00				11,547.84		2,322.19	1,838.29
VIGILANTE	CONTRATO	1	88,388.33	61,107.56	16,566.00				10,714.77		2,154.67	1,705.74
PROFESOR ASOCIADO A	CONTRATO		243,151.24	186,650.25	16,566.00				32,727.79	7,207.20	6,581.34	5,666.07
PROFESOR ASOCIADO B	CONTRATO		270,758.81	209,301.49	16,566.00				36,699.52	8,191.80	7,380.03	6,404.85
PROFESOR ASIGNATURA A	CONTRATO		5,182,791.60	3,978,646.00	347,760.00				697,625.60	158,760.00	140,288.15	129,340.40
PROFESOR ASIGNATURA B	CONTRATO		2,786,742.00	2,160,070.00	165,600.00				378,752.00	82,320.00	76,164.66	70,028.32



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			536	INSTITUTO TECNOLÓGICO SUPERIOR DE TEPOSCOLULA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES	1	633,882	633,882	
SUBDIRECTOR DE ÁREA	MANDOS MEDIOS Y SUPERIORES	3	493,869	493,869	
JEFE DE DIVISIÓN	MANDOS MEDIOS Y SUPERIORES	5	429,096	429,096	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	8	309,033	309,033	
INGENIERO EN SISTEMAS	CONTRATO	1	162,740	162,740	
TÉCNICO ESPECIALIZADO	CONTRATO	2	148,927	148,927	
COORDINADOR DE PROMOCIONES	CONTRATO	1	142,504	142,504	
ANALISTA ESPECIALIZADO	CONTRATO	2	142,504	142,504	
MÉDICO GENERAL	CONTRATO	1	142,504	142,504	
PSICOLOGO	CONTRATO	2	142,504	142,504	
JEFE DE OFICINA	CONTRATO	2	136,424	136,424	
PROGRAMADOR	CONTRATO	1	136,424	136,424	
SECRETARIA DE DIRECTOR GENERAL	CONTRATO	1	136,424	136,424	
ANALISTA TECNICO	CONTRATO	3	125,282	125,282	
SECRETARIA DE SUBDIRECTOR	CONTRATO	3	115,042	115,042	
CAPTURISTA	CONTRATO	4	110,242	110,242	
CHOFER DE DIRECTOR	CONTRATO	1	110,242	110,242	
LABORATORISTA	CONTRATO	4	105,742	105,742	
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	5	101,537	101,537	
BIBLIOTECARIO	CONTRATO	2	97,551	97,551	
TÉCNICO EN MANTENIMIENTO	CONTRATO	2	97,551	97,551	
ALMACENISTA	CONTRATO	1	93,972	93,972	
INTENDENTE	CONTRATO	4	93,972	93,972	
VIGILANTE	CONTRATO	3	88,388	88,388	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			536	INSTITUTO TECNOLÓGICO SUPERIOR DE TEPOSCOLULA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
PROFESOR ASOCIADO "A"	CONTRATO	2	243,151	243,151	
PROFESOR ASOCIADO "B"	CONTRATO	2	270,759	270,759	
PROFESOR ASIGNATURA "A"	CONTRATO	840 HRS	5,182,792	5,182,792	
PROFESOS ASIGNATURA "B"	CONTRATO	400 HRS	2,786,742	2,786,742	

				538	NOVAUNIVERSITAS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
Rector (1)	Mandos Medios y Superiores	N/A	-	-	-	-	-	-	-	-	-	-
Vice- Rector	Mandos Medios y Superiores	N/A	737,540.93	585,758.85	4,620.00			98,349.04	48,813.04	22,280.51		110,939.71
Vice- Rector	Mandos Medios y Superiores	N/A	796,116.82	585,758.85	4,620.00			98,349.04	107,388.93	22,280.51		110,939.71
Abogado General	Mandos Medios y Superiores	N/A	484,296.43	383,362.93	4,620.00			64,366.72	31,946.78	14,581.98		74,696.01
Jefe de Dpto "C"	Mandos Medios y Superiores	N/A	479,823.90	351,681.63	4,620.00			59,047.42	64,474.85	13,376.92		69,022.73



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538	NOVAUNIVERSITAS						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	403,018.79	294,840.88	4,620.00			49,503.85	54,054.06	11,214.86	58,844.07
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	403,018.79	294,840.88	4,620.00			49,503.85	54,054.06	11,214.86	58,844.07
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	403,018.79	294,840.88	4,620.00			49,503.85	54,054.06	11,214.86	58,844.07
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	403,018.79	294,840.88	4,620.00			49,503.85	54,054.06	11,214.86	58,844.07
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	403,018.79	294,840.88	4,620.00			49,503.85	54,054.06	11,214.86	58,844.07
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	403,018.79	294,840.88	4,620.00			49,503.85	54,054.06	11,214.86	58,844.07
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	373,534.71	294,840.88	4,620.00			49,503.85	24,569.98	11,214.86	58,844.07
Jefe de Dpto "A"	Mandos Medios y Superiores	N/A	364,160.07	266,082.91	4,620.00			44,675.38	48,781.78	10,121.00	53,694.29
Srio Part Rector	Mandos Medios y Superiores	N/A	403,018.79	294,840.88	4,620.00			49,503.85	54,054.06	11,214.86	58,844.07
Jefe de Área "C"	Confianza	N/A	280,844.68	220,761.94	4,620.00			37,065.98	18,396.76	8,397.12	45,578.51
Jefe de Área "C"	Confianza	N/A	280,844.68	220,761.94	4,620.00			37,065.98	18,396.76	8,397.12	45,578.51
Jefe de Área "C"	Confianza	N/A	280,844.68	220,761.94	4,620.00			37,065.98	18,396.76	8,397.12	45,578.51
Jefe de Área "C"	Confianza	N/A	280,844.68	220,761.94	4,620.00			37,065.98	18,396.76	8,397.12	45,578.51



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538	NOVAUNIVERSITAS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
Jefe de Área "C"	Confianza	N/A	280,844.68	220,761.94	4,620.00				37,065.98	18,396.76	8,397.12	45,578.51
Jefe de Área "C"	Confianza	N/A	280,844.68	220,761.94	4,620.00				37,065.98	18,396.76	8,397.12	45,578.51
Titular "B"	Base	N/A	710,371.74	522,301.95	4,620.00				87,694.61	95,755.18	19,866.80	99,576.27
Titular "A"	Base	N/A	558,015.36	409,548.37	4,620.00				68,763.26	75,083.73	15,577.99	79,385.12
Titular "A"	Base	N/A	558,015.36	409,548.37	4,620.00				68,763.26	75,083.73	15,577.99	79,385.12
Titular "A"	Base	N/A	517,060.52	409,548.37	4,620.00				68,763.26	34,128.89	15,577.99	79,385.12
Titular "A"	Base	N/A	517,060.52	409,548.37	4,620.00				68,763.26	34,128.89	15,577.99	79,385.12
Asociado "C"	Base	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Base	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Base	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Base	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Base	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Base	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Base	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	498,156.06	341,987.51	4,620.00	31,431.17			57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538	NOVAUNIVERSITAS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
Asociado "C"	Contrato	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	466,724.89	341,987.51	4,620.00				57,419.78	62,697.60	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	432,526.14	341,987.51	4,620.00				57,419.78	28,498.85	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	432,526.14	341,987.51	4,620.00				57,419.78	28,498.85	13,008.18	67,286.77
Asociado "C"	Contrato	N/A	432,526.14	341,987.51	4,620.00				57,419.78	28,498.85	13,008.18	67,286.77
Asociado "B"	Base	N/A	406,789.11	274,370.06	4,620.00	31,431.17			46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Base	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Base	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Base	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Base	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Base	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Base	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Base	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	406,789.11	274,370.06	4,620.00	31,431.17			46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538	NOVAUNIVERSITAS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
Asociado "B"	Contrato	N/A	375,357.94	274,370.06	4,620.00				46,066.79	50,301.09	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	347,920.93	274,370.06	4,620.00				46,066.79	22,864.08	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	347,920.93	274,370.06	4,620.00				46,066.79	22,864.08	10,436.22	55,178.30
Asociado "B"	Contrato	N/A	347,920.93	274,370.06	4,620.00				46,066.79	22,864.08	10,436.22	55,178.30
Técnico	Base	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Base	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Base	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Base	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Base	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Base	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Base	N/A	207,510.11	162,152.11	4,620.00				27,225.38	13,512.62	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00				27,225.38	29,727.83	6,167.78	35,083.06



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538	NOVAUNIVERSITAS						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	223,725.32	162,152.11	4,620.00			27,225.38	29,727.83	6,167.78	35,083.06
Técnico	Contrato	N/A	207,510.11	162,152.11	4,620.00			27,225.38	13,512.62	6,167.78	35,083.06
Chofer "A"	Base	N/A	170,004.04	122,394.89	4,620.00			20,550.13	22,439.02	4,655.54	27,963.60
Chofer "A"	Contrato	N/A	170,004.04	122,394.89	4,620.00			20,550.13	22,439.02	4,655.54	27,963.60
Secretaria "A"	Base	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Secretaria "A"	Base	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538	NOVAUNIVERSITAS						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
Secretaria "A"	Base	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Secretaria "A"	Base	N/A	124,344.43	95,685.14	4,620.00			16,065.56	7,973.73	3,639.58	23,190.58
Secretaria "A"	Contrato	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Secretaria "A"	Contrato	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Secretaria "A"	Contrato	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Secretaria "A"	Contrato	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Secretaria "A"	Contrato	N/A	124,344.43	95,685.14	4,620.00			16,065.56	7,973.73	3,639.58	23,190.58
Auxiliar Administrativo	Base	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Auxiliar Administrativo	Contrato	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Auxiliar Administrativo	Contrato	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Auxiliar Administrativo	Contrato	N/A	124,344.43	95,685.14	4,620.00			16,065.56	7,973.73	3,639.58	23,190.58
Enfermera	Contrato	N/A	133,912.94	95,685.14	4,620.00			16,065.56	17,542.24	3,639.58	23,190.58
Oficial de Mtto	Base	N/A	146,915.12	105,307.59	4,620.00			17,681.17	19,306.36	4,005.59	24,903.72
Oficial de Mtto	Base	N/A	146,915.12	105,307.59	4,620.00			17,681.17	19,306.36	4,005.59	24,903.72
Oficial de Mtto	Contrato	N/A	146,915.12	105,307.59	4,620.00			17,681.17	19,306.36	4,005.59	24,903.72
Oficial de Mtto	Contrato	N/A	146,915.12	105,307.59	4,620.00			17,681.17	19,306.36	4,005.59	24,903.72
Oficial de Mtto	Contrato	N/A	146,915.12	105,307.59	4,620.00			17,681.17	19,306.36	4,005.59	24,903.72



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538	NOVAUNIVERSITAS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
Oficial de Mtto	Contrato	N/A	136,384.36	105,307.59	4,620.00				17,681.17	8,775.60	4,005.59	24,903.72
Auxiliar General	Base	N/A	117,393.90	83,459.98	4,620.00				14,012.95	15,300.97	3,174.57	21,149.17
Auxiliar General	Base	N/A	117,393.90	83,459.98	4,620.00				14,012.95	15,300.97	3,174.57	21,149.17
Auxiliar General	Base	N/A	117,393.90	83,459.98	4,620.00				14,012.95	15,300.97	3,174.57	21,149.17
Auxiliar General	Contrato	N/A	117,393.90	83,459.98	4,620.00				14,012.95	15,300.97	3,174.57	21,149.17
Auxiliar General	Contrato	N/A	109,047.90	83,459.98	4,620.00				14,012.95	6,954.97	3,174.57	21,149.17
Intendente	Base	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Base	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Base	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Intendente	Contrato	N/A	98,008.54	74,637.20	4,620.00				12,531.60	6,219.74	2,838.98	19,675.91
Jardinero	Base	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				538		NOVAUNIVERSITAS						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
Jardinero	Base	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Jardinero	Base	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Jardinero	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Jardinero	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Jardinero	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Jardinero	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Jardinero	Contrato	N/A	105,472.26	74,637.20	4,620.00				12,531.60	13,683.46	2,838.98	19,675.91
Jardinero	Contrato	N/A	98,008.54	74,637.20	4,620.00				12,531.60	6,219.74	2,838.98	19,675.91



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			538	NOVAUNIVERSITAS	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
Vice- Rector	Mandos Medios y Superiores	2	737,541	796,117	
Abogado General	Mandos Medios y Superiores	1	484,296	484,296	
Jefe de Dpto "C"	Mandos Medios y Superiores	1	479,824	479,824	
Jefe de Dpto "B"	Mandos Medios y Superiores	7	373,535	403,019	
Jefe de Dpto "A"	Mandos Medios y Superiores	1	364,160	364,160	
Srio Part Rector	Mandos Medios y Superiores	1	403,019	403,019	
Jefe de Área "C"	Confianza	6	280,845	280,845	
Titular "B"	Base	1	710,372	710,372	
Titular "A"	Base	4	517,061	558,015	
Asociado "C"	Base	6	466,725	466,725	
Asociado "C"	Contrato	9	432,526	498,156	
Asociado "B"	Base	7	375,358	406,789	
Asociado "B"	Contrato	9	347,921	406,789	
Técnico	Base	7	207,510	223,725	
Técnico	Contrato	19	207,510	223,725	
Chofer "A"	Base	1	170,004	170,004	
Chofer "A"	Contrato	1	170,004	170,004	
Secretaria "A"	Base	4	124,344	133,913	
Secretaria "A"	Contrato	5	124,344	133,913	
Auxiliar Administrativo	Base	1	133,913	133,913	
Auxiliar Administrativo	Contrato	3	124,344	133,913	
Enfermera	Contrato	1	133,913	133,913	
Oficial de Mtto	Base	2	146,915	146,915	
Oficial de Mtto	Contrato	4	136,384	146,915	
Auxiliar General	Base	3	117,394	117,394	
Auxiliar General	Contrato	2	109,048	117,394	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			538	NOVAUNIVERSITAS	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
Intendente	Base	3	105,472	105,472	
Intendente	Contrato	7	98,009	105,472	
Jardinero	Base	3	105,472	105,472	
Jardinero	Contrato	6	98,009	105,472	

				540	SERVICIOS DE SALUD DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
M01002	BASE	NO APLICA	1,188,958.37	488,046.96	347,563.20	197,265.60	37,485.41	48,775.72	69,821.48	206,822.64	48,658.28
M01003	BASE	NO APLICA	8,637,396.33	3,687,707.52	2,633,148.00	1,318,957.92	328,634.21	102,096.00	566,852.68	1,499,185.44	367,664.44
M01004	BASE	NO APLICA	90,060,833.27	40,289,934.96	18,815,438.40	26,164,071.12	3,094,547.81	1,111,530.98	585,310.00	19,578,919.68	4,016,906.52
M01004	BASE	NO APLICA	5,262,806.93	2,374,988.40	1,254,520.08	1,378,352.16	164,863.01	58,253.28	31,830.00	1,194,493.68	236,786.34
M01005	BASE	NO APLICA	3,934,181.55	1,632,384.96	849,233.28	1,035,532.56	128,469.41	44,958.62	243,602.72	814,551.36	162,748.78
M01006	BASE	NO APLICA	220,286,136.45	99,862,139.52	59,725,963.44	47,207,983.68	8,899,327.01	2,729,082.80	1,861,640.00	45,770,160.00	9,956,255.31
M01006	BASE	NO APLICA	7,435,923.77	3,401,873.28	2,012,497.92	1,602,263.52	274,043.81	87,845.24	57,400.00	1,473,629.76	339,166.77



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540	SERVICIOS DE SALUD DE OAXACA							
Tabulador de Sueldos												
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
M01007	BASE	NO APLICA	26,270,988.02	11,385,798.24	6,179,209.68	5,712,407.28	1,056,506.21	310,498.38	1,626,568.23	4,986,143.28	1,135,164.08	
M01007	BASE	NO APLICA	1,530,175.23	661,878.00	356,955.12	334,445.76	55,682.21	18,025.02	103,189.12	295,889.76	65,989.24	
M01008	BASE	NO APLICA	34,200,683.65	14,504,947.20	8,119,830.24	7,934,434.80	1,238,474.21	401,820.00	2,001,177.20	6,588,757.68	1,446,143.24	
M01008	BASE	NO APLICA	1,148,040.76	481,026.48	274,639.20	264,726.48	37,485.41	12,972.68	77,190.51	210,281.76	47,958.34	
M01009	BASE	NO APLICA	14,446,063.90	6,025,488.96	3,134,705.28	3,778,908.48	474,208.61	166,989.16	865,763.41	2,803,201.68	600,741.25	
M01009	BASE	NO APLICA	649,451.02	271,597.44	147,183.12	161,709.36	19,288.61	7,117.34	42,555.15	125,013.84	27,078.26	
M01010	BASE	NO APLICA	23,379,286.99	9,851,875.68	4,666,349.04	6,567,596.64	728,963.81	276,669.30	1,287,832.52	4,937,719.92	982,232.01	
M01010	BASE	NO APLICA	1,327,736.93	570,537.60	284,082.24	343,434.96	37,485.41	15,386.68	76,810.04	279,949.44	56,882.60	
M01011	BASE	NO APLICA	18,732,487.48	8,207,125.20	4,028,064.72	4,604,847.60	528,799.01	230,250.76	1,133,400.19	4,128,355.92	818,250.38	
M01011	BASE	NO APLICA	709,805.19	330,567.36	160,361.04	187,505.52	19,288.61	8,662.66	3,420.00	145,047.12	32,957.57	
M01014	BASE	NO APLICA	512,020.52	216,227.28	120,356.64	115,891.92	19,288.61	5,666.34	34,589.73	93,790.80	21,557.86	
M01015	BASE	NO APLICA	533,542.14	227,064.72	136,434.72	109,964.40	19,288.61	5,950.34	34,839.35	99,889.44	22,638.35	
M02001	BASE	NO APLICA	7,120,661.74	3,193,222.56	1,876,668.24	1,183,281.60	310,437.41	88,908.72	468,143.21	1,339,657.44	318,364.29	
M02001	BASE	NO APLICA	942,367.09	428,595.36	245,815.68	162,187.92	37,485.41	11,558.68	56,724.04	178,345.44	42,730.96	
M02003	BASE	NO APLICA	14,881,026.11	7,391,346.00	3,459,224.40	1,526,676.00	1,129,293.41	207,102.12	1,167,384.18	2,317,781.28	736,917.20	
M02003	BASE	NO APLICA	537,805.69	271,054.80	125,231.52	55,397.52	37,485.41	7,310.00	41,326.44	85,074.96	27,024.16	
M02005	BASE	NO APLICA	2,115,865.37	1,138,472.16	495,443.76	209,299.44	201,256.61	28,593.40	42,800.00	320,199.12	113,505.67	
M02006	BASE	NO APLICA	9,305,348.26	4,690,514.40	2,226,966.72	905,219.04	692,570.21	130,429.26	659,648.63	1,485,492.24	467,644.29	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540	SERVICIOS DE SALUD DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
M02006	BASE	NO APLICA	280,495.89	143,888.64	65,597.04	26,864.64	19,288.61	3,770.66	21,086.30	43,539.60	14,345.70	
M02007	BASE	NO APLICA	483,845.47	245,346.00	114,824.40	50,676.00	37,485.41	6,947.52	28,566.14	73,060.32	24,461.00	
M02012	BASE	NO APLICA	741,060.18	364,446.00	170,564.40	75,276.00	55,682.21	9,925.02	65,166.55	108,190.32	36,335.27	
M02014	BASE	NO APLICA	492,966.81	245,346.00	114,824.40	50,676.00	37,485.41	6,616.68	38,018.32	65,300.16	24,461.00	
M02015	BASE	NO APLICA	5,057,941.53	2,467,361.28	1,447,280.16	757,046.64	255,847.01	68,976.44	61,430.00	916,212.00	245,995.92	
M02015	BASE	NO APLICA	439,111.61	205,682.40	118,346.88	64,884.72	19,288.61	5,390.00	25,519.00	74,726.16	20,506.54	
M02016	BASE	NO APLICA	3,365,531.87	1,674,546.00	783,704.40	345,876.00	255,847.01	46,316.76	259,241.70	512,428.32	166,952.24	
M02018	BASE	NO APLICA	252,299.96	126,246.00	59,084.40	26,076.00	19,288.61	3,308.34	18,296.61	35,258.16	12,586.73	
M02029	BASE	NO APLICA	14,621,470.51	7,491,579.12	3,592,906.32	1,241,087.52	910,931.81	208,473.56	1,176,492.18	2,134,306.80	746,910.44	
M02029	BASE	NO APLICA	1,288,828.81	671,215.44	329,201.04	111,568.80	73,879.01	18,369.36	84,595.16	194,465.28	66,920.18	
M02031	BASE	NO APLICA	64,793,207.83	28,763,726.64	14,571,263.04	13,853,713.44	2,530,447.01	804,069.54	4,269,988.16	11,694,672.96	2,867,743.55	
M02031	BASE	NO APLICA	3,619,734.91	1,606,375.92	804,331.68	798,994.32	128,469.41	44,242.38	237,321.20	662,858.40	160,155.68	
M02032	BASE	NO APLICA	490,499.03	209,892.72	110,765.76	113,182.56	19,288.61	5,500.34	31,869.04	80,130.96	20,926.30	
M02034	BASE	NO APLICA	6,549,044.85	3,049,572.24	1,682,862.48	1,291,651.92	383,224.61	65,463.60	76,270.00	1,123,336.80	304,042.35	
M02035	BASE	NO APLICA	91,760,194.39	41,998,273.20	24,772,644.00	16,664,884.08	5,824,067.81	1,141,705.30	1,358,620.00	15,988,470.72	4,187,227.84	
M02035	BASE	NO APLICA	4,491,713.37	2,034,594.48	1,275,860.64	809,856.00	255,847.01	56,275.24	59,280.00	778,253.76	202,849.07	
M02036	BASE	NO APLICA	81,181,949.77	37,018,243.92	19,712,283.36	16,038,239.28	5,933,248.61	1,003,494.60	1,476,440.00	13,873,931.28	3,690,718.92	
M02036	BASE	NO APLICA	289,334.21	134,692.08	73,559.76	61,793.76	19,288.61	0.00	0.00	46,514.16	13,428.80	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540	SERVICIOS DE SALUD DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
M02037	BASE	NO APLICA	319,345.37	166,453.92	72,618.48	28,620.00	19,288.61	4,362.00	28,002.36	46,404.24	16,595.46	
M02037	BASE	NO APLICA	346,035.54	184,058.40	80,275.92	31,571.04	19,288.61	4,823.34	26,018.23	52,383.60	18,350.62	
M02038	BASE	NO APLICA	4,833,906.67	2,389,146.00	1,118,144.40	493,476.00	365,027.81	66,497.64	401,614.82	686,877.12	238,197.86	
M02040	BASE	NO APLICA	4,940,740.81	2,397,671.76	1,193,003.52	859,758.48	346,831.01	62,636.04	80,840.00	791,608.08	239,047.87	
M02040	BASE	NO APLICA	621,548.44	274,194.24	149,605.44	107,507.28	37,485.41	7,394.68	45,361.39	96,095.52	27,337.17	
M02045	BASE	NO APLICA	2,640,877.84	1,317,246.00	616,484.40	272,076.00	201,256.61	36,722.58	197,092.25	388,948.32	131,329.43	
M02045	BASE	NO APLICA	251,708.45	139,474.80	64,439.52	28,505.52	19,288.61	0.00	0.00	39,028.56	13,905.64	
M02046	BASE	NO APLICA	1,045,054.84	524,620.80	226,667.76	95,755.44	92,075.81	14,400.00	91,535.03	144,854.16	52,304.69	
M02046	BASE	NO APLICA	235,742.23	118,690.32	55,637.28	20,059.44	19,288.61	3,110.34	18,956.24	31,676.40	11,833.42	
M02047	BASE	NO APLICA	7,663,671.57	4,020,680.16	1,362,100.32	739,171.44	710,767.01	113,229.90	717,722.74	1,008,338.88	400,861.81	
M02047	BASE	NO APLICA	423,947.05	218,796.72	96,185.52	38,983.44	37,485.41	5,900.68	26,595.28	57,657.12	21,814.03	
M02048	BASE	NO APLICA	7,130,759.36	3,814,808.16	1,274,122.80	701,323.44	674,373.41	107,511.20	558,620.35	945,210.24	380,336.37	
M02048	BASE	NO APLICA	418,657.92	218,796.72	92,452.80	38,983.44	37,485.41	5,900.68	25,038.87	56,882.88	21,814.03	
M02049	BASE	NO APLICA	3,111,270.33	1,520,449.20	752,886.00	426,291.12	164,863.01	41,954.94	204,826.06	487,990.32	151,588.79	
M02049	BASE	NO APLICA	406,250.93	196,549.44	99,419.52	54,975.84	19,288.61	5,150.66	30,866.86	61,666.80	19,595.98	
M02050	BASE	NO APLICA	288,858.99	144,944.40	66,411.12	33,873.36	19,288.61	3,798.34	20,543.16	39,529.68	14,450.96	
M02051	BASE	NO APLICA	206,801.89	109,112.16	36,964.32	20,059.44	19,288.61	2,859.34	18,518.02	23,591.76	10,878.48	
M02054	BASE	NO APLICA	39,175,463.35	19,383,726.72	9,451,112.88	3,483,151.44	3,349,303.01	538,262.56	2,969,906.74	5,732,088.00	1,932,557.55	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540	SERVICIOS DE SALUD DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
M02054	BASE	NO APLICA	4,622,071.80	2,334,261.84	1,147,512.24	379,615.44	365,027.81	64,646.80	331,007.67	715,655.04	232,725.91
M02055	BASE	NO APLICA	22,174,595.73	11,004,274.56	5,220,275.04	2,045,248.32	1,766,181.41	305,485.98	1,833,130.42	3,339,216.24	1,097,126.17
M02055	BASE	NO APLICA	2,241,863.89	1,133,514.72	533,815.20	209,177.28	164,863.01	31,278.06	169,215.62	351,500.88	113,011.42
M02056	BASE	NO APLICA	6,589,535.18	3,267,867.60	1,546,218.24	622,932.00	510,602.21	90,580.00	551,335.13	1,001,387.76	325,806.40
M02056	BASE	NO APLICA	2,828,603.08	1,424,085.60	664,263.60	270,085.20	201,256.61	39,343.26	229,568.81	447,093.60	141,981.33
M02057	BASE	NO APLICA	12,274,238.07	6,528,747.60	3,089,130.24	1,244,532.00	1,020,112.61	174,285.62	217,430.00	1,772,105.76	650,916.14
M02057	BASE	NO APLICA	268,534.01	136,485.60	63,663.60	25,885.20	19,288.61	3,576.66	19,634.34	35,661.84	13,607.61
M02058	BASE	NO APLICA	18,436,831.25	9,190,258.56	4,359,731.04	1,708,096.32	1,475,032.61	256,041.36	1,447,671.36	2,514,370.32	916,268.78
M02058	BASE	NO APLICA	763,168.56	382,842.72	180,295.20	70,649.28	55,682.21	10,426.02	63,273.13	111,080.88	38,169.42
M02059	BASE	NO APLICA	2,938,842.19	1,550,216.16	525,172.32	284,995.44	274,043.81	43,033.06	261,381.40	382,202.40	154,556.55
M02059	BASE	NO APLICA	417,900.29	218,796.72	96,185.52	38,983.44	37,485.41	5,900.68	20,548.52	55,170.48	21,814.03
M02061	BASE	NO APLICA	405,669.14	212,048.16	71,836.32	38,983.44	37,485.41	6,576.50	38,739.31	51,580.80	21,141.20
M02066	BASE	NO APLICA	1,212,773.53	602,646.00	255,570.48	150,949.92	92,075.81	17,037.94	94,493.38	176,226.72	60,083.81
M02068	BASE	NO APLICA	18,257,907.77	9,843,685.20	4,756,183.92	1,649,285.04	1,384,048.61	269,625.00	355,080.00	3,093,534.48	981,415.41
M02072	BASE	NO APLICA	320,258.59	139,093.20	82,031.28	56,286.00	19,288.61	3,645.00	19,914.50	48,817.44	13,867.59
M02073	BASE	NO APLICA	44,568,244.57	24,093,200.16	10,484,951.76	4,429,351.44	4,259,143.01	657,648.20	643,950.00	6,763,982.64	2,402,092.06
M02073	BASE	NO APLICA	4,990,620.59	2,694,046.32	1,221,574.32	496,887.12	437,815.01	71,537.82	68,760.00	794,540.16	268,596.42
M02074	BASE	NO APLICA	6,449,994.37	3,211,634.40	1,524,822.72	619,811.04	474,208.61	89,006.84	530,510.76	1,020,794.40	320,199.95



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540	SERVICIOS DE SALUD DE OAXACA							
Tabulador de Sueldos												
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
M02074	BASE	NO APLICA	281,335.18	143,888.64	65,597.04	26,864.64	19,288.61	3,770.66	21,925.59	43,539.60	14,345.70	
M02077	BASE	NO APLICA	5,900,188.29	2,519,864.64	1,462,974.48	1,245,026.16	219,453.41	69,648.00	383,221.60	1,137,648.24	251,230.50	
M02078	BASE	NO APLICA	4,914,388.21	2,291,873.28	1,344,344.16	703,202.64	237,650.21	63,370.58	273,947.34	812,468.64	228,499.77	
M02081	BASE	NO APLICA	9,850,209.57	4,471,985.28	2,561,850.48	1,959,378.96	583,389.41	126,655.44	146,950.00	1,683,222.00	445,856.93	
M02081	BASE	NO APLICA	716,821.92	317,528.40	183,274.08	139,272.48	37,485.41	8,563.32	30,698.23	121,075.68	31,657.58	
M02082	BASE	NO APLICA	10,177,167.01	4,720,201.20	2,510,133.12	1,956,588.48	692,570.21	128,154.00	169,520.00	1,769,051.52	470,604.06	
M02082	BASE	NO APLICA	657,244.37	281,906.88	165,846.48	117,494.16	37,485.41	7,602.68	46,908.76	103,165.92	28,106.12	
M02083	BASE	NO APLICA	606,009.26	270,313.20	159,444.00	107,260.08	37,485.41	7,290.00	24,216.57	93,665.76	26,950.23	
M02084	BASE	NO APLICA	1,083,714.81	516,283.20	244,738.80	165,350.16	55,682.21	14,059.98	87,600.46	169,181.04	51,473.44	
M02085	BASE	NO APLICA	1,207,973.97	515,360.16	299,628.00	221,383.68	73,879.01	14,104.00	83,619.12	191,379.12	51,381.41	
M02087	BASE	NO APLICA	383,280.42	163,388.40	102,383.28	66,360.24	19,288.61	4,281.66	27,578.23	61,188.48	16,289.82	
M02088	BASE	NO APLICA	1,396,315.81	600,078.24	325,669.68	301,067.28	55,682.21	16,342.02	97,476.38	262,165.68	59,827.80	
M02089	BASE	NO APLICA	512,020.52	216,227.28	120,356.64	115,891.92	19,288.61	5,666.34	34,589.73	93,790.80	21,557.86	
M02094	BASE	NO APLICA	266,366.45	131,423.04	62,010.00	31,927.20	19,288.61	3,444.00	18,273.60	40,758.48	13,102.88	
M02095	BASE	NO APLICA	500,737.32	251,550.72	117,667.20	47,042.16	37,485.41	6,784.00	40,207.83	76,984.32	25,079.61	
M02095	BASE	NO APLICA	271,978.35	143,290.80	63,460.08	26,317.68	19,288.61	3,755.00	15,866.18	42,533.76	14,286.09	
M02097	BASE	NO APLICA	500,398.12	251,550.72	117,667.20	47,042.16	37,485.41	6,784.00	39,868.63	71,767.68	25,079.61	
M02098	BASE	NO APLICA	4,827,365.93	2,389,146.00	1,118,144.40	493,476.00	365,027.81	66,166.80	395,404.92	721,753.68	238,197.86	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540	SERVICIOS DE SALUD DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
M02098	BASE	NO APLICA	1,048,990.36	534,214.80	246,815.52	109,181.52	73,879.01	14,620.00	70,279.51	163,670.40	53,261.22
M02105	BASE	NO APLICA	294,129,528.99	143,384,225.28	75,319,859.04	52,778,807.76	14,867,877.41	3,971,209.50	3,807,550.00	55,351,374.00	14,295,407.26
M02105	BASE	NO APLICA	11,875,330.53	5,832,842.40	3,060,709.20	2,135,823.12	546,995.81	156,310.00	142,650.00	2,220,998.88	581,534.39
M02107	BASE	NO APLICA	92,031,907.11	43,091,187.12	19,878,811.20	17,661,764.16	4,040,781.41	1,206,601.90	6,152,761.32	16,201,393.92	4,296,191.36
M02107	BASE	NO APLICA	3,166,284.62	1,523,265.60	678,861.36	617,524.08	128,469.41	41,953.38	176,210.79	579,717.60	151,869.58
M02110	BASE	NO APLICA	3,192,009.36	1,501,749.36	696,460.32	547,513.92	164,863.01	41,439.06	239,983.69	530,184.00	149,724.41
M02110	BASE	NO APLICA	406,991.29	194,463.36	84,880.56	71,384.64	19,288.61	5,096.00	31,878.12	66,004.32	19,388.00
M02112	BASE	NO APLICA	3,398,360.53	1,561,654.08	760,387.68	630,793.44	164,863.01	43,092.00	237,570.32	588,602.88	155,696.91
M02112	BASE	NO APLICA	432,915.22	200,925.12	97,816.80	81,115.44	19,288.61	5,265.34	28,503.91	72,469.92	20,032.23
M03001	BASE	NO APLICA	861,888.15	399,747.12	251,254.08	111,808.56	37,485.41	10,780.68	50,812.30	146,203.92	39,854.79
M03004	BASE	NO APLICA	30,084,630.29	15,966,546.00	7,472,504.40	3,297,876.00	2,439,463.01	436,700.88	471,540.00	5,223,259.68	1,591,864.64
M03005	BASE	NO APLICA	20,084,540.19	11,432,072.16	3,818,242.80	2,101,699.44	2,020,936.61	311,239.18	400,350.00	2,810,026.32	1,139,777.59
M03005	BASE	NO APLICA	1,873,950.68	962,280.72	406,612.80	171,451.44	164,863.01	26,553.06	142,189.65	258,023.52	95,939.39
M03006	BASE	NO APLICA	10,202,604.62	5,461,784.16	1,824,202.80	1,004,107.44	965,522.21	153,260.60	793,727.41	1,349,796.72	544,539.88
M03006	BASE	NO APLICA	221,454.43	112,584.72	47,572.80	20,059.44	19,288.61	2,950.34	18,998.52	28,697.76	11,224.70
M03011	BASE	NO APLICA	6,185,729.14	3,506,000.16	772,889.52	644,551.44	619,783.01	97,932.38	544,572.63	788,061.12	349,548.22
M03011	BASE	NO APLICA	584,071.34	324,164.16	93,011.76	57,907.44	55,682.21	8,827.98	44,477.79	76,040.64	32,319.17
M03012	BASE	NO APLICA	4,917,164.09	2,785,448.16	614,045.52	512,083.44	492,405.41	77,917.02	435,264.54	620,675.04	277,709.18



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540		SERVICIOS DE SALUD DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DEPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
M03013	BASE	NO APLICA	1,030,488.76	520,856.16	226,667.76	95,755.44	92,075.81	14,725.60	80,407.99	137,159.52	51,929.36
M03018	BASE	NO APLICA	17,020,566.21	7,986,806.64	4,270,356.96	1,849,440.00	1,402,245.41	221,826.96	1,289,890.24	2,265,707.28	796,284.62
M03019	BASE	NO APLICA	34,163,869.65	16,397,186.64	8,045,896.08	3,649,368.00	2,912,579.81	455,874.72	2,702,964.40	4,473,078.24	1,634,799.51
M03019	BASE	NO APLICA	1,345,237.38	640,808.64	326,512.80	138,168.00	110,272.61	17,624.04	111,851.29	174,221.28	63,888.62
M03020	BASE	NO APLICA	44,952,385.61	22,988,462.64	11,116,857.60	5,176,968.00	4,131,765.41	636,291.96	902,040.00	6,247,566.48	2,291,949.73
M03020	BASE	NO APLICA	2,256,502.53	1,156,256.64	573,881.28	252,168.00	201,256.61	29,040.00	43,900.00	318,883.68	115,278.79
M03021	BASE	NO APLICA	23,446,351.87	12,211,370.64	5,434,111.20	2,782,968.00	2,221,101.41	337,370.62	459,430.00	3,214,196.88	1,217,473.65
M03021	BASE	NO APLICA	1,510,612.46	729,608.64	341,675.76	160,968.00	128,469.41	20,094.62	129,796.03	200,847.12	72,741.98
M03022	BASE	NO APLICA	37,856,435.27	20,268,950.64	7,807,864.56	4,675,368.00	3,731,435.81	557,506.26	815,310.00	5,058,684.24	2,020,814.38
M03022	BASE	NO APLICA	2,667,920.26	1,334,000.64	536,452.56	297,768.00	237,650.21	36,885.42	225,163.43	337,695.12	132,999.86
M03023	BASE	NO APLICA	29,315,346.89	15,921,830.64	5,715,579.12	3,717,768.00	2,967,170.21	426,718.92	566,280.00	3,868,945.68	1,587,406.51
M03023	BASE	NO APLICA	1,652,383.73	914,552.64	319,528.08	206,568.00	164,863.01	22,432.00	24,440.00	215,539.20	91,180.90
M03024	BASE	NO APLICA	42,900,049.95	23,296,382.64	8,403,060.24	5,473,368.00	4,368,323.81	617,845.26	741,070.00	5,679,199.44	2,322,649.35
M03024	BASE	NO APLICA	1,461,520.81	808,772.64	283,969.92	183,768.00	146,666.21	16,724.04	21,620.00	196,494.00	80,634.63
CF21135	MMYS	28	68,099.72	63,612.72	0.00	0.00	0.00	1,667.00	2,820.00	20,982.24	6,342.19
CF21905	MMYS	27H	382,028.52	372,187.20	0.00	0.00	0.00	3,901.32	5,940.00	677,630.40	37,107.06
CF21905	MMYS	27H	76,388.10	74,437.44	0.00	0.00	0.00	1,950.66	0.00	135,169.68	7,421.41
CF34068	MMYS	28	264,238.88	254,450.88	0.00	0.00	0.00	6,668.00	3,120.00	219,238.32	25,368.75
CF34068	MMYS	28	66,703.68	66,703.68	0.00	0.00	0.00	0.00	0.00	57,671.52	6,650.36
CF34245	MMYS	29	2,645,459.64	2,589,257.76	0.00	0.00	0.00	35,921.88	20,280.00	3,514,855.68	258,149.00
CF34245	MMYS	29	83,542.26	79,245.60	0.00	0.00	0.00	2,076.66	2,220.00	130,328.16	7,900.79
CF34260	MMYS	30	1,703,133.74	1,659,642.00	0.00	0.00	0.00	28,141.74	15,350.00	4,179,887.76	165,466.31
CF34261	MMYS	29	1,724,705.68	1,675,402.08	0.00	0.00	0.00	23,873.60	25,430.00	2,564,440.08	167,037.59



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				540		SERVICIOS DE SALUD DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
CF34263	MMYS	28	3,070,086.52	2,989,797.84	0.00	0.00	0.00	56,538.68	23,750.00	3,282,702.96	298,082.84
CF40001	CONFIANZA	NO APLICA	359,496.87	144,193.92	149,879.76	38,935.92	19,288.61	3,778.66	3,420.00	55,655.04	14,376.13
CF40003	CONFIANZA	NO APLICA	1,085,253.41	464,350.32	422,207.52	105,868.56	73,879.01	12,708.00	6,240.00	160,076.64	46,295.73
CF40004	CONFIANZA	NO APLICA	258,022.81	115,586.64	90,973.44	26,025.12	19,288.61	3,029.00	3,120.00	35,008.08	11,523.99
CF41001	CONFIANZA	NO APLICA	2,786,182.53	1,244,395.68	589,409.04	829,556.64	92,075.81	27,325.36	3,420.00	537,207.60	124,066.25
CF41001	CONFIANZA	NO APLICA	640,028.42	293,577.60	146,178.24	176,718.96	19,288.61	0.00	4,265.01	124,739.52	29,269.69
CF41002	CONFIANZA	NO APLICA	2,879,998.21	1,284,470.88	819,234.24	650,371.92	92,075.81	28,205.36	5,640.00	564,765.60	128,061.75
CF41003	CONFIANZA	NO APLICA	2,346,711.33	1,090,645.92	664,833.12	478,625.28	73,879.01	29,848.00	8,880.00	460,308.48	108,737.40
CF41010	CONFIANZA	NO APLICA	907,998.67	423,334.32	237,584.16	216,697.92	19,288.61	11,093.66	0.00	197,711.52	42,206.43
CF41011	CONFIANZA	NO APLICA	2,237,318.39	998,467.68	472,925.04	665,612.64	73,879.01	20,494.02	5,940.00	430,727.28	99,547.23
CF41014	CONFIANZA	NO APLICA	13,918,067.33	6,463,285.92	3,939,873.12	2,836,385.28	437,815.01	179,088.00	61,620.00	2,764,352.88	644,389.61
CF41014	CONFIANZA	NO APLICA	2,584,230.37	1,204,796.88	689,729.04	574,993.44	73,879.01	32,972.00	7,860.00	529,583.28	120,118.25
CF41015	CONFIANZA	NO APLICA	12,549,990.29	5,729,627.52	4,091,148.00	2,011,228.56	510,602.21	153,144.00	54,240.00	2,256,582.24	571,243.86
CF41015	CONFIANZA	NO APLICA	1,499,593.79	691,217.28	492,892.56	237,137.76	55,682.21	18,823.98	3,840.00	271,506.96	68,914.36
CF41018	CONFIANZA	NO APLICA	1,439,857.57	649,503.36	493,884.00	222,156.00	55,682.21	11,792.00	6,840.00	259,367.76	64,755.48
CF41024	CONFIANZA	NO APLICA	18,710,729.31	8,543,355.84	4,773,068.88	4,398,107.28	728,963.81	212,523.50	54,710.00	3,398,134.56	851,772.58
CF41024	CONFIANZA	NO APLICA	1,047,794.57	479,493.84	278,594.40	239,289.60	37,485.41	12,931.32	0.00	189,671.52	47,805.54
CF41028	CONFIANZA	NO APLICA	566,846.45	263,863.68	121,819.44	161,874.72	19,288.61	0.00	0.00	104,298.72	26,307.21
CF41030	CONFIANZA	NO APLICA	728,380.49	382,806.00	180,882.72	92,644.56	55,682.21	10,425.00	5,940.00	101,133.60	38,165.76



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				540	SERVICIOS DE SALUD DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
CF41031	CONFIANZA	NO APLICA	2,379,201.05	1,134,286.56	666,624.24	420,321.60	110,272.61	31,196.04	16,500.00	406,904.16	113,088.37
CF41032	CONFIANZA	NO APLICA	252,940.89	132,606.00	62,658.72	32,092.56	19,288.61	3,475.00	2,820.00	33,890.64	13,220.82
CF41038	CONFIANZA	NO APLICA	3,566,400.05	1,867,199.04	925,286.40	409,330.80	274,043.81	51,660.00	38,880.00	501,591.84	186,159.74
CF41038	CONFIANZA	NO APLICA	785,288.81	418,057.20	201,739.68	88,164.72	55,682.21	11,385.00	10,260.00	112,867.92	41,680.30
CF41040	CONFIANZA	NO APLICA	10,999,327.61	5,069,123.28	3,370,944.48	1,966,075.44	401,421.41	134,043.00	57,720.00	2,035,569.84	505,391.59
CF41040	CONFIANZA	NO APLICA	2,224,385.17	1,034,764.08	710,873.52	369,589.92	73,879.01	28,318.64	6,960.00	424,596.48	103,165.98
CF41054	CONFIANZA	NO APLICA	1,016,699.99	532,917.36	299,194.56	107,552.88	55,682.21	14,512.98	6,840.00	161,165.28	53,131.86
CF41055	CONFIANZA	NO APLICA	201,023.31	109,112.16	47,483.76	20,059.44	19,288.61	2,859.34	2,220.00	23,545.44	10,878.48
CF41056	CONFIANZA	NO APLICA	2,616,040.85	1,371,263.04	702,619.68	277,517.52	201,256.61	37,884.00	25,500.00	367,190.64	136,714.93
CF41056	CONFIANZA	NO APLICA	271,432.49	144,817.20	72,351.36	28,060.32	19,288.61	3,795.00	3,120.00	37,555.92	14,438.27
CF41057	CONFIANZA	NO APLICA	1,300,669.47	632,520.24	425,829.36	121,136.40	92,075.81	16,927.66	12,180.00	182,697.12	63,062.27
CF41057	CONFIANZA	NO APLICA	607,689.53	284,601.36	211,009.92	61,577.52	37,485.41	7,675.32	5,340.00	91,637.04	28,374.76
CF41058	CONFIANZA	NO APLICA	1,443,635.27	769,747.44	392,372.64	151,739.28	92,075.81	20,600.10	17,100.00	211,400.16	76,743.82
CF41059	CONFIANZA	NO APLICA	1,653,432.77	852,933.84	404,395.20	273,118.56	92,075.81	18,729.36	12,180.00	263,358.96	85,037.50
CF41060	CONFIANZA	NO APLICA	3,018,326.75	1,577,853.36	885,850.56	318,440.88	164,863.01	43,538.94	27,780.00	485,203.68	157,311.98
CF41060	CONFIANZA	NO APLICA	382,246.69	204,079.68	109,519.20	44,011.20	19,288.61	5,348.00	0.00	60,309.36	20,346.74
CF41061	CONFIANZA	NO APLICA	883,691.05	399,821.28	333,942.48	95,419.20	37,485.41	10,782.68	6,240.00	152,731.68	39,862.18
CF41062	CONFIANZA	NO APLICA	9,966,099.75	4,542,358.80	3,913,650.96	900,723.60	419,618.21	125,848.18	63,900.00	1,772,092.08	452,873.17



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				540		SERVICIOS DE SALUD DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
CF41062	CONFIANZA	NO APLICA	978,859.45	450,101.76	386,373.60	86,520.00	37,485.41	12,138.68	6,240.00	174,153.60	44,875.15
CF41064	CONFIANZA	NO APLICA	1,449,136.85	649,503.36	493,884.00	222,119.28	55,682.21	17,688.00	10,260.00	260,164.08	64,755.48
CF41065	CONFIANZA	NO APLICA	2,438,421.57	1,143,600.48	850,383.60	306,271.68	92,075.81	31,390.00	14,700.00	442,864.32	114,016.97
CF41065	CONFIANZA	NO APLICA	562,099.59	263,545.68	196,842.00	72,096.96	19,288.61	6,906.34	3,420.00	101,058.72	26,275.50
CF41074	CONFIANZA	NO APLICA	294,463.01	166,453.92	72,618.48	28,620.00	19,288.61	4,362.00	3,120.00	42,082.56	16,595.46
CF41075	CONFIANZA	NO APLICA	2,302,604.29	1,320,808.32	573,452.88	225,260.88	146,666.21	36,416.00	0.00	351,750.00	131,684.59
CF41075	CONFIANZA	NO APLICA	334,962.73	192,288.24	83,468.64	34,878.24	19,288.61	5,039.00	0.00	50,069.52	19,171.14
CF41087	CONFIANZA	NO APLICA	487,608.93	224,075.52	125,190.24	113,182.56	19,288.61	5,872.00	0.00	83,571.60	22,340.33
CF52254	MMYS	33	171,832.80	168,412.80	0.00	0.00	0.00	0.00	3,420.00	527,070.48	16,790.76
CF53083	MMYS	31C	95,614.76	75,823.92	0.00	0.00	0.00	0.00	19,790.84	151,668.48	7,559.64

			540		SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
M01002	BASE	2	1,188,958.37	1,188,958.37		
M01003	BASE	18	8,637,396.33	8,637,396.33		
M01004	BASE	170	90,060,833.27	90,060,833.27		
M01004	BASE	9	5,262,806.93	5,262,806.93		
M01005	BASE	7	3,934,181.55	3,934,181.55		



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			540	SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
M01006	BASE	489	220,286,136.45	220,286,136.45	
M01006	BASE	15	7,435,923.77	7,435,923.77	
M01007	BASE	58	26,270,988.02	26,270,988.02	
M01007	BASE	3	1,530,175.23	1,530,175.23	
M01008	BASE	68	34,200,683.65	34,200,683.65	
M01008	BASE	2	1,148,040.76	1,148,040.76	
M01009	BASE	26	14,446,063.90	14,446,063.90	
M01009	BASE	1	649,451.02	649,451.02	
M01010	BASE	40	23,379,286.99	23,379,286.99	
M01010	BASE	2	1,327,736.93	1,327,736.93	
M01011	BASE	29	18,732,487.48	18,732,487.48	
M01011	BASE	1	709,805.19	709,805.19	
M01014	BASE	1	512,020.52	512,020.52	
M01015	BASE	1	533,542.14	533,542.14	
M02001	BASE	17	7,120,661.74	7,120,661.74	
M02001	BASE	2	942,367.09	942,367.09	
M02003	BASE	62	14,881,026.11	14,881,026.11	
M02003	BASE	2	537,805.69	537,805.69	
M02005	BASE	11	2,115,865.37	2,115,865.37	
M02006	BASE	38	9,305,348.26	9,305,348.26	
M02006	BASE	1	280,495.89	280,495.89	
M02007	BASE	2	483,845.47	483,845.47	
M02012	BASE	3	741,060.18	741,060.18	
M02014	BASE	2	492,966.81	492,966.81	
M02015	BASE	14	5,057,941.53	5,057,941.53	
M02015	BASE	1	439,111.61	439,111.61	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			540	SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
M02016	BASE	14	3,365,531.87	3,365,531.87	
M02018	BASE	1	252,299.96	252,299.96	
M02029	BASE	50	14,621,470.51	14,621,470.51	
M02029	BASE	4	1,288,828.81	1,288,828.81	
M02031	BASE	139	64,793,207.83	64,793,207.83	
M02031	BASE	7	3,619,734.91	3,619,734.91	
M02032	BASE	1	490,499.03	490,499.03	
M02034	BASE	21	6,549,044.85	6,549,044.85	
M02035	BASE	320	91,760,194.39	91,760,194.39	
M02035	BASE	14	4,491,713.37	4,491,713.37	
M02036	BASE	326	81,181,949.77	81,181,949.77	
M02036	BASE	1	289,334.21	289,334.21	
M02037	BASE	1	319,345.37	319,345.37	
M02037	BASE	1	346,035.54	346,035.54	
M02038	BASE	20	4,833,906.67	4,833,906.67	
M02040	BASE	19	4,940,740.81	4,940,740.81	
M02040	BASE	2	621,548.44	621,548.44	
M02045	BASE	11	2,640,877.84	2,640,877.84	
M02045	BASE	1	251,708.45	251,708.45	
M02046	BASE	5	1,045,054.84	1,045,054.84	
M02046	BASE	1	235,742.23	235,742.23	
M02047	BASE	39	7,663,671.57	7,663,671.57	
M02047	BASE	2	423,947.05	423,947.05	
M02048	BASE	37	7,130,759.36	7,130,759.36	
M02048	BASE	2	418,657.92	418,657.92	
M02049	BASE	9	3,111,270.33	3,111,270.33	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			540	SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
M02049	BASE	1	406,250.93	406,250.93	
M02050	BASE	1	288,858.99	288,858.99	
M02051	BASE	1	206,801.89	206,801.89	
M02054	BASE	184	39,175,463.35	39,175,463.35	
M02054	BASE	20	4,622,071.80	4,622,071.80	
M02055	BASE	97	22,174,595.73	22,174,595.73	
M02055	BASE	9	2,241,863.89	2,241,863.89	
M02056	BASE	28	6,589,535.18	6,589,535.18	
M02056	BASE	11	2,828,603.08	2,828,603.08	
M02057	BASE	56	12,274,238.07	12,274,238.07	
M02057	BASE	1	268,534.01	268,534.01	
M02058	BASE	81	18,436,831.25	18,436,831.25	
M02058	BASE	3	763,168.56	763,168.56	
M02059	BASE	15	2,938,842.19	2,938,842.19	
M02059	BASE	2	417,900.29	417,900.29	
M02061	BASE	2	405,669.14	405,669.14	
M02066	BASE	5	1,212,773.53	1,212,773.53	
M02068	BASE	76	18,257,907.77	18,257,907.77	
M02072	BASE	1	320,258.59	320,258.59	
M02073	BASE	234	44,568,244.57	44,568,244.57	
M02073	BASE	24	4,990,620.59	4,990,620.59	
M02074	BASE	26	6,449,994.37	6,449,994.37	
M02074	BASE	1	281,335.18	281,335.18	
M02077	BASE	12	5,900,188.29	5,900,188.29	
M02078	BASE	13	4,914,388.21	4,914,388.21	
M02081	BASE	32	9,850,209.57	9,850,209.57	



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DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			540	SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
M02081	BASE	2	716,821.92	716,821.92	
M02082	BASE	38	10,177,167.01	10,177,167.01	
M02082	BASE	2	657,244.37	657,244.37	
M02083	BASE	2	606,009.26	606,009.26	
M02084	BASE	3	1,083,714.81	1,083,714.81	
M02085	BASE	4	1,207,973.97	1,207,973.97	
M02087	BASE	1	383,280.42	383,280.42	
M02088	BASE	3	1,396,315.81	1,396,315.81	
M02089	BASE	1	512,020.52	512,020.52	
M02094	BASE	1	266,366.45	266,366.45	
M02095	BASE	2	500,737.32	500,737.32	
M02095	BASE	1	271,978.35	271,978.35	
M02097	BASE	2	500,398.12	500,398.12	
M02098	BASE	20	4,827,365.93	4,827,365.93	
M02098	BASE	4	1,048,990.36	1,048,990.36	
M02105	BASE	817	294,129,528.99	294,129,528.99	
M02105	BASE	30	11,875,330.53	11,875,330.53	
M02107	BASE	222	92,031,907.11	92,031,907.11	
M02107	BASE	7	3,166,284.62	3,166,284.62	
M02110	BASE	9	3,192,009.36	3,192,009.36	
M02110	BASE	1	406,991.29	406,991.29	
M02112	BASE	9	3,398,360.53	3,398,360.53	
M02112	BASE	1	432,915.22	432,915.22	
M03001	BASE	2	861,888.15	861,888.15	
M03004	BASE	134	30,084,630.29	30,084,630.29	
M03005	BASE	111	20,084,540.19	20,084,540.19	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			540	SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
M03005	BASE	9	1,873,950.68	1,873,950.68	
M03006	BASE	53	10,202,604.62	10,202,604.62	
M03006	BASE	1	221,454.43	221,454.43	
M03011	BASE	34	6,185,729.14	6,185,729.14	
M03011	BASE	3	584,071.34	584,071.34	
M03012	BASE	27	4,917,164.09	4,917,164.09	
M03013	BASE	5	1,030,488.76	1,030,488.76	
M03018	BASE	77	17,020,566.21	17,020,566.21	
M03019	BASE	160	34,163,869.65	34,163,869.65	
M03019	BASE	6	1,345,237.38	1,345,237.38	
M03020	BASE	227	44,952,385.61	44,952,385.61	
M03020	BASE	11	2,256,502.53	2,256,502.53	
M03021	BASE	122	23,446,351.87	23,446,351.87	
M03021	BASE	7	1,510,612.46	1,510,612.46	
M03022	BASE	205	37,856,435.27	37,856,435.27	
M03022	BASE	13	2,667,920.26	2,667,920.26	
M03023	BASE	163	29,315,346.89	29,315,346.89	
M03023	BASE	9	1,652,383.73	1,652,383.73	
M03024	BASE	240	42,900,049.95	42,900,049.95	
M03024	BASE	8	1,461,520.81	1,461,520.81	
CF21135	MMYS	1	68,099.72	68,099.72	
CF21905	MMYS	5	382,028.52	382,028.52	
CF21905	MMYS	1	76,388.10	76,388.10	
CF34068	MMYS	4	264,238.88	264,238.88	
CF34068	MMYS	1	66,703.68	66,703.68	
CF34245	MMYS	34	2,645,459.64	2,645,459.64	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			540	SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
CF34245	MMYS	1	83,542.26	83,542.26	
CF34260	MMYS	17	1,703,133.74	1,703,133.74	
CF34261	MMYS	22	1,724,705.68	1,724,705.68	
CF34263	MMYS	47	3,070,086.52	3,070,086.52	
CF40001	CONFIANZA	1	359,496.87	359,496.87	
CF40003	CONFIANZA	4	1,085,253.41	1,085,253.41	
CF40004	CONFIANZA	1	258,022.81	258,022.81	
CF41001	CONFIANZA	5	2,786,182.53	2,786,182.53	
CF41001	CONFIANZA	1	640,028.42	640,028.42	
CF41002	CONFIANZA	5	2,879,998.21	2,879,998.21	
CF41003	CONFIANZA	4	2,346,711.33	2,346,711.33	
CF41010	CONFIANZA	1	907,998.67	907,998.67	
CF41011	CONFIANZA	4	2,237,318.39	2,237,318.39	
CF41014	CONFIANZA	24	13,918,067.33	13,918,067.33	
CF41014	CONFIANZA	4	2,584,230.37	2,584,230.37	
CF41015	CONFIANZA	28	12,549,990.29	12,549,990.29	
CF41015	CONFIANZA	3	1,499,593.79	1,499,593.79	
CF41018	CONFIANZA	3	1,439,857.57	1,439,857.57	
CF41024	CONFIANZA	40	18,710,729.31	18,710,729.31	
CF41024	CONFIANZA	2	1,047,794.57	1,047,794.57	
CF41028	CONFIANZA	1	566,846.45	566,846.45	
CF41030	CONFIANZA	3	728,380.49	728,380.49	
CF41031	CONFIANZA	6	2,379,201.05	2,379,201.05	
CF41032	CONFIANZA	1	252,940.89	252,940.89	
CF41038	CONFIANZA	15	3,566,400.05	3,566,400.05	
CF41038	CONFIANZA	3	785,288.81	785,288.81	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 			540	SERVICIOS DE SALUD DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
CF41040	CONFIANZA	22	10,999,327.61	10,999,327.61	
CF41040	CONFIANZA	4	2,224,385.17	2,224,385.17	
CF41054	CONFIANZA	3	1,016,699.99	1,016,699.99	
CF41055	CONFIANZA	1	201,023.31	201,023.31	
CF41056	CONFIANZA	11	2,616,040.85	2,616,040.85	
CF41056	CONFIANZA	1	271,432.49	271,432.49	
CF41057	CONFIANZA	5	1,300,669.47	1,300,669.47	
CF41057	CONFIANZA	2	607,689.53	607,689.53	
CF41058	CONFIANZA	5	1,443,635.27	1,443,635.27	
CF41059	CONFIANZA	5	1,653,432.77	1,653,432.77	
CF41060	CONFIANZA	9	3,018,326.75	3,018,326.75	
CF41060	CONFIANZA	1	382,246.69	382,246.69	
CF41061	CONFIANZA	2	883,691.05	883,691.05	
CF41062	CONFIANZA	23	9,966,099.75	9,966,099.75	
CF41062	CONFIANZA	2	978,859.45	978,859.45	
CF41064	CONFIANZA	3	1,449,136.85	1,449,136.85	
CF41065	CONFIANZA	5	2,438,421.57	2,438,421.57	
CF41065	CONFIANZA	1	562,099.59	562,099.59	
CF41074	CONFIANZA	1	294,463.01	294,463.01	
CF41075	CONFIANZA	8	2,302,604.29	2,302,604.29	
CF41075	CONFIANZA	1	334,962.73	334,962.73	
CF41087	CONFIANZA	1	487,608.93	487,608.93	
CF52254	MMYS	1	171,832.80	171,832.80	
CF53083	MMYS	1	95,614.76	95,614.76	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				542		UNIVERSIDAD DE CHALCATONGO						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
RECTOR	MMYS	N/A	-	-	-	-	-	-	-	-	-	-
VICE-RECTOR	MMYS	N/A	727,051	586,081	4,620.00	-	-	58,207	78,144	20,208	120,116	
ABOGADO GENERAL	MMYS	N/A	458,254	383,575	4,620.00	-	-	38,095	31,964	12,650	74,730	
AUDITOR INTERNO	MMYS	N/A	353,506	295,004	4,620.00	-	-	29,298	24,584	9,729	58,908	
SRIO. PART. RECTOR	MMYS	N/A	353,506	295,004	4,620.00	-	-	29,298	24,584	9,729	58,908	
JEFE DE DEPARTAMENTO "C"	MMYS	N/A	420,759	351,871	4,620.00	-	-	34,946	29,322	11,605	69,067	
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	375,926	295,004	4,620.00	-	-	29,298	47,004	10,402	63,544	
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	319,473	266,227	4,620.00	-	-	26,440	22,186	8,780	53,767	
JEFE DE AREA "C"	BASE	N/A	265,847	220,883	4,620.00	-	-	21,937	18,407	7,285	45,667	
JEFE DE AREA "B"	BASE	N/A	244,683	202,987	4,620.00	-	-	20,160	16,916	6,694	42,470	
JEFE DE AREA "A"	BASE	N/A	185,063	148,267	4,620.00	-	-	14,725	17,451	5,043	35,025	
TITULAR "C"	BASE	N/A	727,454	611,200	4,620.00	-	-	60,701	50,933	20,157	115,393	
TITULAR "B"	BASE	N/A	622,659	522,589	4,620.00	-	-	51,901	43,549	17,235	99,564	
TITULAR "A"	BASE	N/A	489,239	409,775	4,620.00	-	-	40,697	34,148	13,514	79,411	
ASOCIADO "C"	BASE	N/A	442,746	342,177	4,620.00	-	-	33,983	61,966	12,288	79,340	
ASOCIADO "B"	BASE	N/A	361,162	274,520	4,620.00	-	-	27,264	54,758	10,010	66,191	
ASOCIADO "B"	CONTRATO	N/A	329,281	274,520	4,620.00	-	-	27,264	22,877	9,054	55,249	
ASOCIADO "A"	BASE	N/A	249,340	206,926	4,620.00	-	-	20,551	17,244	6,824	43,174	
TECNICO	BASE	N/A	216,037	162,243	4,620.00	-	-	16,113	33,061	5,937	37,741	
TECNICO	CONTRATO	N/A	16,366	13,513	385.00	-	-	1,342	1,126	446	2,931	
CHOFER "C"	BASE	N/A	294,298	244,941	4,620.00	-	-	24,326	20,412	8,078	49,965	
CHOFER "B"	BASE	N/A	199,004	164,363	4,620.00	-	-	16,324	13,697	5,421	35,570	
CHOFER "A"	BASE	N/A	154,544	122,461	4,620.00	-	-	12,162	15,301	4,192	28,085	
SECRETARIA "C"	BASE	N/A	157,447	129,225	4,620.00	-	-	12,834	10,769	4,262	29,293	
SECRETARIA "B"	BASE	N/A	134,547	109,861	4,620.00	-	-	10,911	9,155	3,623	25,834	
SECRETARIA "A"	BASE	N/A	129,064	95,736	4,620.00	-	-	9,508	19,201	3,494	24,816	
SECRETARIA "A"	CONTRATO	N/A	117,842	95,736	4,620.00	-	-	9,508	7,978	3,157	23,353	
AUXILIAR ADMINISTRATIVO	BASE	N/A	132,511	95,736	4,620.00	-	-	9,508	22,647	3,597	24,816	
ENFERMERA	BASE	N/A	117,842	95,736	4,620.00	-	-	9,508	7,978	3,157	23,353	
OFICIAL DE MANTENIMIENTO	BASE	N/A	143,808	105,365	4,620.00	-	-	10,464	23,359	3,912	26,687	
VELADOR	BASE	N/A	129,229	105,365	4,620.00	-	-	10,464	8,780	3,475	25,031	
AUXILIAR GENERAL	BASE	N/A	114,039	83,505	4,620.00	-	-	8,293	17,621	3,074	22,539	
INTENDENTE	BASE	N/A	104,507	74,679	4,620.00	-	-	7,417	17,791	2,810	20,940	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				542		UNIVERSIDAD DE CHALCATONGO					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FÍSCAL	DE SEGURIDAD SOCIAL
JARDINERO	BASE	N/A	99,528	74,679	4,620.00	-	-	7,417	12,812	2,661	20,065
JARDINERO	CONTRATO	N/A	92,939	74,679	4,620.00	-	-	7,417	6,223	2,463	19,846

			542		UNIVERSIDAD DE CHALCATONGO	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
RECTOR	MMYS	0	-	-		
VICE-RECTOR	MMYS	2	697,747	756,355		
ABOGADO GENERAL	MMYS	0	458,254	458,254		
AUDITOR INTERNO	MMYS	0	353,506	353,506		
SRIO. PART. RECTOR	MMYS	0	353,506	353,506		
JEFE DE DEPARTAMENTO "C"	MMYS	0	420,759	420,759		
JEFE DE DEPARTAMENTO "B"	MMYS	5	365,306	383,006		
JEFE DE DEPARTAMENTO "A"	MMYS	0	319,473	319,473		
JEFE DE AREA "C"	BASE	0	265,847	265,847		
JEFE DE AREA "B"	BASE	0	244,683	244,683		
JEFE DE AREA "A"	BASE	1	185,063	185,063		
TITULAR "C"	BASE	0	727,454	727,454		
TITULAR "B"	BASE	0	622,659	622,659		



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			542	UNIVERSIDAD DE CHALCATONGO	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
TITULAR "A"	BASE	0	489,239	489,239	
ASOCIADO "C"	BASE	4	419,485	453,703	
ASOCIADO "B"	BASE	11	339,472	388,182	
ASOCIADO "B"	CONTRATO	3	329,281	329,281	
ASOCIADO "A"	BASE	0	249,340	249,340	
TECNICO	BASE	3	210,629	220,363	
TECNICO	CONTRATO	36	16,366	16,366	
CHOFER "C"	BASE	0	294,298	294,298	
CHOFER "B"	BASE	0	199,004	199,004	
CHOFER "A"	BASE	1	154,544	154,544	
SECRETARIA "C"	BASE	0	157,447	157,447	
SECRETARIA "B"	BASE	0	134,547	134,547	
SECRETARIA "A"	BASE	5	122,937	132,511	
SECRETARIA "A"	CONTRATO	1	117,842	117,842	
AUXILIAR ADMINISTRATIVO	BASE	1	132,511	132,511	
ENFERMERA	BASE	0	117,842	117,842	
OFICIAL DE MANTENIMIENTO	BASE	2	142,754	144,861	
VELADOR	BASE	0	129,229	129,229	
AUXILIAR GENERAL	BASE	3	108,472	116,823	
INTENDENTE	BASE	3	104,009	105,502	
JARDINERO	BASE	1	99,528	99,528	
JARDINERO	CONTRATO	1	92,939	92,939	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 Universidad de la Cañada				543	UNIVERSIDAD DE LA CAÑADA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MMyS	N/A	1,069,448.47	900,335.00	4,620.00	-	-	89,465.85	75,027.62	29,694.03	149,334.65
VICE-RECTOR	MMyS	N/A	765,350.38	585,758.85	4,620.00	-	-	58,206.57	116,764.96	21,357.52	122,782.95
VICE-RECTOR	MMyS	N/A	752,101.31	585,758.85	4,620.00	-	-	58,206.57	103,515.89	20,960.05	120,878.17
ABOGADO GENERAL	MMyS	N/A	458,024.30	383,362.93	4,620.00	-	-	38,094.59	31,946.78	12,643.73	82,657.07
SECRETARIO PARTICULAR	MMyS	N/A	381,831.81	294,840.88	4,620.00	-	-	29,298.20	53,072.73	10,579.26	64,150.65
AUDITOR INTERNO	MMyS	N/A	387,532.36	294,840.88	4,620.00	-	-	29,298.20	58,773.28	10,750.27	65,109.41
JEFE DE DEPARTAMENTO "C"	MMyS	N/A	420,554.75	351,681.63	4,620.00	-	-	34,946.43	29,306.69	11,598.84	76,378.27
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	387,532.36	294,840.88	4,620.00	-	-	29,298.20	58,773.28	10,750.27	65,109.41
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	387,532.36	294,840.88	4,620.00	-	-	29,298.20	58,773.28	10,750.27	65,109.41
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	387,532.36	294,840.88	4,620.00	-	-	29,298.20	58,773.28	10,750.27	65,109.41
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	381,831.81	294,840.88	4,620.00	-	-	29,298.20	53,072.73	10,579.26	64,150.65
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	381,831.81	294,840.88	4,620.00	-	-	29,298.20	53,072.73	10,579.26	64,150.65
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	372,554.75	294,840.88	4,620.00	-	-	29,298.20	43,795.67	10,300.94	63,191.88
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	372,445.42	294,840.88	4,620.00	-	-	29,298.20	43,686.35	10,297.66	63,191.88
JEFE DE DEPARTAMENTO "A"	MMyS	N/A	319,316.93	266,082.91	4,620.00	-	-	26,440.53	22,173.49	8,775.70	59,407.72
JEFE DE ÁREA "C"	CONFIANZA	N/A	287,056.36	220,761.94	4,620.00	-	-	21,937.01	39,737.40	7,921.19	49,704.15



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				543	UNIVERSIDAD DE LA CAÑADA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
JEFE DE ÁREA "B"	CONFIANZA	N/A	264,171.34	202,874.97	4,620.00	-	-	20,159.59	36,516.78	7,279.35	46,215.05
JEFE DE ÁREA "B"	CONFIANZA	N/A	259,411.07	202,874.97	4,620.00	-	-	20,159.59	31,756.51	7,136.55	45,555.39
JEFE DE ÁREA "B"	CONFIANZA	N/A	244,560.74	202,874.97	4,620.00	-	-	20,159.59	16,906.18	6,691.04	42,916.74
JEFE DE ÁREA "B"	CONFIANZA	N/A	261,323.77	202,874.97	4,620.00	-	-	20,159.59	33,669.21	7,193.93	46,215.05
JEFE DE ÁREA "A"	CONFIANZA	N/A	197,067.43	148,184.28	4,620.00	-	-	14,725.00	29,538.16	5,402.96	36,033.98
TITULAR "C"	BASE	N/A	727,092.16	610,865.49	4,620.00	-	-	60,701.41	50,905.25	20,147.01	127,761.44
TITULAR "A"	BASE	N/A	536,503.17	409,548.37	4,620.00	-	-	40,696.62	81,638.17	14,932.63	87,848.90
TITULAR "A"	BASE	N/A	546,294.35	409,548.37	4,620.00	-	-	40,696.62	91,429.36	15,226.36	87,848.90
TITULAR "A"	BASE	N/A	545,877.85	409,548.37	4,620.00	-	-	40,696.62	91,012.86	15,213.87	89,481.91
TITULAR "A"	BASE	N/A	528,679.16	409,548.37	4,620.00	-	-	40,696.62	73,814.16	14,697.91	85,185.39
TITULAR "A"	BASE	N/A	567,926.43	409,548.37	4,620.00	-	-	40,696.62	113,061.43	15,875.33	92,992.57
TITULAR "A"	BASE	N/A	577,717.61	409,548.37	4,620.00	-	-	40,696.62	122,852.62	16,169.06	87,848.90
TITULAR "A"	BASE	N/A	528,584.96	409,548.37	4,620.00	-	-	40,696.62	73,719.96	14,695.08	87,848.90
TITULAR "A"	BASE	N/A	528,584.96	409,548.37	4,620.00	-	-	40,696.62	73,719.96	14,695.08	87,848.90
TITULAR "A"	BASE	N/A	538,376.14	409,548.37	4,620.00	-	-	40,696.62	83,511.14	14,988.82	86,517.15
TITULAR "A"	BASE	N/A	560,008.22	409,548.37	4,620.00	-	-	40,696.62	105,143.22	15,637.78	91,660.81
TITULAR "A"	BASE	N/A	534,518.08	409,548.37	4,620.00	-	-	40,696.62	79,653.08	14,873.08	82,521.88



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				543	UNIVERSIDAD DE LA CAÑADA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASOCIADO "C"	BASE	N/A	451,941.03	341,987.51	4,620.00	-	-	33,983.13	71,350.39	12,564.67	74,456.01
ASOCIADO "C"	BASE	N/A	409,089.49	341,987.51	4,620.00	-	-	33,983.13	28,498.85	11,279.12	67,783.57
ASOCIADO "C"	BASE	N/A	458,553.11	341,987.51	4,620.00	-	-	33,983.13	77,962.46	12,763.03	74,456.01
ASOCIADO "C"	BASE	N/A	458,553.11	341,987.51	4,620.00	-	-	33,983.13	77,962.46	12,763.03	74,456.01
ASOCIADO "C"	BASE	N/A	473,573.11	341,987.51	4,620.00	-	-	33,983.13	92,982.47	13,213.63	74,456.01
ASOCIADO "C"	BASE	N/A	442,149.85	341,987.51	4,620.00	-	-	33,983.13	61,559.21	12,270.93	74,456.01
ASOCIADO "C"	BASE	N/A	451,941.03	341,987.51	4,620.00	-	-	33,983.13	71,350.39	12,564.67	73,343.94
ASOCIADO "C"	BASE	N/A	451,941.03	341,987.51	4,620.00	-	-	33,983.13	71,350.39	12,564.67	73,343.94
ASOCIADO "C"	BASE	N/A	451,941.03	341,987.51	4,620.00	-	-	33,983.13	71,350.39	12,564.67	73,343.94
ASOCIADO "C"	BASE	N/A	442,149.85	341,987.51	4,620.00	-	-	33,983.13	61,559.21	12,270.93	73,343.94
ASOCIADO "C"	BASE	N/A	430,501.73	341,987.51	4,620.00	-	-	33,983.13	49,911.09	11,921.49	77,172.95
ASOCIADO "C"	BASE	N/A	461,399.65	341,987.51	4,620.00	-	-	33,983.13	80,809.01	12,848.42	77,172.95
ASOCIADO "C"	BASE	N/A	423,780.97	341,987.51	4,620.00	-	-	33,983.13	43,190.33	11,719.86	71,119.79
ASOCIADO "C"	BASE	N/A	436,313.44	341,987.51	4,620.00	-	-	33,983.13	55,722.80	12,095.84	70,007.72
ASOCIADO "C"	BASE	N/A	458,553.11	341,987.51	4,620.00	-	-	33,983.13	77,962.46	12,763.03	77,542.33
ASOCIADO "C"	BASE	N/A	458,553.11	341,987.51	4,620.00	-	-	33,983.13	77,962.46	12,763.03	74,456.01
ASOCIADO "C"	BASE	N/A	457,613.56	341,987.51	4,620.00	-	-	33,983.13	77,022.92	12,734.84	76,060.87



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				543	UNIVERSIDAD DE LA CAÑADA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASOCIADO "B"	BASE	N/A	355,641.41	274,370.06	4,620.00	-	-	27,264.02	49,387.32	9,844.72	60,157.92
ASOCIADO "B"	BASE	N/A	338,753.73	274,370.06	4,620.00	-	-	27,264.02	32,499.65	9,338.09	57,481.39
ASOCIADO "B"	BASE	N/A	335,890.68	274,370.06	4,620.00	-	-	27,264.02	29,636.59	9,252.20	57,481.39
ASOCIADO "B"	BASE	N/A	355,641.41	274,370.06	4,620.00	-	-	27,264.02	49,387.32	9,844.72	61,050.10
ASOCIADO "B"	BASE	N/A	351,746.49	274,370.06	4,620.00	-	-	27,264.02	45,492.40	9,727.87	65,099.01
ASOCIADO "B"	BASE	N/A	346,296.51	274,370.06	4,620.00	-	-	27,264.02	40,042.42	9,564.37	59,265.74
ASOCIADO "B"	BASE	N/A	377,298.30	274,370.06	4,620.00	-	-	27,264.02	71,044.22	10,494.43	64,206.83
ASOCIADO "B"	BASE	N/A	382,687.29	274,370.06	4,620.00	-	-	27,264.02	76,433.20	10,656.10	65,064.28
TÉCNICO	BASE	N/A	215,207.67	162,152.11	4,620.00	-	-	16,112.98	32,322.59	5,912.25	38,803.83
TÉCNICO	BASE	N/A	212,072.68	162,152.11	4,620.00	-	-	16,112.98	29,187.59	5,818.20	38,276.55
TÉCNICO	BASE	N/A	212,072.68	162,152.11	4,620.00	-	-	16,112.98	29,187.59	5,818.20	38,276.55
TÉCNICO	BASE	N/A	210,148.74	162,152.11	4,620.00	-	-	16,112.98	27,263.65	5,760.48	38,276.55
TÉCNICO	BASE	N/A	208,267.74	162,152.11	4,620.00	-	-	16,112.98	25,382.65	5,704.05	37,749.28
CHOFER "C"	BASE	N/A	294,151.34	244,804.88	4,620.00	-	-	24,326.14	20,400.32	8,073.93	55,188.59
CHOFER "B"	BASE	N/A	198,904.90	164,271.99	4,620.00	-	-	16,323.63	13,689.28	5,417.87	39,221.84
CHOFER "A"	BASE	N/A	152,404.49	122,394.89	4,620.00	-	-	12,162.32	13,227.28	4,127.55	29,330.43
CHOFER "A"	BASE	N/A	166,334.02	122,394.89	4,620.00	-	-	12,162.32	27,156.81	4,545.43	30,524.43



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				543		UNIVERSIDAD DE LA CAÑADA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
SECRETARIA "C"	BASE	N/A	157,371.21	129,154.38	4,620.00	-	-	12,834.01	10,762.82	4,259.65	32,261.79
SECRETARIA "B"	BASE	N/A	134,480.83	109,800.08	4,620.00	-	-	10,910.78	9,149.97	3,621.33	28,425.95
SECRETARIA "A"	BASE	N/A	134,012.07	95,685.14	4,620.00	-	-	9,508.19	24,198.75	3,642.55	25,628.10
SECRETARIA "A"	BASE	N/A	128,886.98	95,685.14	4,620.00	-	-	9,508.19	19,073.66	3,488.80	25,628.10
SECRETARIA "A"	BASE	N/A	134,012.07	95,685.14	4,620.00	-	-	9,508.19	24,198.75	3,642.55	25,628.10
SECRETARIA "A"	BASE	N/A	127,036.99	95,685.14	4,620.00	-	-	9,508.19	17,223.67	3,433.30	25,338.02
AUXILIAR ADMINISTRATIVO	BASE	N/A	128,886.98	95,685.14	4,620.00	-	-	9,508.19	19,073.66	3,488.80	25,628.10
AUXILIAR ADMINISTRATIVO	BASE	N/A	127,036.99	95,685.14	4,620.00	-	-	9,508.19	17,223.67	3,433.30	25,628.10
AUXILIAR ADMINISTRATIVO	BASE	N/A	128,886.98	95,685.14	4,620.00	-	-	9,508.19	19,073.66	3,488.80	25,628.10
AUXILIAR ADMINISTRATIVO	BASE	N/A	128,886.98	95,685.14	4,620.00	-	-	9,508.19	19,073.66	3,488.80	25,628.10
AUXILIAR ADMINISTRATIVO	BASE	N/A	130,446.82	95,685.14	4,620.00	-	-	12,918.02	17,223.67	3,535.59	26,182.78
AUXILIAR ADMINISTRATIVO	BASE	N/A	127,036.99	95,685.14	4,620.00	-	-	9,508.19	17,223.67	3,433.30	25,338.02
AUXILIAR ADMINISTRATIVO	BASE	N/A	127,006.58	95,685.14	4,620.00	-	-	9,508.19	17,193.26	3,432.39	25,338.02
AUXILIAR ADMINISTRATIVO	BASE	N/A	119,187.71	95,685.14	4,620.00	-	-	9,508.19	9,374.38	3,197.82	24,177.70
ENFERMERA	BASE	N/A	134,012.07	95,685.14	4,620.00	-	-	9,508.19	24,198.75	3,642.55	25,628.10
OFICIAL DE MANTENIMIENTO	BASE	N/A	146,508.95	105,307.59	4,620.00	-	-	10,464.36	26,117.00	3,993.40	27,534.97
OFICIAL DE MANTENIMIENTO	BASE	N/A	129,167.55	105,307.59	4,620.00	-	-	10,464.36	8,775.60	3,473.16	27,192.53



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				543	UNIVERSIDAD DE LA CAÑADA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
OFICIAL DE MANTENIMIENTO	BASE	N/A	144,472.90	105,307.59	4,620.00	-	-	10,464.36	24,080.95	3,932.32	27,192.53
OFICIAL DE MANTENIMIENTO	BASE	N/A	144,472.90	105,307.59	4,620.00	-	-	10,464.36	24,080.95	3,932.32	27,192.53
VELADOR	BASE	N/A	145,208.77	105,307.59	4,620.00	-	-	14,289.27	20,991.91	3,954.40	28,146.46
AUXILIAR GENERAL	BASE	N/A	103,328.33	83,459.98	4,620.00	-	-	8,293.38	6,954.97	2,752.60	23,367.36
INTENDENTE	BASE	N/A	100,832.92	74,637.20	4,620.00	-	-	7,416.66	14,159.06	2,699.80	20,830.13
INTENDENTE	BASE	N/A	92,893.60	74,637.20	4,620.00	-	-	7,416.66	6,219.74	2,461.62	20,377.69
INTENDENTE	BASE	N/A	105,232.13	74,637.20	4,620.00	-	-	7,416.66	18,558.27	2,831.77	21,735.02
INTENDENTE	BASE	N/A	99,138.66	74,637.20	4,620.00	-	-	7,416.66	12,464.80	2,648.97	21,508.80
JARDINERO	BASE	N/A	106,674.82	74,637.20	4,620.00	-	-	7,416.66	20,000.96	2,875.05	21,735.02
JARDINERO	BASE	N/A	101,549.73	74,637.20	4,620.00	-	-	7,416.66	14,875.87	2,721.30	21,735.02
JARDINERO	BASE	N/A	101,549.73	74,637.20	4,620.00	-	-	7,416.66	14,875.87	2,721.30	21,735.02
JARDINERO	BASE	N/A	106,674.82	74,637.20	4,620.00	-	-	7,416.66	20,000.96	2,875.05	21,735.02
JARDINERO	BASE	N/A	101,549.73	74,637.20	4,620.00	-	-	7,416.66	14,875.87	2,721.30	21,735.02
JARDINERO	BASE	N/A	106,674.82	74,637.20	4,620.00	-	-	7,416.66	20,000.96	2,875.05	21,735.02
JARDINERO	BASE	N/A	100,107.04	74,637.20	4,620.00	-	-	7,416.66	13,433.18	2,678.02	21,508.80
JARDINERO	BASE	N/A	100,107.04	74,637.20	4,620.00	-	-	7,416.66	13,433.18	2,678.02	21,508.80
TITULAR "B"	CONTRATO	N/A	622,347.84	522,301.95	4,620.00	-	-	51,900.89	43,524.99	17,226.09	110,200.76



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 Universidad de la Cañada				543		UNIVERSIDAD DE LA CAÑADA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASOCIADO "B"	CONTRATO	N/A	329,118.16	274,370.06	4,620.00	-	-	27,264.02	22,864.08	9,049.02	55,697.03
ASOCIADO "B"	CONTRATO	N/A	329,118.16	274,370.06	4,620.00	-	-	27,264.02	22,864.08	9,049.02	55,744.63
ASOCIADO "B"	CONTRATO	N/A	329,118.16	274,370.06	4,620.00	-	-	27,264.02	22,864.08	9,049.02	55,744.63
ASOCIADO "B"	CONTRATO	N/A	329,118.16	274,370.06	4,620.00	-	-	27,264.02	22,864.08	9,049.02	60,840.70
ASOCIADO "A"	CONTRATO	N/A	249,218.22	206,812.97	4,620.00	-	-	20,550.91	17,234.35	6,820.92	43,623.53
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	117,787.05	95,685.14	4,620.00	-	-	9,508.19	7,973.73	3,155.80	23,887.62
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	117,787.05	95,685.14	4,620.00	-	-	9,508.19	7,973.73	3,155.80	23,887.62
JARDINERO	CONTRATO	N/A	92,893.60	74,637.20	4,620.00	-	-	7,416.66	6,219.74	2,461.62	20,377.69
JARDINERO	CONTRATO	N/A	92,893.60	74,637.20	4,620.00	-	-	7,416.66	6,219.74	2,461.62	20,377.69



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

 Universidad de la Cañada			543	UNIVERSIDAD DE LA CAÑADA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
RECTOR	MANDOS MEDIOS Y SUPERIORES	0	1,069,448	1,069,448	
VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	2	752,101	765,350	
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	0	458,024	458,024	
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	1	381,832	381,832	
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	1	387,532	387,532	
JEFE DE DEPTO. "C"	MANDOS MEDIOS Y SUPERIORES	0	420,555	420,555	
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	7	372,445	387,532	
JEFE DE DEPTO. "A"	MANDOS MEDIOS Y SUPERIORES	0	319,317	319,317	
JEFE DE ÁREA "C"	CONFIANZA	1	287,179	287,179	
JEFE DE ÁREA "B"	CONFIANZA	4	261,324	264,171	
JEFE DE ÁREA "A"	CONFIANZA	1	197,067	197,067	
TITULAR "C"	BASE	0	727,092	727,092	
TITULAR "A"	BASE	11	528,585	577,718	
ASOCIADO "C"	BASE	17	430,502	473,573	
ASOCIADO "B"	BASE	8	346,297	382,687	
TÉCNICO	BASE	5	208,268	215,208	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			543	UNIVERSIDAD DE LA CAÑADA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
CHOFER "C"	BASE	0	294,151	294,151	
CHOFER "B"	BASE	0	198,905	198,905	
CHOFER "A"	BASE	2	152,404	166,334	
SECRETARIA "C"	BASE	0	157,371	157,371	
SECRETARIA "B"	BASE	0	134,481	134,481	
SECRETARIA "A"	BASE	4	127,037	134,012	
AUXILIAR ADMINISTRATIVO	BASE	8	119,188	128,887	
ENFERMERA	BASE	1	134,012	134,012	
OFICIAL DE MANTENIMIENTO	BASE	4	129,168	146,509	
VELADOR	BASE	1	145,209	145,209	
AUXILIAR GENERAL	BASE	0	103,328	103,328	
INTENDENTE	BASE	4	92,894	105,232	
JARDINERO	BASE	8	100,107	106,675	
TITULAR "B"	CONTRATO	1	622,348	622,348	
ASOCIADO "B"	CONTRATO	4	329,118	329,118	
ASOCIADO "A"	CONTRATO	1	249,218	249,218	
AUXILIAR ADMINISTRATIVO	CONTRATO	2	117,787	117,787	
JARDINERO	CONTRATO	2	92,894	92,894	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				UNIVERSIDAD DE LA COSTA							
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	-	-	-	-	-	-	-	-	-
VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	727,051.01	586,080.50	4,620.00	-	-	58,206.63	78,143.88	21,086.86	120,224.85
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	N/A	458,254.05	383,574.85	4,620.00	-	-	38,094.76	31,964.44	12,650.09	74,525.75
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	N/A	353,510.17	295,007.60	4,620.00	-	-	29,298.70	24,583.87	9,729.19	58,704.74
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	N/A	353,510.17	295,007.60	4,620.00	-	-	29,298.70	24,583.87	9,729.19	58,704.74
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS Y SUPERIORES	N/A	420,759.50	351,870.95	4,620.00	-	-	34,946.09	29,322.46	11,604.51	68,862.59
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	N/A	377,110.78	295,007.60	4,620.00	-	-	29,298.70	48,184.48	10,614.21	63,498.37
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS Y SUPERIORES	N/A	319,473.26	266,227.35	4,620.00	-	-	26,440.39	22,185.52	8,780.03	53,563.54
JEFE DE AREA "C"	BASE	N/A	265,847.33	220,883.40	4,620.00	-	-	21,937.05	18,406.88	7,284.61	45,463.20
JEFE DE AREA "B"	BASE	N/A	244,682.71	202,987.45	4,620.00	-	-	20,159.71	16,915.55	6,694.41	42,266.28
JEFE DE AREA "A"	BASE	N/A	179,967.26	148,266.65	4,620.00	-	-	14,725.11	12,355.50	4,889.75	32,491.58
TITULAR "C"	BASE	N/A	727,454.26	611,199.80	4,620.00	-	-	60,701.35	50,933.11	20,157.03	115,188.02



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				544		UNIVERSIDAD DE LA COSTA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TITULAR "B"	BASE	N/A	622,654.26	522,585.10	4,620.00	-	-	51,900.58	43,548.58	17,234.57	99,358.11
TITULAR "A"	BASE	N/A	489,243.40	409,778.20	4,620.00	-	-	40,697.15	34,148.05	13,514.26	79,206.68
ASOCIADO "C"	BASE	N/A	445,754.89	342,180.20	4,620.00	-	-	33,983.65	64,971.04	13,049.49	76,689.47
ASOCIADO "B"	BASE	N/A	344,539.82	274,520.15	4,620.00	-	-	27,263.99	38,135.68	9,853.39	59,377.37
ASOCIADO "B"	CONTRATO	N/A	329,280.73	274,520.15	4,620.00	-	-	27,263.99	22,876.59	9,053.52	55,044.55
ASOCIADO "A"	BASE	N/A	249,340.40	206,925.80	4,620.00	-	-	20,550.85	17,243.75	6,824.30	42,970.32
TECNICO	BASE	N/A	217,118.46	162,242.50	4,620.00	-	-	16,113.13	34,142.83	6,066.69	38,866.51
CHOFER "C"	BASE	N/A	294,302.79	244,944.20	4,620.00	-	-	24,326.65	20,411.94	8,078.13	49,761.60
CHOFER "B"	BASE	N/A	199,003.76	164,363.15	4,620.00	-	-	16,323.74	13,696.87	5,420.61	35,367.04
CHOFER "A"	BASE	N/A	149,448.45	122,461.15	4,620.00	-	-	12,162.24	10,205.06	4,038.70	27,881.79
SECRETARIA "C"	BASE	N/A	157,447.22	129,224.60	4,620.00	-	-	12,833.95	10,768.67	4,261.76	29,090.01
SECRETARIA "B"	BASE	N/A	134,547.32	109,861.35	4,620.00	-	-	10,910.89	9,155.08	3,623.17	25,630.89
SECRETARIA "A"	BASE	N/A	131,868.03	95,732.20	4,620.00	-	-	9,507.65	22,008.18	3,597.26	25,490.34
AUXILIAR ADMINISTRATIVO	BASE	N/A	127,911.10	95,732.20	4,620.00	-	-	9,507.65	18,051.25	3,597.26	25,490.34
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	117,837.50	95,732.20	4,620.00	-	-	9,507.65	7,977.65	3,157.20	23,107.92
ENFERMERA	BASE	N/A	117,837.50	95,732.20	4,620.00	-	-	9,507.65	7,977.65	3,157.20	23,107.92
OFICIAL DE MANTENIMIENTO	BASE	N/A	144,865.84	105,368.20	4,620.00	-	-	10,464.65	24,412.99	3,943.96	27,368.17



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				544		UNIVERSIDAD DE LA COSTA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
VELADOR	BASE	N/A	129,233.50	105,368.20	4,620.00	-	-	10,464.65	8,780.65	3,474.99	24,828.39
AUXILIAR GENERAL	BASE	N/A	103,376.68	83,504.70	4,620.00	-	-	8,293.28	6,958.70	2,753.94	21,071.87
INTENDENTE	BASE	N/A	103,262.03	74,679.00	4,620.00	-	-	7,416.75	16,546.28	2,839.78	21,505.41
JARDINERO	BASE	N/A	98,913.30	74,679.00	4,620.00	-	-	7,416.75	12,197.55	2,642.10	20,506.73
TECNICO	CONTRATO	N/A	16,681.30	13,779.50	385.00	-	-	1,368.51	1,148.29	482.75	2,971.59

			544		UNIVERSIDAD DE LA COSTA	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
RECTOR	MANDOS MEDIOS Y SUPERIORES	0	-	-		
VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	2	697,747			756,355
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	0	458,254			458,254
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	0	353,510			353,510
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	0	353,510			353,510
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS Y SUPERIORES	0	420,760			420,760
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	5	353,510			383,011
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS Y SUPERIORES	0	319,473			319,473
JEFE DE AREA "C"	BASE	0	265,847			265,847



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			544	UNIVERSIDAD DE LA COSTA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
JEFE DE AREA "B"	BASE	0	244,683	244,683	
JEFE DE AREA "A"	BASE	0	179,967	179,967	
TITULAR "C"	BASE	0	727,454	727,454	
TITULAR "B"	BASE	0	622,654	622,654	
TITULAR "A"	BASE	0	489,243	489,243	
ASOCIADO "C"	BASE	10	409,299	468,118	
ASOCIADO "B"	BASE	13	329,281	355,943	
ASOCIADO "B"	CONTRATO	1	329,281	329,281	
ASOCIADO "A"	BASE	0	249,340	249,340	
TÉCNICO	BASE	2	206,230	220,363	
TÉCNICO	CONTRATO	48	15,104	16,681	
CHOFER "C"	BASE	0	294,303	294,303	
CHOFER "B"	BASE	0	199,004	199,004	
CHOFER "A"	BASE	1	149,448	149,448	
SECRETARIA "C"	BASE	0	157,447	157,447	
SECRETARIA "B"	BASE	0	134,547	134,547	
SECRETARIA "A"	BASE	3	127,411	132,506	
AUXILIAR ADMINISTRATIVO	BASE	5	117,838	132,506	
AUXILIAR ADMINISTRATIVO	CONTRATO	1	117,838	117,838	
ENFERMERA	BASE	0	117,838	117,838	
OFICIAL DE MANTENIMIENTO	BASE	2	144,866	144,866	
VELADOR	BASE	0	129,234	129,234	
AUXILIAR GENERAL	BASE	0	103,377	103,377	
INTENDENTE	BASE	2	95,926	105,502	
JARDINERO	BASE	1	98,913	98,913	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				545	UNIVERSIDAD DE LA SIERRA JUÁREZ						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MMYS	N/A	1,069,448.47	900,335.00	4,620.00		-	89,465.85	75,027.62	29,694.03	167,044.35
VICE-RECTOR	MMYS	N/A	767,521.53	585,758.85	4,452.00	-	-	58,206.57	119,104.10	21,427.69	122,271.17
VICE-RECTOR	MMYS	N/A	767,521.53	585,758.85	4,452.00	-	-	58,206.57	119,104.10	21,427.69	122,271.17
ABOGADO GENERAL	MMYS	N/A	457,856.30	383,362.93	4,452.00		-	38,094.59	31,946.78	12,643.73	74,693.13
AUDITOR INTERNO	MMYS	N/A	388,541.96	294,840.88	4,452.00		-	29,298.20	59,950.88	10,785.60	64,629.07
SRIO. PART. RECTOR	MMYS	N/A	364,954.69	294,840.88	4,452.00		-	29,298.20	36,363.61	10,077.98	60,796.14
JEFE DE DEPARTAMENTO "C"	MMYS	N/A	420,386.75	351,681.63	4,452.00		-	34,946.43	29,306.69	11,598.84	69,033.62
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,541.96	294,840.88	4,452.00		-	29,298.20	59,950.88	10,785.60	64,629.07
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,541.96	294,840.88	4,452.00		-	29,298.20	59,950.88	10,785.60	64,629.07
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,541.96	294,840.88	4,452.00		-	29,298.20	59,950.88	10,785.60	64,629.07
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,541.96	294,840.88	4,452.00		-	29,298.20	59,950.88	10,785.60	64,629.07
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	382,645.14	294,840.88	4,452.00		-	29,298.20	54,054.06	10,608.69	63,670.82
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	370,851.51	294,840.88	4,452.00		-	29,298.20	42,260.43	10,254.89	61,754.36
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	364,954.69	294,840.88	4,452.00		-	29,298.20	36,363.61	10,077.98	60,796.14
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	353,161.05	294,840.88	4,452.00		-	29,298.20	24,569.98	9,724.17	58,879.66
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	319,148.93	266,082.91	4,452.00		-	26,440.53	22,173.49	8,775.70	53,742.37
JEFE DE AREA "C"	CONFIANZA	N/A	265,547.71	220,761.94	4,452.00		-	21,937.01	18,396.76	7,280.97	45,646.29
JEFE DE AREA "B"	CONFIANZA	N/A	264,680.23	202,874.97	4,452.00		-	20,159.59	37,193.68	7,299.66	45,747.72
JEFE DE AREA "A"	CONFIANZA	N/A	197,492.03	148,184.28	4,452.00		-	14,725.00	30,130.75	5,420.74	35,570.71
TITULAR "C"	BASE	N/A	726,924.16	610,865.49	4,452.00		-	60,701.41	50,905.25	20,147.01	115,333.90
TITULAR "B"	BASE	N/A	684,856.07	522,301.95	4,452.00		-	51,900.89	106,201.22	19,106.37	109,697.90
TITULAR "B"	BASE	N/A	684,856.07	522,301.95	4,452.00		-	51,900.89	106,201.22	19,106.37	109,697.90
TITULAR "B"	BASE	N/A	695,047.10	522,301.95	4,452.00		-	51,900.89	116,392.25	19,412.10	111,353.95
TITULAR "B"	BASE	N/A	695,047.10	522,301.95	4,452.00		-	51,900.89	116,392.25	19,412.10	111,353.95
TITULAR "B"	BASE	N/A	695,047.10	522,301.95	4,452.00		-	51,900.89	116,392.25	19,412.10	111,353.95
TITULAR "A"	BASE	N/A	507,207.89	409,548.37	4,452.00		-	40,696.62	52,510.89	14,058.81	82,357.93
TITULAR "A"	BASE	N/A	521,589.76	409,548.37	4,452.00		-	40,696.62	66,892.76	14,490.27	84,695.00
TITULAR "A"	BASE	N/A	521,589.76	409,548.37	4,452.00		-	40,696.62	66,892.76	14,490.27	84,695.00
TITULAR "A"	BASE	N/A	531,780.79	409,548.37	4,452.00		-	40,696.62	77,083.79	14,796.00	86,351.03
TITULAR "A"	BASE	N/A	536,631.21	409,548.37	4,452.00	31,422.85	-	40,696.62	81,934.21	14,941.51	87,139.23
TITULAR "A"	BASE	N/A	537,971.70	409,548.37	4,452.00		-	40,696.62	83,274.70	14,981.72	87,357.06
TITULAR "A"	BASE	N/A	537,971.70	409,548.37	4,452.00		-	40,696.62	83,274.70	14,981.72	87,357.06
TITULAR "A"	BASE	N/A	537,971.70	409,548.37	4,452.00		-	40,696.62	83,274.70	14,981.72	87,357.06



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				545		UNIVERSIDAD DE LA SIERRA JUÁREZ					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FÍSCAL	DE SEGURIDAD SOCIAL
TITULAR "A"	BASE	N/A	537,971.70	409,548.37	4,452.00	31,203.85	-	40,696.62	83,274.70	14,981.72	87,357.06
TITULAR "A"	BASE	N/A	537,971.70	409,548.37	4,452.00	-	-	40,696.62	83,274.70	14,981.72	87,357.06
TITULAR "A"	BASE	N/A	548,162.73	409,548.37	4,452.00	-	-	40,696.62	93,465.73	15,287.46	89,013.11
TITULAR "A"	BASE	N/A	548,162.73	409,548.37	4,452.00	-	-	40,696.62	93,465.73	15,287.46	89,013.11
TITULAR "A"	BASE	N/A	569,395.08	409,548.37	4,452.00	31,422.85	-	40,696.62	114,698.08	15,924.43	92,463.35
ASOCIADO "C"	BASE	N/A	443,120.24	341,987.51	4,452.00	-	-	33,983.13	62,697.60	12,305.08	72,859.18
ASOCIADO "C"	BASE	N/A	443,120.24	341,987.51	4,452.00	-	-	33,983.13	62,697.60	12,305.08	72,859.18
ASOCIADO "C"	BASE	N/A	447,184.62	341,987.51	4,452.00	31,422.85	-	33,983.13	66,761.98	12,427.01	73,519.65
ASOCIADO "C"	BASE	N/A	447,184.62	341,987.51	4,452.00	31,422.85	-	33,983.13	66,761.98	12,427.01	73,519.65
ASOCIADO "C"	BASE	N/A	449,959.99	341,987.51	4,452.00	-	-	33,983.13	69,537.35	12,510.27	73,970.63
ASOCIADO "C"	BASE	N/A	453,311.27	341,987.51	4,452.00	-	-	33,983.13	72,888.63	12,610.81	74,515.22
ASOCIADO "C"	BASE	N/A	453,311.27	341,987.51	4,452.00	-	-	33,983.13	72,888.63	12,610.81	74,515.22
ASOCIADO "C"	BASE	N/A	453,311.27	341,987.51	4,452.00	-	-	33,983.13	72,888.63	12,610.81	74,515.22
ASOCIADO "C"	BASE	N/A	453,311.27	341,987.51	4,452.00	-	-	33,983.13	72,888.63	12,610.81	74,515.22
ASOCIADO "C"	BASE	N/A	460,151.02	341,987.51	4,452.00	-	-	33,983.13	79,728.38	12,816.01	75,626.69
ASOCIADO "C"	BASE	N/A	481,383.37	341,987.51	4,452.00	31,422.85	-	33,983.13	100,960.73	13,452.98	79,076.94
ASOCIADO "C"	BASE	N/A	481,383.37	341,987.51	4,452.00	31,422.85	-	33,983.13	100,960.73	13,452.98	79,076.94
ASOCIADO "B"	BASE	N/A	334,437.57	274,370.06	4,452.00	-	-	27,264.02	28,351.48	9,213.64	56,114.49
ASOCIADO "B"	BASE	N/A	334,437.57	274,370.06	4,452.00	-	-	27,264.02	28,351.48	9,213.64	56,114.49
ASOCIADO "B"	BASE	N/A	334,437.57	274,370.06	4,452.00	-	-	27,264.02	28,351.48	9,213.64	56,114.49
ASOCIADO "B"	BASE	N/A	339,924.97	274,370.06	4,452.00	-	-	27,264.02	33,838.88	9,378.27	57,006.19
ASOCIADO "B"	BASE	N/A	350,899.77	274,370.06	4,452.00	-	-	27,264.02	44,813.69	9,707.51	58,789.59
ASOCIADO "B"	BASE	N/A	356,387.17	274,370.06	4,452.00	-	-	27,264.02	50,301.09	9,872.13	59,681.29
ASOCIADO "B"	BASE	N/A	356,387.17	274,370.06	4,452.00	-	-	27,264.02	50,301.09	9,872.13	59,681.29
ASOCIADO "B"	BASE	N/A	356,387.17	274,370.06	4,452.00	-	-	27,264.02	50,301.09	9,872.13	59,681.29
ASOCIADO "B"	BASE	N/A	356,387.17	274,370.06	4,452.00	-	-	27,264.02	50,301.09	9,872.13	59,681.29
ASOCIADO "B"	BASE	N/A	356,387.17	274,370.06	4,452.00	-	-	27,264.02	50,301.09	9,872.13	59,681.29
ASOCIADO "B"	BASE	N/A	361,090.80	274,370.06	4,452.00	-	-	27,264.02	55,004.72	10,013.24	60,445.65
ASOCIADO "B"	BASE	N/A	361,874.57	274,370.06	4,452.00	-	-	27,264.02	55,788.49	10,036.75	60,573.00
ASOCIADO "B"	BASE	N/A	361,874.57	274,370.06	4,452.00	-	-	27,264.02	55,788.49	10,036.75	60,573.00
ASOCIADO "B"	BASE	N/A	371,348.35	274,370.06	4,452.00	31,422.85	-	27,264.02	65,262.27	10,320.97	62,112.48
ASOCIADO "B"	BASE	N/A	371,348.35	274,370.06	4,452.00	31,422.85	-	27,264.02	65,262.27	10,320.97	62,112.48



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				545	UNIVERSIDAD DE LA SIERRA JUÁREZ						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASOCIADO "B"	BASE	N/A	376,835.75	274,370.06	4,452.00	31,422.85	-	27,264.02	70,749.67	10,485.59	63,004.19
ASOCIADO "A"	BASE	N/A	249,050.22	206,812.97	4,452.00	-	-	20,550.91	17,234.35	6,820.92	43,154.47
TECNICO	BASE	N/A	199,472.75	162,152.11	4,452.00	-	-	16,112.98	16,755.66	5,445.24	35,703.32
TECNICO	BASE	N/A	205,958.84	162,152.11	4,452.00	-	-	16,112.98	23,241.75	5,639.83	36,757.30
TECNICO	BASE	N/A	212,444.92	162,152.11	4,452.00	-	-	16,112.98	29,727.83	5,834.41	37,811.28
TECNICO	BASE	N/A	215,687.96	162,152.11	4,452.00	-	-	16,112.98	32,970.88	5,931.70	38,338.28
TECNICO	BASE	N/A	215,687.96	162,152.11	4,452.00	-	-	16,112.98	32,970.88	5,931.70	38,338.28
TECNICO	BASE	N/A	215,687.96	162,152.11	4,452.00	-	-	16,112.98	32,970.88	5,931.70	38,338.28
TECNICO	BASE	N/A	220,088.20	162,152.11	4,452.00	-	-	16,112.98	37,371.11	6,063.71	39,053.31
TECNICO	BASE	N/A	220,088.20	162,152.11	4,452.00	-	-	16,112.98	37,371.11	6,063.71	39,053.31
TECNICO	BASE	N/A	223,331.24	162,152.11	4,452.00	-	-	16,112.98	40,614.16	6,161.00	39,580.32
TECNICO	BASE	N/A	223,331.24	162,152.11	4,452.00	-	-	16,112.98	40,614.16	6,161.00	39,580.32
TECNICO	BASE	N/A	231,295.90	162,152.11	4,452.00	-	-	16,112.98	48,578.81	6,399.94	40,874.57
TECNICO	BASE	N/A	233,918.19	162,152.11	4,452.00	18,852.25	-	16,112.98	51,201.10	6,478.61	41,300.69
CHOFER "C"	BASE	N/A	293,983.34	244,804.88	4,452.00	-	-	24,326.14	20,400.32	8,073.93	49,941.30
CHOFER "B"	BASE	N/A	218,449.54	164,271.99	4,452.00	-	-	16,323.63	33,401.92	6,009.25	38,758.32
CHOFER "B"	BASE	N/A	215,164.10	164,271.99	4,452.00	-	-	16,323.63	30,116.48	5,910.68	38,224.43
CHOFER "A"	BASE	N/A	149,208.75	122,394.89	4,452.00	-	-	12,162.32	10,199.53	4,036.72	28,074.13
SECRETARIA "C"	BASE	N/A	157,203.21	129,154.38	4,452.00	-	-	12,834.01	10,762.82	4,259.65	29,281.64
SECRETARIA "B"	BASE	N/A	134,312.83	109,800.08	4,452.00	-	-	10,910.78	9,149.97	3,621.33	25,824.21
SECRETARIA "A"	BASE	N/A	129,101.27	95,685.14	4,452.00	-	-	9,508.19	19,455.95	3,500.27	25,168.60
SECRETARIA "A"	BASE	N/A	134,196.79	95,685.14	4,452.00	-	-	9,508.19	24,551.47	3,653.13	25,996.62
SECRETARIA "A"	BASE	N/A	134,196.79	95,685.14	4,452.00	-	-	9,508.19	24,551.47	3,653.13	25,996.62
AUXILIAR ADMINISTRATIVO	BASE	N/A	119,532.75	95,685.14	4,452.00	-	-	9,508.19	9,887.43	3,213.21	23,633.95
AUXILIAR ADMINISTRATIVO	BASE	N/A	122,830.46	95,685.14	4,452.00	-	-	12,805.90	9,887.43	3,312.14	23,633.95
AUXILIAR ADMINISTRATIVO	BASE	N/A	123,360.16	95,685.14	4,452.00	-	-	9,508.19	13,714.84	3,328.03	24,235.67
AUXILIAR ADMINISTRATIVO	BASE	N/A	127,187.56	95,685.14	4,452.00	-	-	9,508.19	17,542.24	3,442.86	24,857.62
AUXILIAR ADMINISTRATIVO	BASE	N/A	129,101.27	95,685.14	4,452.00	-	-	9,508.19	19,455.95	3,500.27	25,168.60
AUXILIAR ADMINISTRATIVO	BASE	N/A	129,101.27	95,685.14	4,452.00	-	-	9,508.19	19,455.95	3,500.27	25,168.60
AUXILIAR ADMINISTRATIVO	BASE	N/A	130,369.38	95,685.14	4,452.00	-	-	9,508.19	20,724.06	3,538.31	25,374.66
AUXILIAR ADMINISTRATIVO	BASE	N/A	134,196.79	95,685.14	4,452.00	-	-	9,508.19	24,551.47	3,653.13	25,996.62
ENFERMERA	BASE	N/A	129,101.27	95,685.14	4,452.00	-	-	9,508.19	19,455.95	3,500.27	25,168.60
OFICIAL DE MANTENIMIENTO	BASE	N/A	128,999.55	105,307.59	4,452.00	-	-	10,464.36	8,775.60	3,473.16	25,021.68



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				545	UNIVERSIDAD DE LA SIERRA JUÁREZ							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
OFICIAL DE MANTENIMIENTO	BASE	N/A	128,999.55	105,307.59	4,452.00	-	-	10,464.36	8,775.60	3,473.16	25,021.68	
OFICIAL DE MANTENIMIENTO	BASE	N/A	139,530.31	105,307.59	4,452.00	-	-	10,464.36	19,306.36	3,789.08	26,732.93	
OFICIAL DE MANTENIMIENTO	BASE	N/A	146,731.98	105,307.59	4,452.00	-	-	10,464.36	26,508.03	4,005.13	27,903.21	
OFICIAL DE MANTENIMIENTO	BASE	N/A	146,731.98	105,307.59	4,452.00	-	-	10,464.36	26,508.03	4,005.13	27,903.21	
VELADOR	BASE	N/A	128,999.55	105,307.59	4,452.00	-	-	10,464.36	8,775.60	3,473.16	25,021.68	
AUXILIAR GENERAL	BASE	N/A	103,160.33	83,459.98	4,452.00	-	-	8,293.38	6,954.97	2,752.60	21,307.97	
AUXILIAR GENERAL	BASE	N/A	111,506.33	83,459.98	4,452.00	-	-	8,293.38	15,300.97	3,002.98	22,572.39	
AUXILIAR GENERAL	BASE	N/A	116,601.85	83,459.98	4,452.00	-	-	8,293.38	20,396.49	3,155.85	23,344.36	
JARDINERO	BASE	N/A	92,725.60	74,637.20	4,452.00	-	-	7,416.66	6,219.74	2,461.62	19,838.57	
JARDINERO	BASE	N/A	101,682.06	74,637.20	4,452.00	-	-	7,416.66	15,176.21	2,730.31	21,195.48	
JARDINERO	BASE	N/A	106,777.58	74,637.20	4,452.00	-	-	7,416.66	20,271.73	2,883.18	21,967.45	
JARDINERO	BASE	N/A	106,777.58	74,637.20	4,452.00	-	-	7,416.66	20,271.73	2,883.18	21,967.45	
JARDINERO	BASE	N/A	106,777.58	74,637.20	4,452.00	-	-	7,416.66	20,271.73	2,883.18	21,967.45	
INTENDENTE	BASE	N/A	101,682.06	74,637.20	4,452.00	-	-	7,416.66	15,176.21	2,730.31	21,195.48	
INTENDENTE	BASE	N/A	101,682.06	74,637.20	4,452.00	-	-	7,416.66	15,176.21	2,730.31	21,195.48	
INTENDENTE	BASE	N/A	101,682.06	74,637.20	4,452.00	-	-	7,416.66	15,176.21	2,730.31	21,195.48	
INTENDENTE	BASE	N/A	102,299.35	74,637.20	4,452.00	-	-	7,416.66	15,793.49	2,748.83	21,289.00	
ASOCIADO "C"	CONTRATO	N/A	408,921.49	341,987.51	4,452.00	-	-	33,983.13	28,498.85	11,279.12	67,301.88	
ASOCIADO "C"	CONTRATO	N/A	408,921.49	341,987.51	4,452.00	-	-	33,983.13	28,498.85	11,279.12	67,301.88	
ASOCIADO "B"	CONTRATO	N/A	328,950.16	274,370.06	4,452.00	-	-	27,264.02	22,864.08	9,049.02	55,222.79	
ASOCIADO "B"	CONTRATO	N/A	328,950.16	274,370.06	4,452.00	-	-	27,264.02	22,864.08	9,049.02	55,222.79	
ASOCIADO "B"	CONTRATO	N/A	328,950.16	274,370.06	4,452.00	-	-	27,264.02	22,864.08	9,049.02	55,222.79	
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	122,714.57	95,685.14	4,452.00	-	-	9,508.19	13,069.25	3,308.67	24,130.77	
AUXILIAR GENERAL	CONTRATO	N/A	103,160.33	83,459.98	4,452.00	-	-	8,293.38	6,954.97	2,752.60	21,307.97	
AUXILIAR GENERAL	CONTRATO	N/A	103,160.33	83,459.98	4,452.00	-	-	8,293.38	6,954.97	2,752.60	21,307.97	
JARDINERO	CONTRATO	N/A	92,725.60	74,637.20	4,452.00	-	-	7,416.66	6,219.74	2,461.62	19,838.57	
JARDINERO	CONTRATO	N/A	92,725.60	74,637.20	4,452.00	-	-	7,416.66	6,219.74	2,461.62	19,838.57	
INTENDENTE	CONTRATO	N/A	92,725.60	74,637.20	4,452.00	-	-	7,416.66	6,219.74	2,461.62	19,838.57	
INTENDENTE	CONTRATO	N/A	92,725.60	74,637.20	4,452.00	-	-	7,416.66	6,219.74	2,461.62	19,838.57	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			545	UNIVERSIDAD DE LA SIERRA JUÁREZ	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
RECTOR	MMYS	0	-	-	
VICE-RECTOR	MMYS	2	767,522	767,522	
ABOGADO GENERAL	MMYS	0	457,856	457,856	
AUDITOR INTERNO	MMYS	1	388,542	388,542	
SRIO. PART. RECTOR	MMYS	1	364,955	364,955	
JEFE DE DEPARTAMENTO "C"	MMYS	0	420,387	420,387	
JEFE DE DEPARTAMENTO "B"	MMYS	8	353,161	388,542	
JEFE DE DEPARTAMENTO "A"	MMYS	0	319,149	319,149	
JEFE DE AREA "C"	BASE	0	265,548	265,548	
JEFE DE AREA "B"	BASE	1	264,680	264,680	
JEFE DE AREA "A"	BASE	1	197,492	197,492	
TITULAR "C"	BASE	0	726,924	726,924	
TITULAR "B"	BASE	5	684,856	695,047	
TITULAR "A"	BASE	13	507,208	569,395	
ASOCIADO "C"	BASE	12	443,120	481,383	
ASOCIADO "B"	BASE	17	334,438	376,836	
ASOCIADO "A"	BASE	0	249,050	249,050	
TECNICO	BASE	12	199,473	233,918	
CHOFER "C"	BASE	0	293,983	293,983	
CHOFER "B"	BASE	2	215,164	218,450	
CHOFER "A"	BASE	0	149,209	149,209	
SECRETARIA "C"	BASE	0	157,203	157,203	
SECRETARIA "B"	BASE	0	134,313	134,313	
SECRETARIA "A"	BASE	3	129,101	134,197	
AUXILIAR ADMINISTRATIVO	BASE	8	119,533	134,197	
ENFERMERA	BASE	1	129,101	129,101	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			545	UNIVERSIDAD DE LA SIERRA JUÁREZ	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
OFICIAL DE MANTENIMIENTO	BASE	5	129,000	146,732	
VELADOR	BASE	0	129,000	129,000	
AUXILIAR GENERAL	BASE	3	103,160	116,602	
JARDINERO	BASE	5	92,726	106,778	
INTENDENTE	BASE	4	101,682	102,299	
ASOCIADO "C"	CONTRATO	2	408,921	408,921	
ASOCIADO "B"	CONTRATO	3	328,950	328,950	
AUXILIAR ADMINISTRATIVO	CONTRATO	1	122,715	122,715	
AUXILIAR GENERAL	CONTRATO	2	103,160	103,160	
JARDINERO	CONTRATO	2	92,726	92,726	
INTENDENTE	CONTRATO	2	92,726	92,726	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				546		UNIVERSIDAD DE LA SIERRA SUR					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR *	MMYS	N/A	1,069,446.93	900,333.70	4,620.00	0.00	0.00	89,465.73	75,027.51	29,693.98	167,039.52
VICE-RECTOR	MMYS	N/A	779,405.38	585,759.36	4,620.00	0.00	0.00	58,206.63	130,819.40	21,779.17	124,171.57
ABOGADO GENERAL	MMYS	N/A	458,026.36	383,364.67	4,620.00	0.00	0.00	38,094.76	31,946.93	12,643.78	74,689.81
AUDITOR INTERNO	MMYS	N/A	388,711.81	294,842.30	4,620.00	0.00	0.00	29,298.34	59,951.17	10,785.65	64,625.75
SRIO. PART. RECTOR	MMYS	N/A	353,330.74	294,842.30	4,620.00	0.00	0.00	29,298.34	24,570.09	9,724.22	58,876.35
JEFE DE DEPARTAMENTO C	MMYS	N/A	420,554.94	351,681.79	4,620.00	0.00	0.00	34,946.45	29,306.70	11,598.85	69,030.31
JEFE DE DEPARTAMENTO B	MMYS	N/A	376,918.12	294,842.30	4,620.00	0.00	0.00	29,298.34	48,157.48	10,431.84	62,709.28
JEFE DE DEPARTAMENTO A	MMYS	N/A	319,315.23	266,081.47	4,620.00	0.00	0.00	26,440.39	22,173.37	8,775.66	53,739.06
JEFE DE AREA C	CONFIANZA	N/A	296,622.94	220,762.37	4,620.00	0.00	0.00	21,937.05	49,303.52	8,208.18	50,665.32
JEFE DE AREA B	CONFIANZA	N/A	252,677.27	202,876.22	4,620.00	0.00	0.00	20,159.71	25,021.33	6,934.53	43,766.37
JEFE DE AREA A	CONFIANZA	N/A	200,625.21	148,185.41	4,620.00	0.00	0.00	14,725.11	33,094.69	5,509.69	36,049.00
ENFERMERA B	CONFIANZA	N/A	228,222.74	162,153.60	4,620.00	0.00	0.00	16,113.13	45,336.01	6,302.70	39,799.79
MEDICO GENERAL	CONFIANZA	N/A	430,142.33	274,369.73	4,620.00	0.00	0.00	27,263.99	123,888.61	12,079.75	71,572.05
TITULAR C	BASE	N/A	727,091.45	610,864.90	4,620.00	0.00	0.00	60,701.35	50,905.20	20,146.99	115,330.58
TITULAR B	BASE	N/A	684,769.64	522,302.40	4,620.00	0.00	0.00	51,900.94	105,946.30	19,098.74	107,997.19
TITULAR A	BASE	N/A	523,759.87	409,550.02	4,620.00	0.00	0.00	40,696.79	68,893.06	14,550.33	83,360.64
ASOCIADO C	BASE	N/A	474,713.73	341,989.06	4,620.00	0.00	0.00	33,983.29	94,121.39	13,247.84	73,967.32
ASOCIADO B	BASE	N/A	371,516.07	274,369.73	4,620.00	0.00	0.00	27,263.99	65,262.35	10,320.96	57,002.87
ASOCIADO A	BASE	N/A	263,544.85	206,812.42	4,620.00	0.00	0.00	20,550.85	31,561.58	7,250.72	43,823.20
TECNICO	BASE	N/A	213,771.96	162,153.60	4,620.00	0.00	0.00	16,113.13	30,885.24	5,869.18	36,753.98
CHOFER C	BASE	N/A	294,153.07	244,806.34	4,620.00	0.00	0.00	24,326.29	20,400.45	8,073.98	49,937.98
CHOFER B	BASE	N/A	223,714.49	164,273.09	4,620.00	0.00	0.00	16,323.74	38,497.66	6,162.15	38,755.21
CHOFER A	BASE	N/A	149,375.75	122,394.05	4,620.00	0.00	0.00	12,162.24	10,199.46	4,036.69	28,070.82
SECRETARIA C	BASE	N/A	157,370.51	129,153.79	4,620.00	0.00	0.00	12,833.95	10,762.77	4,259.63	29,278.33
SECRETARIA B	BASE	N/A	147,658.24	109,801.15	4,620.00	0.00	0.00	10,910.89	22,326.20	4,016.65	27,962.00
SECRETARIA A	BASE	N/A	134,362.52	95,683.39	4,620.00	0.00	0.00	9,508.01	24,551.11	3,653.07	25,165.29
AUXILIAR ADMINISTRATIVO	BASE	N/A	132,448.85	95,683.39	4,620.00	0.00	0.00	9,508.01	22,637.44	3,595.66	24,853.97
ENFERMERA	BASE	N/A	117,784.99	95,683.39	4,620.00	0.00	0.00	9,508.01	7,973.58	3,155.74	23,340.08
OFICIAL DE MANTENIMIENTO	BASE	N/A	146,898.98	105,306.82	4,620.00	0.00	0.00	10,464.29	26,507.87	4,005.10	27,071.87
AUXILIAR GENERAL	BASE	N/A	118,437.70	83,458.94	4,620.00	0.00	0.00	8,293.28	22,065.48	3,205.88	22,821.32



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				546		UNIVERSIDAD DE LA SIERRA SUR					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
INTENDENTE	BASE	N/A	103,961.21	74,638.08	4,620.00	0.00	0.00	7,416.75	17,286.38	2,793.64	20,739.22
JARDINERO	BASE	N/A	102,468.45	74,638.08	4,620.00	0.00	0.00	7,416.75	15,793.62	2,748.86	20,513.23
MEDICO GENERAL	BASE	N/A	372,007.59	274,369.73	4,620.00	0.00	0.00	37,229.45	55,788.42	10,335.71	62,157.65
ENFERMERA B	BASE	N/A	220,356.90	162,153.60	4,620.00	0.00	0.00	22,002.75	31,580.55	6,066.72	39,799.79
ENFERMERA A	BASE	N/A	152,349.83	109,801.15	4,620.00	0.00	0.00	14,899.01	23,029.67	4,157.39	27,248.51
TITULAR C	CONTRATO	N/A	727,091.45	610,864.90	4,620.00	0.00	0.00	60,701.35	50,905.20	20,146.99	115,330.58
TITULAR B	CONTRATO	N/A	622,348.36	522,302.40	4,620.00	0.00	0.00	51,900.94	43,525.03	17,226.10	99,509.70
TITULAR A	CONTRATO	N/A	488,995.83	409,550.02	4,620.00	0.00	0.00	40,696.79	34,129.03	13,507.40	79,367.55
ASOCIADO C	CONTRATO	N/A	409,091.32	341,989.06	4,620.00	0.00	0.00	33,983.29	28,498.97	11,279.17	67,298.56
ASOCIADO B	CONTRATO	N/A	329,117.77	274,369.73	4,620.00	0.00	0.00	27,263.99	22,864.05	9,049.01	55,219.47
ASOCIADO A	CONTRATO	N/A	249,217.57	206,812.42	4,620.00	0.00	0.00	20,550.85	17,234.30	6,820.90	43,151.16
TECNICO	CONTRATO	N/A	196,399.47	162,153.60	4,620.00	0.00	0.00	16,113.13	13,512.75	5,348.00	35,173.00
TECNICO DE 1/2 TIEMPO	CONTRATO	N/A	100,509.74	81,076.80	4,620.00	0.00	0.00	8,056.56	6,756.37	2,674.00	20,906.99
CHOFER C	CONTRATO	N/A	294,153.07	244,806.34	4,620.00	0.00	0.00	24,326.29	20,400.45	8,073.98	49,937.98
CHOFER B	CONTRATO	N/A	198,906.19	164,273.09	4,620.00	0.00	0.00	16,323.74	13,689.37	5,417.90	35,551.69
CHOFER A	CONTRATO	N/A	149,375.75	122,394.05	4,620.00	0.00	0.00	12,162.24	10,199.46	4,036.69	28,070.82
SECRETARIA C	CONTRATO	N/A	157,370.51	129,153.79	4,620.00	0.00	0.00	12,833.95	10,762.77	4,259.63	29,278.33
SECRETARIA B	CONTRATO	N/A	134,482.10	109,801.15	4,620.00	0.00	0.00	10,910.89	9,150.06	3,621.36	25,820.90
SECRETARIA A	CONTRATO	N/A	117,784.99	95,683.39	4,620.00	0.00	0.00	9,508.01	7,973.58	3,155.74	23,340.08
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	117,784.99	95,683.39	4,620.00	0.00	0.00	9,508.01	7,973.58	3,155.74	23,340.08
ENFERMERA	CONTRATO	N/A	117,784.99	95,683.39	4,620.00	0.00	0.00	9,508.01	7,973.58	3,155.74	23,340.08
OFICIAL DE MANTENIMIENTO	CONTRATO	N/A	129,166.64	105,306.82	4,620.00	0.00	0.00	10,464.29	8,775.53	3,473.13	25,018.37
VELADOR	CONTRATO	N/A	132,991.51	105,306.82	4,620.00	0.00	0.00	14,289.17	8,775.53	3,587.88	25,018.37
AUXILIAR GENERAL	CONTRATO	N/A	103,327.10	83,458.94	4,620.00	0.00	0.00	8,293.28	6,954.88	2,752.57	21,304.02
INTENDENTE	CONTRATO	N/A	92,894.65	74,638.08	4,620.00	0.00	0.00	7,416.75	6,219.82	2,461.64	19,834.62
JARDINERO	CONTRATO	N/A	92,894.65	74,638.08	4,620.00	0.00	0.00	7,416.75	6,219.82	2,461.64	19,834.62
GINECOLOGO	CONTRATO	N/A	489,000.15	409,553.66	4,620.00	0.00	0.00	40,697.15	34,129.34	13,507.52	79,368.22
PEDIATRA	CONTRATO	N/A	489,000.15	409,553.66	4,620.00	0.00	0.00	40,697.15	34,129.34	13,507.52	79,368.22
ANESTESIOLOGO	CONTRATO	N/A	489,000.15	409,553.66	4,620.00	0.00	0.00	40,697.15	34,129.34	13,507.52	79,368.22
MEDICO GENERAL	CONTRATO	N/A	329,117.77	274,369.73	4,620.00	0.00	0.00	27,263.99	22,864.05	9,049.01	55,219.47
ENFERMERA C	CONTRATO	N/A	249,217.57	206,812.42	4,620.00	0.00	0.00	20,550.85	17,234.30	6,820.90	43,151.16
ENFERMERA B	CONTRATO	N/A	196,399.47	162,153.60	4,620.00	0.00	0.00	16,113.13	13,512.75	5,348.00	35,173.00



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				546		UNIVERSIDAD DE LA SIERRA SUR					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ENFERMERA A	CONTRATO	N/A	138,470.22	109,801.15	4,620.00	0.00	0.00	14,899.01	9,150.06	3,741.00	26,456.39
PARAMEDICO	CONTRATO	N/A	196,399.47	162,153.60	4,620.00	0.00	0.00	16,113.13	13,512.75	5,348.00	35,173.00

				546		UNIVERSIDAD DE LA SIERRA SUR	
				REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA			
RECTOR *	MMYS	0	1,069,447	1,069,447			
VICE-RECTOR	MMYS	2	697,399	779,405			
ABOGADO GENERAL	MMYS	1	458,026	458,026			
AUDITOR INTERNO	MMYS	1	353,331	388,712			
SRIO. PART. RECTOR	MMYS	1	353,331	353,331			
JEFE DE DEPARTAMENTO C	MMYS	1	420,555	420,555			
JEFE DE DEPARTAMENTO B	MMYS	9	353,331	394,609			
JEFE DE DEPARTAMENTO A	MMYS	1	319,315	319,315			
JEFE DE AREA C	CONFIANZA	5	265,716	296,623			
JEFE DE AREA B	CONFIANZA	6	244,562	268,907			
JEFE DE AREA A	CONFIANZA	1	179,879	200,625			
ENFERMERA B	CONFIANZA	1	196,399	228,223			



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			546	UNIVERSIDAD DE LA SIERRA SUR	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
MEDICO GENERAL	CONFIANZA	1	329,118	430,142	
TITULAR C	BASE	0	727,091	727,091	
TITULAR B	BASE	4	622,348	695,216	
TITULAR A	BASE	28	488,996	587,947	
ASOCIADO C	BASE	77	409,091	495,233	
ASOCIADO B	BASE	44	329,118	398,953	
ASOCIADO A	BASE	6	249,218	271,817	
TECNICO	BASE	26	196,399	226,744	
CHOFER C	BASE	0	294,153	294,153	
CHOFER B	BASE	3	198,906	227,000	
CHOFER A	BASE	0	149,376	149,376	
SECRETARIA C	BASE	0	157,371	157,371	
SECRETARIA B	BASE	2	134,482	147,658	
SECRETARIA A	BASE	17	117,785	138,190	
AUXILIAR ADMINISTRATIVO	BASE	6	117,785	138,190	
ENFERMERA	BASE	0	117,785	117,785	
OFICIAL DE MANTENIMIENTO	BASE	9	129,167	149,005	
AUXILIAR GENERAL	BASE	8	103,327	120,107	
INTENDENTE	BASE	29	92,895	109,932	
JARDINERO	BASE	9	92,895	108,439	
MEDICO GENERAL	BASE	6	329,118	372,008	
ENFERMERA B	BASE	3	196,399	226,843	
ENFERMERA A	BASE	2	134,482	156,742	
TITULAR C	CONTRATO	0	727,091	727,091	
TITULAR B	CONTRATO	2	622,348	622,348	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			546	UNIVERSIDAD DE LA SIERRA SUR	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
TITULAR A	CONTRATO	13	488,996	488,996	
ASOCIADO C	CONTRATO	4	409,091	409,091	
ASOCIADO B	CONTRATO	8	329,118	329,118	
ASOCIADO A	CONTRATO	6	249,218	249,218	
TECNICO	CONTRATO	28	196,399	196,399	
TECNICO DE 1/2 TIEMPO	CONTRATO	6	100,510	100,510	
CHOFER C	CONTRATO	0	294,153	294,153	
CHOFER B	CONTRATO	1	198,906	198,906	
CHOFER A	CONTRATO	0	149,376	149,376	
SECRETARIA C	CONTRATO	0	157,371	157,371	
SECRETARIA B	CONTRATO	2	134,482	134,482	
SECRETARIA A	CONTRATO	4	117,785	117,785	
AUXILIAR ADMINISTRATIVO	CONTRATO	5	117,785	117,785	
ENFERMERA	CONTRATO	0	117,785	117,785	
OFICIAL DE MANTENIMIENTO	CONTRATO	1	129,167	129,167	
VELADOR	CONTRATO	1	129,167	132,992	
AUXILIAR GENERAL	CONTRATO	3	103,327	103,327	
INTENDENTE	CONTRATO	1	92,895	92,895	
JARDINERO	CONTRATO	0	92,895	92,895	
GINECOLOGO	CONTRATO	1	489,000	489,000	
PEDIATRA	CONTRATO	1	489,000	489,000	
ANESTESIOLOGO	CONTRATO	1	489,000	489,000	
MEDICO GENERAL	CONTRATO	2	329,118	329,118	
ENFERMERA C	CONTRATO	0	249,218	249,218	
ENFERMERA B	CONTRATO	3	196,399	196,399	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			546	UNIVERSIDAD DE LA SIERRA SUR	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ENFERMERA A	CONTRATO	2	134,482	138,470	
PARAMEDICO	CONTRATO	1	196,399	196,399	

				547	UNIVERSIDAD DEL ISTMO						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
Rector (1)	MANDOS MEDIOS Y SUPERIORES	N/A	1,069,446.93	900,333.70	4,620.00			89,465.73	75,027.51	29,693.98	161,772.88
Vicerrector	MANDOS MEDIOS Y SUPERIORES	N/A	744,259.82	585,759.36	4,620.00			58,206.63	95,673.83	20,724.80	128,565.14
Abogado General	MANDOS MEDIOS Y SUPERIORES	N/A	458,026.36	383,364.67	4,620.00			38,094.76	31,946.93	12,643.78	80,776.69
Auditor Interno	MANDOS MEDIOS Y SUPERIORES	N/A	353,330.74	294,842.30	4,620.00			29,298.34	24,570.09	9,724.22	63,511.36
Secretario Particular	MANDOS MEDIOS Y SUPERIORES	N/A	353,330.74	294,842.30	4,620.00			29,298.34	24,570.09	9,724.22	63,511.36
Jefe de departamento "C"	MANDOS MEDIOS Y SUPERIORES	N/A	420,554.94	351,681.79	4,620.00			34,946.45	29,306.70	11,598.85	74,597.29



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				UNIVERSIDAD DEL ISTMO							
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
Jefe de departamento "B"	MANDOS MEDIOS Y SUPERIORES	N/A	393,524.01	294,842.30	4,620.00			40,007.39	54,054.32	10,930.02	70,642.05
Jefe de departamento "A"	MANDOS MEDIOS Y SUPERIORES	N/A	319,315.23	266,081.47	4,620.00			26,440.39	22,173.37	8,775.66	57,901.87
Jefe de área "C"	CONFIANZA	N/A	292,207.69	220,762.37	4,620.00			21,937.05	44,888.27	8,075.73	53,762.73
Jefe de área "B"	CONFIANZA	N/A	264,849.84	202,876.22	4,620.00			20,159.71	37,193.91	7,299.71	49,173.60
Jefe de área "A"	CONFIANZA	N/A	203,043.79	148,185.41	4,620.00			20,107.40	30,130.98	5,582.25	39,017.15
Titular "C"	BASE	N/A	727,091.45	610,864.90	4,620.00			60,701.35	50,905.20	20,146.99	125,148.14
Titular "B"	BASE	N/A	685,024.65	522,302.40	4,620.00			51,900.94	106,201.31	19,106.39	118,994.39
Titular "A"	BASE	N/A	602,139.34	409,550.02	4,620.00			40,696.79	147,272.54	16,901.71	105,956.65
Asociado "C"	BASE	N/A	490,894.13	341,989.06	4,620.00			33,983.29	110,301.79	13,733.25	87,219.46
Asociado "B"	BASE	N/A	428,743.24	274,369.73	4,620.00			27,263.99	122,489.53	12,037.78	77,192.96
Asociado "A"	BASE	N/A	280,641.94	206,812.42	4,620.00			20,550.85	48,658.68	7,763.63	51,917.09
Técnico	BASE	N/A	265,710.44	162,153.60	4,620.00			16,113.13	82,823.72	7,427.33	49,928.33
Técnico asistente	BASE	N/A	153,284.91	114,120.38	4,620.00			11,340.09	23,204.44	4,174.65	30,379.95
Técnico de medio tiempo	BASE	N/A	100,509.74	81,076.80	4,620.00			8,056.56	6,756.37	2,674.00	21,665.65
Chofer "C"	BASE	N/A	294,153.07	244,806.34	4,620.00			24,326.29	20,400.45	8,073.98	53,752.39
Chofer "B"	BASE	N/A	221,904.43	164,273.09	4,620.00			16,323.74	36,687.60	6,107.85	42,125.37
Chofer "A"	BASE	N/A	164,063.03	122,394.05	4,620.00			12,162.24	24,886.75	4,477.31	32,482.87
Secretaría "C"	BASE	N/A	157,370.51	129,153.79	4,620.00			12,833.95	10,762.77	4,259.63	31,195.62
Secretaría "B"	BASE	N/A	181,048.62	109,801.15	4,620.00			10,910.89	55,716.58	5,018.36	35,682.46
Secretaría "A"	BASE	N/A	149,649.08	95,683.39	4,620.00			9,508.01	39,837.68	4,111.66	30,012.21
Auxiliar Administrativo	BASE	N/A	129,267.00	95,683.39	4,620.00			9,508.01	19,455.59	3,500.20	26,368.58
Enfermera	BASE	N/A	127,353.33	95,683.39	4,620.00			9,508.01	17,541.92	3,442.79	26,034.59
Velador	BASE	N/A	129,166.64	105,306.82	4,620.00			10,464.29	8,775.53	3,473.13	26,211.10
Oficial de Mantenimiento	BASE	N/A	154,811.75	105,306.82	4,620.00			10,464.29	34,420.65	4,242.49	31,094.22
Auxiliar general	BASE	N/A	148,879.89	83,458.94	4,620.00			8,293.28	52,507.67	4,119.15	30,055.92
Jardinero	BASE	N/A	114,021.32	74,638.08	4,620.00			7,416.75	27,346.49	3,095.45	23,951.14
Auxiliar de Mantenimiento	BASE	N/A	116,262.25	74,638.08	4,620.00			7,416.75	29,587.42	3,162.67	24,404.95
Intendente	BASE	N/A	135,896.16	74,638.08	4,620.00			7,416.75	49,221.33	3,751.69	27,910.44
Titular "C"	CONTRATO	N/A	727,091.45	610,864.90	4,620.00			60,701.35	50,905.20	20,146.99	125,148.14
Titular "B"	CONTRATO	N/A	685,024.65	522,302.40	4,620.00			51,900.94	106,201.31	19,106.39	118,994.39



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				547 UNIVERSIDAD DEL ISTMO								
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
Titular "A"	CONTRATO	N/A	602,139.34	409,550.02	4,620.00				40,696.79	147,272.54	16,901.71	105,956.65
Asociado "C"	CONTRATO	N/A	490,894.13	341,989.06	4,620.00				33,983.29	110,301.79	13,733.25	87,219.46
Asociado "B"	CONTRATO	N/A	428,743.24	274,369.73	4,620.00				27,263.99	122,489.53	12,037.78	77,192.96
Asociado "A"	CONTRATO	N/A	280,641.94	206,812.42	4,620.00				20,550.85	48,658.68	7,763.63	51,917.09
Técnico	CONTRATO	N/A	265,710.44	162,153.60	4,620.00				16,113.13	82,823.72	7,427.33	49,928.33
Técnico asistente	CONTRATO	N/A	153,284.91	114,120.38	4,620.00				11,340.09	23,204.44	4,174.65	30,379.95
Técnico de medio tiempo	CONTRATO	N/A	100,509.74	81,076.80	4,620.00				8,056.56	6,756.37	2,674.00	21,665.65
Chofer "C"	CONTRATO	N/A	294,153.07	244,806.34	4,620.00				24,326.29	20,400.45	8,073.98	53,752.39
Chofer "B"	CONTRATO	N/A	221,904.43	164,273.09	4,620.00				16,323.74	36,687.60	6,107.85	42,125.37
Chofer "A"	CONTRATO	N/A	164,063.03	122,394.05	4,620.00				12,162.24	24,886.75	4,477.31	32,482.87
Secretaria "C"	CONTRATO	N/A	157,370.51	129,153.79	4,620.00				12,833.95	10,762.77	4,259.63	31,195.62
Secretaria "B"	CONTRATO	N/A	181,048.62	109,801.15	4,620.00				10,910.89	55,716.58	5,018.36	35,682.46
Secretaria "A"	CONTRATO	N/A	149,649.08	95,683.39	4,620.00				9,508.01	39,837.68	4,111.66	30,012.21
Auxiliar Administrativo	CONTRATO	N/A	129,267.00	95,683.39	4,620.00				9,508.01	19,455.59	3,500.20	26,368.58
Enfermera	CONTRATO	N/A	127,353.33	95,683.39	4,620.00				9,508.01	17,541.92	3,442.79	26,034.59
Velador	CONTRATO	N/A	129,166.64	105,306.82	4,620.00				10,464.29	8,775.53	3,473.13	26,211.10
Oficial de Mantenimiento	CONTRATO	N/A	154,811.75	105,306.82	4,620.00				10,464.29	34,420.65	4,242.49	31,094.22
Auxiliar general	CONTRATO	N/A	148,879.89	83,458.94	4,620.00				8,293.28	52,507.67	4,119.15	30,055.92
Jardinero	CONTRATO	N/A	114,021.32	74,638.08	4,620.00				7,416.75	27,346.49	3,095.45	23,951.14
Auxiliar de Mantenimiento	CONTRATO	N/A	116,262.25	74,638.08	4,620.00				7,416.75	29,587.42	3,162.67	24,404.95
Intendente	CONTRATO	N/A	135,896.16	74,638.08	4,620.00				7,416.75	49,221.33	3,751.69	27,910.44

			547 UNIVERSIDAD DEL ISTMO	
			REMUNERACIONES	
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA
Rector (1)	MANDOS MEDIOS Y SUPERIORES	0	-	-



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			547	UNIVERSIDAD DEL ISTMO	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
Vicerrector	MANDOS MEDIOS Y SUPERIORES	2	697,399	744,260	
Abogado General	MANDOS MEDIOS Y SUPERIORES	1	458,026	458,026	
Auditor Interno	MANDOS MEDIOS Y SUPERIORES	1	353,331	353,331	
Secretario Particular	MANDOS MEDIOS Y SUPERIORES	1	353,331	353,331	
Jefe de departamento "C"	MANDOS MEDIOS Y SUPERIORES	0	420,555	420,555	
Jefe de departamento "B"	MANDOS MEDIOS Y SUPERIORES	12	353,331	405,318	
Jefe de departamento "A"	MANDOS MEDIOS Y SUPERIORES	0	319,315	319,315	
Jefe de área "C"	CONFIANZA	4	265,716	296,623	
Jefe de área "B"	CONFIANZA	3	244,562	264,850	
Jefe de área "A"	CONFIANZA	7	179,879	206,007	
Titular "C"	BASE	0	727,091	727,091	
Titular "B"	BASE	8	622,348	767,659	
Titular "A"	BASE	32	488,996	618,521	
Asociado "C"	BASE	29	409,091	529,158	
Asociado "B"	BASE	55	329,118	439,718	
Asociado "A"	BASE	0	249,218	321,406	
Técnico	BASE	25	196,399	272,197	
Técnico asistente	BASE	2	139,590	208,663	
Técnico de medio tiempo	BASE	0	100,510	153,605	
Chofer "C"	BASE	0	294,153	294,153	
Chofer "B"	BASE	1	198,906	255,295	
Chofer "A"	BASE	4	149,376	199,901	
Secretaria "C"	BASE	0	157,371	157,371	
Secretaria "B"	BASE	10	134,482	183,245	
Secretaria "A"	BASE	10	117,785	164,571	
Auxiliar Administrativo	BASE	6	117,785	162,657	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			547	UNIVERSIDAD DEL ISTMO	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
Enfermera	BASE	2	117,785	160,744	
Velador	BASE	0	129,167	129,167	
Oficial de Mantenimiento	BASE	8	129,167	177,300	
Auxiliar general	BASE	25	103,327	150,549	
Jardinero	BASE	0	92,895	134,403	
Auxiliar de Mantenimiento	BASE	2	92,895	131,418	
Intendente	BASE	6	92,895	137,389	
Titular "C"	CONTRATO	0	727,091	727,091	
Titular "B"	CONTRATO	2	622,348	767,659	
Titular "A"	CONTRATO	1	488,996	618,521	
Asociado "C"	CONTRATO	1	409,091	529,158	
Asociado "B"	CONTRATO	13	329,118	439,718	
Asociado "A"	CONTRATO	0	249,218	321,406	
Técnico	CONTRATO	3	196,399	272,197	
Técnico asistente	CONTRATO	0	139,590	208,663	
Técnico de medio tiempo	CONTRATO	0	100,510	153,605	
Chofer "C"	CONTRATO	0	294,153	294,153	
Chofer "B"	CONTRATO	0	198,906	255,295	
Chofer "A"	CONTRATO	0	149,376	199,901	
Secretaria "C"	CONTRATO	0	157,371	157,371	
Secretaria "B"	CONTRATO	1	134,482	183,245	
Secretaria "A"	CONTRATO	2	117,785	164,571	
Auxiliar Administrativo	CONTRATO	0	117,785	162,657	
Enfermera	CONTRATO	0	117,785	160,744	
Velador	CONTRATO	0	129,167	129,167	
Oficial de Mantenimiento	CONTRATO	0	129,167	177,300	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			547	UNIVERSIDAD DEL ISTMO	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
Auxiliar general	CONTRATO	0	103,327	150,549	
Jardinero	CONTRATO	1	92,895	134,403	
Auxiliar de Mantenimiento	CONTRATO	0	92,895	131,418	
Intendente	CONTRATO	0	92,895	137,389	

				548	UNIVERSIDAD DEL MAR						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	1,069,983.21	900,828.61	4,620.00	-	-	89,465.85	75,068.75	29,708.83	167,281.12
SECRETARIA "A"	BASE	N/A	153,902.40	95,737.59	4,620.00	-	-	9,508.19	44,036.62	4,239.13	25,637.27
TÉCNICO ASISTENTE	BASE	N/A	173,996.32	114,181.62	4,620.00	-	-	11,339.96	43,854.74	4,795.84	30,084.13
TITULAR "A"	BASE	N/A	608,593.75	409,772.91	4,620.00	-	-	40,696.62	153,504.22	17,094.78	91,378.05
ASOCIADO "C"	BASE	N/A	523,892.87	342,175.00	4,620.00	-	-	33,983.13	143,114.73	14,722.75	77,294.10
TÉCNICO	BASE	N/A	218,496.49	162,241.01	4,620.00	-	-	16,112.98	35,522.50	6,010.69	39,276.57



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				548	UNIVERSIDAD DEL MAR							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
OFICIAL DE MANTENIMIENTO	BASE	N/A	152,851.17	105,365.32	4,620.00	-	-	10,464.36	32,401.48	4,183.52	28,603.28	
AUXILIAR GENERAL	BASE	N/A	118,042.84	83,505.74	4,620.00	-	-	8,293.38	21,623.73	3,193.92	23,130.84	
AUXILIAR ADMINISTRATIVO	BASE	N/A	137,789.02	95,737.59	4,620.00	-	-	9,508.19	27,923.24	3,755.73	25,637.27	
CHOFER "B"	BASE	N/A	225,300.40	164,362.06	4,620.00	-	-	16,323.63	39,994.71	6,209.51	39,711.58	
ENCARGADO DE ÁREA	BASE	N/A	152,118.62	109,856.50	4,620.00	-	-	10,910.41	26,731.71	4,150.32	28,532.94	
JARDINERO	BASE	N/A	134,870.71	74,678.12	4,620.00	-	-	7,416.66	48,155.94	3,720.83	21,442.58	
MOTORISTA DE LANCHAS	BASE	N/A	132,550.89	108,173.25	4,620.00	-	-	10,743.23	9,014.40	3,567.49	28,187.72	
JEFE DE ÁREA "C"	CONFIANZA	N/A	285,726.29	220,882.98	4,620.00	-	-	21,937.01	38,286.31	7,880.98	51,303.56	
ASOCIADO "B"	BASE	N/A	379,711.13	274,520.49	4,620.00	-	-	27,264.02	73,306.63	10,566.44	62,304.17	
INTENDENTE	BASE	N/A	132,211.30	74,678.12	4,620.00	-	-	7,416.66	45,496.53	3,641.04	21,442.58	
AUXILIAR DE MANTENIMIENTO	BASE	N/A	101,899.30	74,678.12	4,620.00	-	-	7,416.66	15,184.53	2,731.68	21,442.58	
JEFE DE OFICINA	BASE	N/A	227,565.47	166,049.08	4,620.00	-	-	16,491.18	40,405.22	6,273.24	40,057.58	
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	N/A	383,004.42	295,002.53	4,620.00	-	-	29,298.20	54,083.70	10,614.03	66,504.87	
TITULAR "B"	BASE	N/A	761,837.16	522,588.30	4,620.00	-	-	51,900.89	182,727.97	21,410.05	113,180.83	
CARPINTERO	BASE	N/A	152,092.66	105,365.32	4,620.00	-	-	10,464.36	31,642.97	4,160.77	28,603.28	
CHOFER "A"	BASE	N/A	167,282.02	122,462.00	4,620.00	-	-	12,162.32	28,037.71	4,573.71	30,719.34	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				548	UNIVERSIDAD DEL MAR						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
VELADOR	BASE	N/A	141,412.16	105,365.32	4,620.00	-	-	10,464.36	20,962.47	3,840.35	27,881.50
TITULAR "C"	BASE	N/A	806,911.02	611,200.40	4,620.00	-	-	60,701.41	130,389.21	22,540.74	129,363.62
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS Y SUPERIORES	N/A	347,593.44	266,228.79	4,620.00	-	-	26,440.53	50,304.12	9,623.63	61,284.96
VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	768,075.97	586,079.99	4,620.00	-	-	58,206.57	119,169.40	21,438.48	124,293.45
JEFE DE ÁREA "B"	CONFIANZA	N/A	260,920.13	202,986.19	4,620.00	-	-	20,159.59	33,154.34	7,181.54	46,971.90
ENFERMERA	BASE	N/A	129,332.39	95,737.59	4,620.00	-	-	9,508.19	19,466.61	3,502.03	25,013.59
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	N/A	371,204.32	295,002.53	4,620.00	-	-	29,298.20	42,283.60	10,260.03	64,583.08
ASOCIADO "A"	BASE	N/A	297,319.29	206,926.35	4,620.00	-	-	20,550.91	65,222.03	8,263.66	46,307.28
JEFE DE ÁREA "A"	CONFIANZA	N/A	194,792.48	148,265.52	4,620.00	-	-	14,725.00	27,181.96	5,334.51	34,881.36
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	N/A	365,304.27	295,002.53	4,620.00	-	-	29,298.20	36,383.55	10,083.02	61,700.40
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	N/A	458,251.99	383,573.11	4,620.00	-	-	38,094.59	31,964.30	12,650.03	74,674.86
TÉCNICO 1/2 TIEMPO	CONTRATO	N/A	100,557.01	81,120.51	4,620.00	-	-	8,056.49	6,760.02	2,675.31	20,703.54
PATRON DE BARCO	CONTRATO	N/A	265,846.83	220,882.98	4,620.00	-	-	21,937.01	18,406.84	7,284.60	45,547.82
MOTORISTA DE BARCO	CONTRATO	N/A	206,809.01	170,962.96	4,620.00	-	-	16,979.20	14,246.86	5,638.26	36,610.44



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				548		UNIVERSIDAD DEL MAR					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
WINCHERO BARCO UMAR	CONTRATO	N/A	113,398.30	91,978.59	4,620.00	-	-	9,134.86	7,664.85	3,033.40	22,516.28
COCINERO BARCO UMAR	CONTRATO	N/A	113,398.30	91,978.59	4,620.00	-	-	9,134.86	7,664.85	3,033.40	22,516.28
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS Y SUPERIORES	N/A	420,763.63	351,874.44	4,620.00	-	-	34,946.43	29,322.75	11,604.63	75,317.32
CHOFER "C"	CONTRATO	N/A	294,296.74	244,939.09	4,620.00	-	-	24,326.14	20,411.51	8,077.96	54,388.72
SECRETARIA "C"	CONTRATO	N/A	157,447.91	129,225.18	4,620.00	-	-	12,834.01	10,768.72	4,261.78	31,738.90
SECRETARIA "B"	CONTRATO	N/A	134,546.04	109,860.28	4,620.00	-	-	10,910.78	9,154.99	3,623.13	27,949.28



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			548	UNIVERSIDAD DEL MAR	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
TITULAR C	BASE	9	727,092	812,613	
TITULAR C	CONTRATO	2	727,092	727,092	
TITULAR B	BASE	15	664,132	740,515	
TITULAR A	BASE	42	488,994	607,757	
TITULAR A	CONTRATO	4	488,994	488,994	
ASOCIADO C	BASE	75	409,089	508,852	
ASOCIADO C	CONTRATO	8	409,089	440,514	
ASOCIADO B	BASE	90	329,118	393,467	
ASOCIADO B	CONTRATO	18	329,118	347,973	
ASOCIADO A	BASE	4	249,218	280,642	
ASOCIADO A	CONTRATO	2	249,218	249,218	
TECNICO	BASE	10	212,613	222,342	
TECNICO	CONTRATO	23	196,398	218,391	
TECNICO ASISTENTE	BASE	13	146,436	161,915	
TECNICO ASISTENTE	CONTRATO	46	139,589	163,008	
RECTOR	MANDOS MEDIOS Y SUPERIORES	0	1,069,448	1,069,448	
VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	3	697,398	767,690	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			548	UNIVERSIDAD DEL MAR	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	1	458,024	458,024	
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS Y SUPERIORES	0	39,566	39,566	
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	14	353,329	400,504	
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	3	353,329	382,813	
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	1	365,123	365,123	
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS Y SUPERIORES	9	319,317	366,051	
JEFE DE AREA "C"	CONFIANZA	20	265,716	301,038	
PATRON DE BARCO	CONTRATO	1	265,716	265,716	
JEFE DE AREA "B"	CONFIANZA	9	244,561	272,963	
JEFE DE AREA "A"	CONFIANZA	1	194,696	194,696	
CHOFER "C"	CONTRATO	0	28,946	28,946	
MOTORISTA DE BARCO	CONTRATO	1	206,708	206,708	
CHOFER "B"	BASE	3	221,903	225,188	
SECRETARIA "C"	CONTRATO	0	17,454	17,454	
CHOFER "A"	BASE	9	156,720	168,426	
CHOFER "A"	CONTRATO	3	149,377	149,377	
SECRETARIA "B"	BASE	0	15,531	15,531	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			548	UNIVERSIDAD DEL MAR	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
MOTORISTA DE LANCHA	BASE	1	149,785	149,785	
VELADOR	BASE	3	135,026	147,663	
VELADOR	CONTRATO	2	132,920	135,026	
CARPINTERO	BASE	1	152,021	152,021	
OFICIAL DE MANTENIMIENTO	BASE	30	131,274	159,067	
OFICIAL DE MANTENIMIENTO	CONTRATO	2	129,168	131,274	
ENFERMERA	BASE	1	129,269	129,269	
SECRETARIA "A"	BASE	39	121,614	148,253	
SECRETARIA "A"	CONTRATO	19	117,787	121,197	
AUXILIAR ADMINISTRATIVO	BASE	12	121,614	133,097	
AUXILIAR ADMINISTRATIVO	CONTRATO	9	117,787	123,791	
COCINERO DE BARCO UMAR	CONTRATO	1	113,344	113,344	
WINCHERO DE BARCO UMAR	CONTRATO	2	113,344	113,344	
AUXILIAR GENERAL	BASE	6	111,674	116,682	
AUXILIAR GENERAL	CONTRATO	2	103,328	103,328	
AUXILIAR DE MANTENIMIENTO	BASE	17	97,372	104,836	
AUXILIAR DE MANTENIMIENTO	CONTRATO	8	92,894	92,894	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			548	UNIVERSIDAD DEL MAR	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
INTENDENTE	BASE	26	97,372	119,992	
INTENDENTE	CONTRATO	7	92,894	92,894	
JARDINERO	BASE	18	95,879	119,992	
JARDINERO	CONTRATO	12	92,894	95,553	
JEFE DE OFICINA	BASE	1	227,452	227,452	
ENCARGADO DE AREA	BASE	2	152,044	152,044	
ENCARGADO DE AREA	CONTRATO	1	134,476	134,476	
TECNICO DE 1/2 TIEMPO	CONTRATO	2	100,509	100,509	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549		UNIVERSIDAD DEL PAPALOAPAN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR*	MMYS	N/A	1,069,981.67	900,827.30	4,620.00	0.00	0.00	89,465.73	75,068.64	29,708.79	178,161.32
VICE-RECTOR	MMYS	N/A	768,076.64	586,080.50	4,620.00	0.00	0.00	58,206.63	119,169.51	21,438.50	130,435.99
VICE-RECTOR	MMYS	N/A	768,076.64	586,080.50	4,620.00	0.00	0.00	58,206.63	119,169.51	21,438.50	130,435.99
ABOGADO GENERAL	MMYS	N/A	458,254.05	383,574.85	4,620.00	0.00	0.00	38,094.76	31,964.44	12,650.09	74,708.71
AUDITOR INTERNO	MMYS	N/A	371,215.16	295,011.25	4,620.00	0.00	0.00	29,299.06	42,284.85	10,260.33	65,557.19
SECRETARIO PARTICULAR DEL RECTOR	MMYS	N/A	383,015.61	295,011.25	4,620.00	0.00	0.00	29,299.06	54,085.30	10,614.34	63,652.54
JEFE DE DEPARTAMENTO "C"	MMYS	N/A	420,759.50	351,870.95	4,620.00	0.00	0.00	34,946.09	29,322.46	11,604.51	73,358.92
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	394,816.06	295,011.25	4,620.00	0.00	0.00	29,299.06	65,885.75	10,968.36	69,666.62
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,915.83	295,011.25	4,620.00	0.00	0.00	29,299.06	59,985.52	10,791.35	68,639.24
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,915.83	295,011.25	4,620.00	0.00	0.00	29,299.06	59,985.52	10,791.35	68,639.24
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,915.83	295,011.25	4,620.00	0.00	0.00	29,299.06	59,985.52	10,791.35	68,639.24
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,915.83	295,011.25	4,620.00	0.00	0.00	29,299.06	59,985.52	10,791.35	68,639.24
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	388,915.83	295,011.25	4,620.00	0.00	0.00	29,299.06	59,985.52	10,791.35	68,639.24
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	383,015.61	295,011.25	4,620.00	0.00	0.00	29,299.06	54,085.30	10,614.34	63,652.54
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	383,015.61	295,011.25	4,620.00	0.00	0.00	29,299.06	54,085.30	10,614.34	67,611.90
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	383,015.61	295,011.25	4,620.00	0.00	0.00	29,299.06	54,085.30	10,614.34	63,652.54
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	353,514.48	295,011.25	4,620.00	0.00	0.00	29,299.06	24,584.17	9,729.31	62,475.10
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	351,420.54	266,227.35	4,620.00	0.00	0.00	26,440.39	54,132.80	9,738.45	62,528.17
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	351,420.54	266,227.35	4,620.00	0.00	0.00	26,440.39	54,132.80	9,738.45	58,895.53
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	351,420.54	266,227.35	4,620.00	0.00	0.00	26,440.39	54,132.80	9,738.45	62,528.17
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	330,122.35	266,227.35	4,620.00	0.00	0.00	26,440.39	32,834.61	9,099.50	58,819.70
JEFE DE AREA "C"	CONFIANZA	N/A	296,771.01	220,883.40	4,620.00	0.00	0.00	21,937.05	49,330.56	8,212.32	50,607.04
JEFE DE AREA "C"	CONFIANZA	N/A	296,771.01	220,883.40	4,620.00	0.00	0.00	21,937.05	49,330.56	8,212.32	53,670.40
JEFE DE AREA "C"	CONFIANZA	N/A	292,353.34	220,883.40	4,620.00	0.00	0.00	21,937.05	44,912.89	8,079.79	52,901.20
JEFE DE AREA "C"	CONFIANZA	N/A	292,353.34	220,883.40	4,620.00	0.00	0.00	21,937.05	44,912.89	8,079.79	52,901.20
JEFE DE AREA "C"	CONFIANZA	N/A	292,353.34	220,883.40	4,620.00	0.00	0.00	21,937.05	44,912.89	8,079.79	52,901.20
JEFE DE AREA "C"	CONFIANZA	N/A	292,353.34	220,883.40	4,620.00	0.00	0.00	21,937.05	44,912.89	8,079.79	52,901.20
JEFE DE AREA "C"	CONFIANZA	N/A	287,935.67	220,883.40	4,620.00	0.00	0.00	21,937.05	40,495.22	7,947.26	52,132.01
JEFE DE AREA "C"	CONFIANZA	N/A	265,847.33	220,883.40	4,620.00	0.00	0.00	21,937.05	18,406.88	7,284.61	48,285.92
JEFE DE AREA "B"	CONFIANZA	N/A	264,981.46	202,987.45	4,620.00	0.00	0.00	20,159.71	37,214.30	7,303.38	48,394.83
JEFE DE AREA "A"	CONFIANZA	N/A	197,749.76	148,259.35	4,620.00	0.00	0.00	14,724.39	30,146.02	5,423.25	35,459.48



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549	UNIVERSIDAD DEL PAPALOAPAN							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
JEFE DE AREA	CONFIANZA	N/A	243,319.09	180,470.60	4,620.00	0.00	0.00	17,923.45	40,305.04	6,709.80	42,446.79	
JEFE DE AREA	CONFIANZA	N/A	239,709.68	180,470.60	4,620.00	0.00	0.00	17,923.45	36,695.63	6,601.52	44,321.20	
JEFE DE AREA	CONFIANZA	N/A	239,709.68	180,470.60	4,620.00	0.00	0.00	17,923.45	36,695.63	6,601.52	44,321.20	
JEFE DE AREA	CONFIANZA	N/A	239,709.68	180,470.60	4,620.00	0.00	0.00	17,923.45	36,695.63	6,601.52	44,321.20	
JEFE DE AREA	CONFIANZA	N/A	239,709.68	180,470.60	4,620.00	0.00	0.00	17,923.45	36,695.63	6,601.52	41,858.70	
JEFE DE AREA	CONFIANZA	N/A	221,662.62	180,470.60	4,620.00	0.00	0.00	17,923.45	18,648.57	6,060.10	38,918.28	
TITULAR "C"	BASE	N/A	832,222.76	611,199.80	4,620.00	0.00	0.00	60,701.35	155,701.61	23,300.09	131,530.08	
TITULAR "C"	BASE	N/A	800,798.24	611,199.80	4,620.00	0.00	0.00	60,701.35	124,277.09	22,357.35	133,587.53	
TITULAR "C"	BASE	N/A	800,798.24	611,199.80	4,620.00	0.00	0.00	60,701.35	124,277.09	22,357.35	133,587.53	
TITULAR "C"	BASE	N/A	727,454.26	611,199.80	4,620.00	0.00	0.00	60,701.35	50,933.11	20,157.03	122,035.86	
TITULAR "C"	BASE	N/A	727,454.26	611,199.80	4,620.00	0.00	0.00	60,701.35	50,933.11	20,157.03	122,035.86	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	108,882.04	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	716,788.99	522,585.10	4,620.00	0.00	0.00	51,900.58	137,683.31	20,058.61	114,002.06	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	108,882.04	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	685,364.47	522,585.10	4,620.00	0.00	0.00	51,900.58	106,258.79	19,115.88	115,018.89	
TITULAR "B"	BASE	N/A	674,912.77	522,585.10	4,620.00	0.00	0.00	51,900.58	95,807.09	18,802.33	107,179.11	
TITULAR "B"	BASE	N/A	674,912.77	522,585.10	4,620.00	0.00	0.00	51,900.58	95,807.09	18,802.33	113,372.72	
TITULAR "B"	BASE	N/A	674,912.77	522,585.10	4,620.00	0.00	0.00	51,900.58	95,807.09	18,802.33	113,372.72	
TITULAR "B"	BASE	N/A	706,337.29	522,585.10	4,620.00	0.00	0.00	51,900.58	127,231.61	19,745.06	118,844.40	
TITULAR "B"	BASE	N/A	706,337.29	522,585.10	4,620.00	0.00	0.00	51,900.58	127,231.61	19,745.06	112,299.13	
TITULAR "B"	BASE	N/A	622,654.26	522,585.10	4,620.00	0.00	0.00	51,900.58	43,548.58	17,234.57	105,142.02	
TITULAR "B"	BASE	N/A	622,654.26	522,585.10	4,620.00	0.00	0.00	51,900.58	43,548.58	17,234.57	105,142.02	
TITULAR "A"	BASE	N/A	546,607.52	409,774.55	4,620.00	0.00	0.00	40,696.79	91,516.18	15,235.19	87,903.22	
TITULAR "A"	BASE	N/A	578,032.04	409,774.55	4,620.00	0.00	0.00	40,696.79	122,940.70	16,177.93	98,142.47	
TITULAR "A"	BASE	N/A	578,032.04	409,774.55	4,620.00	0.00	0.00	40,696.79	122,940.70	16,177.93	98,142.47	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549	UNIVERSIDAD DEL PAPALOAPAN							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
TITULAR "A"	BASE	N/A	546,607.52	409,774.55	4,620.00	0.00	0.00	40,696.79	91,516.18	15,235.19	87,903.22	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	86,567.93	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	86,567.93	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	569,836.55	409,774.55	4,620.00	0.00	0.00	40,696.79	114,745.21	15,932.06	91,687.95	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	86,567.93	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	86,567.93	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	538,412.03	409,774.55	4,620.00	0.00	0.00	40,696.79	83,320.69	14,989.33	91,380.02	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24	
TITULAR "A"	BASE	N/A	561,641.06	409,774.55	4,620.00	0.00	0.00	40,696.79	106,549.72	15,686.20	95,560.92	
TITULAR "A"	BASE	N/A	570,980.66	409,774.55	4,620.00	0.00	0.00	40,696.79	115,889.32	15,966.39	91,425.99	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	85,232.65	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	85,232.65	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	85,232.65	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	85,232.65	
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	85,232.65	
TITULAR "A"	BASE	N/A	570,980.66	409,774.55	4,620.00	0.00	0.00	40,696.79	115,889.32	15,966.39	91,425.99	



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549		UNIVERSIDAD DEL PAPALOAPAN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	90,089.24
TITULAR "A"	BASE	N/A	530,216.54	409,774.55	4,620.00	0.00	0.00	40,696.79	75,125.20	14,743.46	85,232.65
TITULAR "A"	BASE	N/A	522,021.04	409,774.55	4,620.00	0.00	0.00	40,696.79	66,929.70	14,497.60	88,798.42
TITULAR "A"	BASE	N/A	522,021.04	409,774.55	4,620.00	0.00	0.00	40,696.79	66,929.70	14,497.60	88,798.42
TITULAR "A"	BASE	N/A	522,021.04	409,774.55	4,620.00	0.00	0.00	40,696.79	66,929.70	14,497.60	88,798.42
TITULAR "A"	BASE	N/A	522,021.04	409,774.55	4,620.00	0.00	0.00	40,696.79	66,929.70	14,497.60	83,897.32
TITULAR "A"	BASE	N/A	513,825.55	409,774.55	4,620.00	0.00	0.00	40,696.79	58,734.21	14,251.73	87,507.65
TITULAR "A"	BASE	N/A	505,630.06	409,774.55	4,620.00	0.00	0.00	40,696.79	50,538.72	14,005.87	81,226.74
TITULAR "A"	BASE	N/A	497,434.57	409,774.55	4,620.00	0.00	0.00	40,696.79	42,343.23	13,760.00	47,822.85
TITULAR "A"	BASE	N/A	497,434.57	409,774.55	4,620.00	0.00	0.00	40,696.79	42,343.23	13,760.00	47,822.85
TITULAR "A"	BASE	N/A	497,434.57	409,774.55	4,620.00	0.00	0.00	40,696.79	42,343.23	13,760.00	47,822.85
TITULAR "A"	BASE	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	80,408.52
TITULAR "A"	BASE	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	80,408.52
TITULAR "A"	BASE	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	80,408.52
TITULAR "A"	BASE	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	80,408.52
TITULAR "A"	BASE	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	80,408.52
TITULAR "A"	BASE	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	80,408.52
TITULAR "A"	BASE	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	80,408.52
ASOCIADO "C"	BASE	N/A	457,199.16	342,176.55	4,620.00	0.00	0.00	33,983.29	76,419.32	12,721.94	78,293.13
ASOCIADO "C"	BASE	N/A	488,623.68	342,176.55	4,620.00	0.00	0.00	33,983.29	107,843.84	13,664.67	79,432.06
ASOCIADO "C"	BASE	N/A	457,199.16	342,176.55	4,620.00	0.00	0.00	33,983.29	76,419.32	12,721.94	78,293.13
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	73,197.01
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	73,197.01
ASOCIADO "C"	BASE	N/A	481,780.15	342,176.55	4,620.00	0.00	0.00	33,983.29	101,000.31	13,459.37	78,317.03
ASOCIADO "C"	BASE	N/A	491,119.75	342,176.55	4,620.00	0.00	0.00	33,983.29	110,339.91	13,739.55	79,390.35
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	77,215.27
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	77,215.27
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	73,197.01
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	77,215.27
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	73,197.01



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549	UNIVERSIDAD DEL PAPALOAPAN							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	73,197.01	
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	77,215.27	
ASOCIADO "C"	BASE	N/A	491,119.75	342,176.55	4,620.00	0.00	0.00	33,983.29	110,339.91	13,739.55	83,864.79	
ASOCIADO "C"	BASE	N/A	450,355.63	342,176.55	4,620.00	0.00	0.00	33,983.29	69,575.79	12,516.63	77,215.27	
ASOCIADO "C"	BASE	N/A	481,780.15	342,176.55	4,620.00	0.00	0.00	33,983.29	101,000.31	13,459.37	78,317.03	
ASOCIADO "C"	BASE	N/A	443,512.10	342,176.55	4,620.00	0.00	0.00	33,983.29	62,732.26	12,311.33	72,081.98	
ASOCIADO "C"	BASE	N/A	474,936.62	342,176.55	4,620.00	0.00	0.00	33,983.29	94,156.78	13,254.06	77,202.00	
ASOCIADO "C"	BASE	N/A	443,512.10	342,176.55	4,620.00	0.00	0.00	33,983.29	62,732.26	12,311.33	76,137.41	
ASOCIADO "C"	BASE	N/A	443,512.10	342,176.55	4,620.00	0.00	0.00	33,983.29	62,732.26	12,311.33	76,137.41	
ASOCIADO "C"	BASE	N/A	474,936.62	342,176.55	4,620.00	0.00	0.00	33,983.29	94,156.78	13,254.06	81,609.09	
ASOCIADO "C"	BASE	N/A	443,512.10	342,176.55	4,620.00	0.00	0.00	33,983.29	62,732.26	12,311.33	76,137.41	
ASOCIADO "C"	BASE	N/A	443,512.10	342,176.55	4,620.00	0.00	0.00	33,983.29	62,732.26	12,311.33	72,081.98	
ASOCIADO "C"	BASE	N/A	443,512.10	342,176.55	4,620.00	0.00	0.00	33,983.29	62,732.26	12,311.33	72,081.98	
ASOCIADO "C"	BASE	N/A	436,668.56	342,176.55	4,620.00	0.00	0.00	33,983.29	55,888.72	12,106.02	75,059.55	
ASOCIADO "C"	BASE	N/A	468,093.08	342,176.55	4,620.00	0.00	0.00	33,983.29	87,313.24	13,048.75	76,086.97	
ASOCIADO "C"	BASE	N/A	422,981.50	342,176.55	4,620.00	0.00	0.00	33,983.29	42,201.66	11,695.41	72,903.83	
ASOCIADO "C"	BASE	N/A	416,137.97	342,176.55	4,620.00	0.00	0.00	33,983.29	35,358.13	11,490.10	39,933.81	
ASOCIADO "C"	BASE	N/A	416,125.91	342,176.55	4,620.00	0.00	0.00	33,983.29	35,346.07	11,486.18	39,920.54	
ASOCIADO "C"	BASE	N/A	416,137.97	342,176.55	4,620.00	0.00	0.00	33,983.29	35,358.13	11,490.10	71,825.98	
ASOCIADO "C"	BASE	N/A	416,137.97	342,176.55	4,620.00	0.00	0.00	33,983.29	35,358.13	11,490.10	39,933.81	
ASOCIADO "C"	BASE	N/A	416,137.97	342,176.55	4,620.00	0.00	0.00	33,983.29	35,358.13	11,490.10	39,933.81	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	66,506.84	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "C"	BASE	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	70,748.12	
ASOCIADO "B"	BASE	N/A	393,642.91	274,516.50	4,620.00	0.00	0.00	27,263.63	87,242.78	10,984.40	68,509.19	
ASOCIADO "B"	BASE	N/A	362,218.39	274,516.50	4,620.00	0.00	0.00	27,263.63	55,818.26	10,041.66	63,037.51	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549		UNIVERSIDAD DEL PAPALOAPAN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASOCIADO "B"	BASE	N/A	362,218.39	274,516.50	4,620.00	0.00	0.00	27,263.63	55,818.26	10,041.66	59,813.80
ASOCIADO "B"	BASE	N/A	362,218.39	274,516.50	4,620.00	0.00	0.00	27,263.63	55,818.26	10,041.66	59,813.80
ASOCIADO "B"	BASE	N/A	362,218.39	274,516.50	4,620.00	0.00	0.00	27,263.63	55,818.26	10,041.66	59,813.80
ASOCIADO "B"	BASE	N/A	393,642.91	274,516.50	4,620.00	0.00	0.00	27,263.63	87,242.78	10,984.40	64,933.82
ASOCIADO "B"	BASE	N/A	362,218.39	274,516.50	4,620.00	0.00	0.00	27,263.63	55,818.26	10,041.66	63,037.51
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	58,919.26
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	356,728.06	274,516.50	4,620.00	0.00	0.00	27,263.63	50,327.93	9,876.95	62,172.79
ASOCIADO "B"	BASE	N/A	351,237.73	274,516.50	4,620.00	0.00	0.00	27,263.63	44,837.60	9,712.24	61,308.07
ASOCIADO "B"	BASE	N/A	351,237.73	274,516.50	4,620.00	0.00	0.00	27,263.63	44,837.60	9,712.24	61,308.07
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	60,443.35
ASOCIADO "B"	BASE	N/A	377,171.92	274,516.50	4,620.00	0.00	0.00	27,263.63	70,771.79	10,490.27	65,915.03
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	57,130.18
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	57,130.18
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	57,130.18
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	57,130.18
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	60,443.35
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	60,443.35
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	60,443.35
ASOCIADO "B"	BASE	N/A	345,747.40	274,516.50	4,620.00	0.00	0.00	27,263.63	39,347.27	9,547.53	60,443.35
ASOCIADO "B"	BASE	N/A	334,766.74	274,516.50	4,620.00	0.00	0.00	27,263.63	28,366.61	9,218.11	32,037.52
ASOCIADO "B"	BASE	N/A	334,766.74	274,516.50	4,620.00	0.00	0.00	27,263.63	28,366.61	9,218.11	32,037.52
ASOCIADO "B"	BASE	N/A	334,766.74	274,516.50	4,620.00	0.00	0.00	27,263.63	28,366.61	9,218.11	32,037.52



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549		UNIVERSIDAD DEL PAPALOAPAN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
ASOCIADO "B"	BASE	N/A	334,766.74	274,516.50	4,620.00	0.00	0.00	27,263.63	28,366.61	9,218.11	32,037.52
ASOCIADO "B"	BASE	N/A	334,766.74	274,516.50	4,620.00	0.00	0.00	27,263.63	28,366.61	9,218.11	32,037.52
ASOCIADO "B"	BASE	N/A	334,766.74	274,516.50	4,620.00	0.00	0.00	27,263.63	28,366.61	9,218.11	32,037.52
ASOCIADO "B"	BASE	N/A	334,766.74	274,516.50	4,620.00	0.00	0.00	27,263.63	28,366.61	9,218.11	32,037.52
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	57,849.16
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	54,446.53
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	57,849.16
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,060.69
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	55,687.49
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,060.69
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,060.69
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,060.69
ASOCIADO "B"	BASE	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,060.69
ASOCIADO "A"	BASE	N/A	249,340.40	206,925.80	4,620.00	0.00	0.00	20,550.85	17,243.75	6,824.30	44,963.38
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	37,606.60
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	37,606.60
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	37,606.60
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	37,606.60
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	39,511.90
TECNICO	BASE	N/A	215,969.64	162,246.15	4,620.00	0.00	0.00	16,113.49	32,990.00	5,934.88	37,606.60
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	37,077.90



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549	UNIVERSIDAD DEL PAPALOAPAN							
Tabulador de Sueldos												
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	39,000.82	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	39,000.82	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	37,077.90	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	39,000.82	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	39,000.82	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	39,000.82	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	20,252.41	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	37,077.90	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	39,000.82	
TECNICO	BASE	N/A	212,724.72	162,246.15	4,620.00	0.00	0.00	16,113.49	29,745.08	5,837.53	39,000.82	
TECNICO	BASE	N/A	209,479.79	162,246.15	4,620.00	0.00	0.00	16,113.49	26,500.15	5,740.18	38,489.75	
TECNICO	BASE	N/A	209,479.79	162,246.15	4,620.00	0.00	0.00	16,113.49	26,500.15	5,740.18	36,549.20	
TECNICO	BASE	N/A	240,052.91	162,246.15	4,620.00	0.00	0.00	16,113.49	57,073.27	6,657.37	41,194.22	
TECNICO	BASE	N/A	209,479.79	162,246.15	4,620.00	0.00	0.00	16,113.49	26,500.15	5,740.18	38,489.75	
TECNICO	BASE	N/A	206,234.87	162,246.15	4,620.00	0.00	0.00	16,113.49	23,255.23	5,642.83	37,978.67	
TECNICO	BASE	N/A	252,418.07	162,246.15	4,620.00	0.00	0.00	16,113.49	69,438.43	7,028.33	45,737.82	
TECNICO	BASE	N/A	202,989.95	162,246.15	4,620.00	0.00	0.00	16,113.49	20,010.31	5,545.48	37,467.60	
TECNICO	BASE	N/A	199,745.02	162,246.15	4,620.00	0.00	0.00	16,113.49	16,765.38	5,448.14	18,934.97	
TECNICO	BASE	N/A	199,745.02	162,246.15	4,620.00	0.00	0.00	16,113.49	16,765.38	5,448.14	18,934.97	
TECNICO	BASE	N/A	199,745.02	162,246.15	4,620.00	0.00	0.00	16,113.49	16,765.38	5,448.14	18,729.15	
TECNICO	BASE	N/A	199,745.02	162,246.15	4,620.00	0.00	0.00	16,113.49	16,765.38	5,448.14	18,934.97	
TECNICO	BASE	N/A	199,745.02	162,246.15	4,620.00	0.00	0.00	16,113.49	16,765.38	5,448.14	18,934.97	
TECNICO	BASE	N/A	199,745.02	162,246.15	4,620.00	0.00	0.00	16,113.49	16,765.38	5,448.14	18,934.97	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	34,434.41	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
TECNICO	BASE	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	36,445.45	
CHOFER "B"	BASE	N/A	218,722.59	164,359.50	4,620.00	0.00	0.00	16,323.38	33,419.71	6,012.18	39,954.74	
CHOFER "B"	BASE	N/A	198,999.45	164,359.50	4,620.00	0.00	0.00	16,323.38	13,696.57	5,420.49	35,554.09	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549	UNIVERSIDAD DEL PAPALOAPAN							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
CHOFER "B"	BASE	N/A	198,999.45	164,359.50	4,620.00	0.00	0.00	16,323.38	13,696.57	5,420.49	35,554.09	
CHOFER "A"	BASE	N/A	166,602.65	122,468.45	4,620.00	0.00	0.00	12,162.96	27,351.24	4,553.31	30,137.61	
CHOFER "A"	BASE	N/A	164,153.28	122,468.45	4,620.00	0.00	0.00	12,162.96	24,901.87	4,479.83	31,176.71	
VELADOR	BASE	N/A	147,580.22	105,364.55	4,620.00	0.00	0.00	14,064.29	23,531.38	4,025.40	27,245.64	
VELADOR	BASE	N/A	145,472.93	105,364.55	4,620.00	0.00	0.00	14,064.29	21,424.09	3,962.18	28,179.92	
VELADOR	BASE	N/A	145,472.93	105,364.55	4,620.00	0.00	0.00	14,064.29	21,424.09	3,962.18	28,179.92	
VELADOR	BASE	N/A	145,472.93	105,364.55	4,620.00	0.00	0.00	14,064.29	21,424.09	3,962.18	26,902.31	
VELADOR	BASE	N/A	145,472.93	105,364.55	4,620.00	0.00	0.00	14,064.29	21,424.09	3,962.18	26,902.31	
VELADOR	BASE	N/A	165,855.01	105,364.55	4,620.00	0.00	0.00	14,064.29	41,806.17	4,573.64	29,998.98	
VELADOR	BASE	N/A	145,472.93	105,364.55	4,620.00	0.00	0.00	14,064.29	21,424.09	3,962.18	26,902.31	
VELADOR	BASE	N/A	145,472.93	105,364.55	4,620.00	0.00	0.00	14,064.29	21,424.09	3,962.18	26,902.31	
VELADOR	BASE	N/A	143,365.64	105,364.55	4,620.00	0.00	0.00	14,064.29	19,316.80	3,898.96	27,848.03	
VELADOR	BASE	N/A	137,043.76	105,364.55	4,620.00	0.00	0.00	14,064.29	12,994.92	3,709.30	26,852.34	
VELADOR	BASE	N/A	137,043.76	105,364.55	4,620.00	0.00	0.00	14,064.29	12,994.92	3,709.30	26,852.34	
VELADOR	BASE	N/A	129,229.18	105,364.55	4,620.00	0.00	0.00	10,464.29	8,780.34	3,474.87	24,295.29	
VELADOR	BASE	N/A	129,229.18	105,364.55	4,620.00	0.00	0.00	10,464.29	8,780.34	3,474.87	24,295.29	
OFICIAL DE MANTENIMIENTO	BASE	N/A	129,229.18	105,364.55	4,620.00	0.00	0.00	10,464.29	8,780.34	3,474.87	25,601.29	
SECRETARIA "A"	BASE	N/A	131,244.84	95,735.85	4,620.00	0.00	0.00	9,508.01	21,380.98	3,559.41	24,762.75	
SECRETARIA "A"	BASE	N/A	131,244.84	95,735.85	4,620.00	0.00	0.00	9,508.01	21,380.98	3,559.41	24,762.75	
SECRETARIA "A"	BASE	N/A	131,244.84	95,735.85	4,620.00	0.00	0.00	9,508.01	21,380.98	3,559.41	24,762.75	
SECRETARIA "A"	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	25,575.02	
SECRETARIA "A"	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	24,450.77	
SECRETARIA "A"	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	24,450.77	
SECRETARIA "A"	BASE	N/A	127,415.41	95,735.85	4,620.00	0.00	0.00	9,508.01	17,551.55	3,444.52	25,273.47	
SECRETARIA "A"	BASE	N/A	127,415.41	95,735.85	4,620.00	0.00	0.00	9,508.01	17,551.55	3,444.52	25,273.47	
SECRETARIA "A"	BASE	N/A	127,415.41	95,735.85	4,620.00	0.00	0.00	9,508.01	17,551.55	3,444.52	25,273.47	
SECRETARIA "A"	BASE	N/A	123,585.97	95,735.85	4,620.00	0.00	0.00	9,508.01	13,722.11	3,329.64	23,514.90	
SECRETARIA "A"	BASE	N/A	119,756.54	95,735.85	4,620.00	0.00	0.00	9,508.01	9,892.68	3,214.76	11,172.89	
SECRETARIA "A"	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,766.91	
SECRETARIA "A"	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,840.68	
SECRETARIA "A"	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,840.68	
SECRETARIA "A"	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,840.68	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549	UNIVERSIDAD DEL PAPALOAPAN							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
SECRETARIA "A"	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,840.68	
AUXILIAR ADMINISTRATIVO	BASE	N/A	131,244.84	95,735.85	4,620.00	0.00	0.00	9,508.01	21,380.98	3,559.41	24,762.75	
AUXILIAR ADMINISTRATIVO	BASE	N/A	131,244.84	95,735.85	4,620.00	0.00	0.00	9,508.01	21,380.98	3,559.41	24,762.75	
AUXILIAR ADMINISTRATIVO	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	24,450.77	
AUXILIAR ADMINISTRATIVO	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	24,450.77	
AUXILIAR ADMINISTRATIVO	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	25,575.02	
AUXILIAR ADMINISTRATIVO	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	25,575.02	
AUXILIAR ADMINISTRATIVO	BASE	N/A	129,330.12	95,735.85	4,620.00	0.00	0.00	9,508.01	19,466.26	3,501.96	24,450.77	
AUXILIAR ADMINISTRATIVO	BASE	N/A	125,500.69	95,735.85	4,620.00	0.00	0.00	9,508.01	15,636.83	3,387.08	24,971.89	
AUXILIAR ADMINISTRATIVO	BASE	N/A	123,585.97	95,735.85	4,620.00	0.00	0.00	9,508.01	13,722.11	3,329.64	24,670.34	
AUXILIAR ADMINISTRATIVO	BASE	N/A	121,671.25	95,735.85	4,620.00	0.00	0.00	9,508.01	11,807.39	3,272.20	24,368.76	
AUXILIAR ADMINISTRATIVO	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,765.63	
AUXILIAR ADMINISTRATIVO	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,765.63	
AUXILIAR ADMINISTRATIVO	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,765.63	
AUXILIAR ADMINISTRATIVO	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,765.63	
ENFERMERA	BASE	N/A	117,841.82	95,735.85	4,620.00	0.00	0.00	9,508.01	7,977.96	3,157.32	23,840.68	
AUXILIAR GENERAL	BASE	N/A	115,067.34	83,504.70	4,620.00	0.00	0.00	8,293.28	18,649.36	3,104.66	22,324.16	
AUXILIAR GENERAL	BASE	N/A	117,867.34	83,504.70	4,620.00	0.00	0.00	11,093.28	18,649.36	3,188.66	22,749.57	
AUXILIAR GENERAL	BASE	N/A	113,397.24	83,504.70	4,620.00	0.00	0.00	8,293.28	16,979.26	3,054.56	23,051.03	
AUXILIAR GENERAL	BASE	N/A	113,397.24	83,504.70	4,620.00	0.00	0.00	8,293.28	16,979.26	3,054.56	22,070.42	
AUXILIAR GENERAL	BASE	N/A	116,197.24	83,504.70	4,620.00	0.00	0.00	11,093.28	16,979.26	3,138.56	22,495.83	
AUXILIAR GENERAL	BASE	N/A	113,397.24	83,504.70	4,620.00	0.00	0.00	8,293.28	16,979.26	3,054.56	23,051.03	
AUXILIAR GENERAL	BASE	N/A	116,197.24	83,504.70	4,620.00	0.00	0.00	11,093.28	16,979.26	3,138.56	22,495.83	
AUXILIAR GENERAL	BASE	N/A	113,397.24	83,504.70	4,620.00	0.00	0.00	8,293.28	16,979.26	3,054.56	22,070.42	
AUXILIAR GENERAL	BASE	N/A	113,397.24	83,504.70	4,620.00	0.00	0.00	8,293.28	16,979.26	3,054.56	22,070.42	
AUXILIAR GENERAL	BASE	N/A	116,197.24	83,504.70	4,620.00	0.00	0.00	11,093.28	16,979.26	3,138.56	22,495.83	
AUXILIAR GENERAL	BASE	N/A	111,727.15	83,504.70	4,620.00	0.00	0.00	8,293.28	15,309.17	3,004.45	22,806.37	
AUXILIAR GENERAL	BASE	N/A	111,727.15	83,504.70	4,620.00	0.00	0.00	8,293.28	15,309.17	3,004.45	22,806.37	
AUXILIAR GENERAL	BASE	N/A	111,727.15	83,504.70	4,620.00	0.00	0.00	8,293.28	15,309.17	3,004.45	21,816.68	
AUXILIAR GENERAL	BASE	N/A	111,727.15	83,504.70	4,620.00	0.00	0.00	8,293.28	15,309.17	3,004.45	22,806.37	
AUXILIAR GENERAL	BASE	N/A	111,727.15	83,504.70	4,620.00	0.00	0.00	8,293.28	15,309.17	3,004.45	21,816.68	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				549		UNIVERSIDAD DEL PAPALOAPAN					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
AUXILIAR GENERAL	BASE	N/A	105,046.77	83,504.70	4,620.00	0.00	0.00	8,293.28	8,628.79	2,804.04	21,827.69
AUXILIAR GENERAL	BASE	N/A	103,376.68	83,504.70	4,620.00	0.00	0.00	8,293.28	6,958.70	2,753.94	21,583.02
AUXILIAR GENERAL	BASE	N/A	103,376.68	83,504.70	4,620.00	0.00	0.00	8,293.28	6,958.70	2,753.94	21,647.37
AUXILIAR GENERAL	BASE	N/A	103,376.68	83,504.70	4,620.00	0.00	0.00	8,293.28	6,958.70	2,753.94	21,583.02
INTENDENTE	BASE	N/A	103,394.04	74,679.00	4,620.00	0.00	0.00	7,416.75	16,678.29	2,776.52	20,669.98
INTENDENTE	BASE	N/A	123,776.12	74,679.00	4,620.00	0.00	0.00	7,416.75	37,060.37	3,387.99	23,766.66
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	104,500.46	74,679.00	4,620.00	0.00	0.00	10,016.75	15,184.71	2,809.72	21,744.15
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	104,500.46	74,679.00	4,620.00	0.00	0.00	10,016.75	15,184.71	2,809.72	20,838.08
INTENDENTE	BASE	N/A	104,500.46	74,679.00	4,620.00	0.00	0.00	10,016.75	15,184.71	2,809.72	20,838.08
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
INTENDENTE	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	20,443.06
INTENDENTE	BASE	N/A	100,406.88	74,679.00	4,620.00	0.00	0.00	7,416.75	13,691.13	2,686.91	21,101.22
INTENDENTE	BASE	N/A	100,406.88	74,679.00	4,620.00	0.00	0.00	7,416.75	13,691.13	2,686.91	21,101.22
INTENDENTE	BASE	N/A	97,419.72	74,679.00	4,620.00	0.00	0.00	7,416.75	10,703.97	2,597.29	20,663.60
INTENDENTE	BASE	N/A	95,926.14	74,679.00	4,620.00	0.00	0.00	7,416.75	9,210.39	2,552.49	20,444.80
INTENDENTE	BASE	N/A	94,432.56	74,679.00	4,620.00	0.00	0.00	7,416.75	7,716.81	2,507.68	20,225.99
INTENDENTE	BASE	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,007.18
INTENDENTE	BASE	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,007.18
JARDINERO	BASE	N/A	105,994.04	74,679.00	4,620.00	0.00	0.00	10,016.75	16,678.29	2,854.52	21,065.00
JARDINERO	BASE	N/A	103,394.04	74,679.00	4,620.00	0.00	0.00	7,416.75	16,678.29	2,776.52	20,669.98
JARDINERO	BASE	N/A	122,282.54	74,679.00	4,620.00	0.00	0.00	7,416.75	35,566.79	3,343.18	24,644.80
JARDINERO	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03
JARDINERO	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	20,443.06



GOBIERNO DEL ESTADO DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				549	UNIVERSIDAD DEL PAPALOAPAN							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
JARDINERO	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	21,320.03	
JARDINERO	BASE	N/A	101,900.46	74,679.00	4,620.00	0.00	0.00	7,416.75	15,184.71	2,731.72	20,443.06	
JARDINERO	BASE	N/A	100,406.88	74,679.00	4,620.00	0.00	0.00	7,416.75	13,691.13	2,686.91	20,216.14	
JARDINERO	BASE	N/A	103,006.88	74,679.00	4,620.00	0.00	0.00	10,016.75	13,691.13	2,764.91	20,611.16	
JARDINERO	BASE	N/A	100,406.88	74,679.00	4,620.00	0.00	0.00	7,416.75	13,691.13	2,686.91	20,216.14	
JARDINERO	BASE	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	19,081.53	
JARDINERO	BASE	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	19,081.53	
JARDINERO	BASE	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	19,081.53	
JARDINERO	BASE	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,064.72	
TITULAR "A"	CONTRATO	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	84,442.46	
TITULAR "A"	CONTRATO	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	84,442.46	
TITULAR "A"	CONTRATO	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	84,442.46	
TITULAR "A"	CONTRATO	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	84,442.46	
TITULAR "A"	CONTRATO	N/A	489,239.08	409,774.55	4,620.00	0.00	0.00	40,696.79	34,147.74	13,514.14	84,442.46	
ASOCIADO "C"	CONTRATO	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	71,503.22	
ASOCIADO "C"	CONTRATO	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	71,503.22	
ASOCIADO "C"	CONTRATO	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	71,503.22	
ASOCIADO "C"	CONTRATO	N/A	409,294.44	342,176.55	4,620.00	0.00	0.00	33,983.29	28,514.60	11,284.80	71,503.22	
ASOCIADO "B"	CONTRATO	N/A	360,700.93	274,516.50	4,620.00	0.00	0.00	27,263.63	54,300.80	9,996.14	59,949.39	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	58,552.12	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	55,175.02	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	55,175.02	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	55,175.02	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	55,175.02	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	55,175.02	
ASOCIADO "B"	CONTRATO	N/A	329,276.41	274,516.50	4,620.00	0.00	0.00	27,263.63	22,876.28	9,053.40	55,175.02	
TECNICO	CONTRATO	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	37,061.90	
TECNICO	CONTRATO	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	37,061.90	
TECNICO	CONTRATO	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	37,061.90	
TECNICO	CONTRATO	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	37,061.90	
TECNICO	CONTRATO	N/A	196,500.10	162,246.15	4,620.00	0.00	0.00	16,113.49	13,520.46	5,350.79	37,061.90	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				549	UNIVERSIDAD DEL PAPALOAPAN							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
INTENDENTE	CONTRATO	N/A	95,598.78	74,679.00	4,620.00	0.00	0.00	10,076.55	6,223.23	2,542.67	20,321.61	
INTENDENTE	CONTRATO	N/A	95,598.78	74,679.00	4,620.00	0.00	0.00	10,076.55	6,223.23	2,542.67	20,321.61	
INTENDENTE	CONTRATO	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,556.16	
INTENDENTE	CONTRATO	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,556.16	
JARDINERO	CONTRATO	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,556.16	
JARDINERO	CONTRATO	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,556.16	
JARDINERO	CONTRATO	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,556.16	
JARDINERO	CONTRATO	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	20,556.16	
JARDINERO	CONTRATO	N/A	92,938.98	74,679.00	4,620.00	0.00	0.00	7,416.75	6,223.23	2,462.87	19,917.50	

			549	UNIVERSIDAD DEL PAPALOAPAN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
RECTOR*	MMYS	0	1,069,982	1,069,982	
VICE-RECTOR	MMYS	2	768,077	768,077	
ABOGADO GENERAL	MMYS	1	458,254	458,254	
AUDITOR INTERNO	MMYS	1	371,215	371,215	
SECRETARIO PARTICULAR DEL RECTOR	MMYS	1	383,016	383,016	
JEFE DE DEPARTAMENTO "C"	MMYS	0	420,760	420,760	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			549	UNIVERSIDAD DEL PAPALOAPAN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
JEFE DE DEPARTAMENTO "B"	MMYS	10	353,514	394,816	
JEFE DE DEPARTAMENTO "A"	MMYS	4	330,122	351,421	
JEFE DE AREA "C"	CONFIANZA	8	265,847	296,771	
JEFE DE AREA "B"	CONFIANZA	1	264,981	264,981	
JEFE DE AREA "A"	CONFIANZA	1	197,750	197,750	
JEFE DE AREA	CONFIANZA	6	221,663	243,319	
TITULAR "C"	BASE	5	727,454	832,223	
TITULAR "B"	BASE	18	622,654	716,789	
TITULAR "A"	BASE	54	489,239	578,032	
ASOCIADO "C"	BASE	43	409,294	491,120	
ASOCIADO "B"	BASE	48	329,276	393,643	
ASOCIADO "A"	BASE	1	249,340	249,340	
TECNICO	BASE	47	196,500	252,418	
CHOFER "B"	BASE	3	198,999	218,723	
CHOFER "A"	BASE	2	164,153	166,603	
VELADOR	BASE	13	129,229	165,855	
OFICIAL DE MANTENIMIENTO	BASE	0	129,229	129,229	
SECRETARIA "A"	BASE	16	117,842	131,245	
AUXILIAR ADMINISTRATIVO	BASE	15	117,842	131,245	
ENFERMERA	BASE	1	117,842	117,842	
AUXILIAR GENERAL	BASE	19	103,377	117,867	
INTENDENTE	BASE	23	92,939	123,776	
JARDINERO	BASE	14	92,939	122,283	
TITULAR "A"	CONTRATO	5	489,239	489,239	
ASOCIADO "C"	CONTRATO	4	409,294	409,294	
ASOCIADO "B"	CONTRATO	10	329,276	360,701	



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DE OAXACA

ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			549	UNIVERSIDAD DEL PAPALOAPAN	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
TECNICO	CONTRATO	23	196,500	196,500	
CHOFER "B"	CONTRATO	1	198,999	198,999	
VELADOR	CONTRATO	1	129,229	129,229	
SECRETARIA "A"	CONTRATO	5	117,842	117,842	
AUXILIAR ADMINISTRATIVO	CONTRATO	3	117,842	117,842	
ENFERMERA	CONTRATO	1	117,842	117,842	
AUXILIAR GENERAL	CONTRATO	2	103,377	103,377	
INTENDENTE	CONTRATO	4	92,939	95,599	
JARDINERO	CONTRATO	5	92,939	92,939	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				550	UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	1,918,523.35	1,404,490.94	4,620.00			139,563.59	369,848.81	53,905.89	167,175.67
VICE RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	879,659.62	585,759.36	4,620.00			58,206.63	231,073.64	24,786.80	120,431.38
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	N/A	626,736.27	383,364.67	4,620.00			38,094.76	200,656.84	17,705.08	80,963.92
DIRECTOR DEL MUSEO	MANDOS MEDIOS Y SUPERIORES	N/A	458,026.36	383,364.67	4,620.00			38,094.76	31,946.93	12,643.78	80,963.92
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	N/A	431,791.90	294,842.30	4,620.00			29,298.34	103,031.25	12,078.05	63,701.85
SRIO. PART. RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	400,505.50	294,842.30	4,620.00			29,298.34	71,744.86	11,139.46	63,701.85
JEFE DE DEPTO C	MANDOS MEDIOS Y SUPERIORES	N/A	541,217.92	351,681.79	4,620.00			34,946.45	149,969.67	15,218.74	74,785.69
JEFE DE DEPTO B	MANDOS MEDIOS Y SUPERIORES	N/A	399,420.86	294,842.30	4,620.00			40,007.39	59,951.17	11,106.92	63,701.85
JEFE DE DEPTO A	MANDOS MEDIOS Y SUPERIORES	N/A	356,566.63	266,081.47	4,620.00			26,440.39	59,424.77	9,893.20	58,093.42
JEFE DE AREA C	BASE	N/A	296,622.94	220,762.37	4,620.00			21,937.05	49,303.52	8,208.18	49,256.08
JEFE DE AREA C	CONFIANZA	N/A	296,622.94	220,762.37	4,620.00			21,937.05	49,303.52	8,208.18	49,256.08
JEFE DE AREA B	CONFIANZA	N/A	272,964.89	202,876.22	4,620.00			20,159.71	45,308.96	7,543.16	45,768.24



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				550	UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
JEFE DE AREA A	BASE	N/A	200,625.21	148,185.41	4,620.00			14,725.11	33,094.69	5,509.69	35,103.40
JEFE DE AREA A	CONFIANZA	N/A	200,625.21	148,185.41	4,620.00			14,725.11	33,094.69	5,509.69	35,103.40
P I TITULAR C	BASE	N/A	800,395.24	610,864.90	4,620.00			60,701.35	124,208.99	22,346.10	125,327.02
P I TITULAR C	CONTRATO	N/A	800,395.24	610,864.90	4,620.00			60,701.35	124,208.99	22,346.10	125,327.02
P I TITULAR B	BASE	N/A	750,907.53	522,302.40	4,620.00			51,900.94	172,084.19	21,082.88	108,057.12
P I TITULAR B	CONTRATO	N/A	750,907.53	522,302.40	4,620.00			51,900.94	172,084.19	21,082.88	108,057.12
P I TITULAR A	BASE	N/A	612,215.72	409,550.02	4,620.00			40,696.79	157,348.91	17,204.00	86,070.13
P I TITULAR A	CONTRATO	N/A	612,215.72	409,550.02	4,620.00			40,696.79	157,348.91	17,204.00	86,070.13
P I ASOCIADO C	BASE	N/A	516,012.88	341,989.06	4,620.00			33,983.29	135,420.54	14,486.82	72,895.58
P I ASOCIADO C	CONTRATO	N/A	516,012.88	341,989.06	4,620.00			33,983.29	135,420.54	14,486.82	72,895.58
P I ASOCIADO B	BASE	N/A	402,783.10	274,369.73	4,620.00			27,263.99	96,529.38	11,258.97	59,709.65
P I ASOCIADO B	CONTRATO	N/A	402,783.10	274,369.73	4,620.00			27,263.99	96,529.38	11,258.97	59,709.65
P I ASOCIADO A	BASE	N/A	249,217.57	206,812.42	4,620.00			20,550.85	17,234.30	6,820.90	46,535.81
PROGRAMADOR JR	BASE	N/A	199,642.54	162,153.60	4,620.00			16,113.13	16,755.82	5,445.29	37,827.23
PROGRAMADOR JR	CONTRATO	N/A	199,642.54	162,153.60	4,620.00			16,113.13	16,755.82	5,445.29	37,827.23
AUX DE PROGRAMADOR	BASE	N/A	159,953.59	129,153.79	4,620.00			12,833.95	13,345.85	4,337.12	31,072.74
AUX DE PROGRAMADOR	CONTRATO	N/A	159,953.59	129,153.79	4,620.00			12,833.95	13,345.85	4,337.12	31,072.74



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				550	UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
TECNICO	BASE	N/A	252,303.25	162,153.60	4,620.00			22,002.75	63,526.90	7,025.12	37,827.23
TECNICO	CONTRATO	N/A	252,303.25	162,153.60	4,620.00			22,002.75	63,526.90	7,025.12	37,827.23
CHOFER C	BASE	N/A	294,153.07	244,806.34	4,620.00			24,326.29	20,400.45	8,073.98	53,944.71
CHOFER B	BASE	N/A	296,507.49	164,273.09	4,620.00			16,323.74	111,290.66	8,345.94	39,214.37
CHOFER A	BASE	N/A	166,510.92	122,394.05	4,620.00			12,162.24	27,334.63	4,550.74	31,251.54
SECRETARIA C	BASE	N/A	157,370.51	129,153.79	4,620.00			12,833.95	10,762.77	4,259.63	32,471.24
SECRETARIA B	BASE	N/A	149,854.26	109,801.15	4,620.00			10,910.89	24,522.22	4,082.53	28,903.27
SECRETARIA A	BASE	N/A	177,549.29	95,683.39	4,620.00			12,983.36	64,262.54	4,948.67	26,277.33
SECRETARIA A	CONTRATO	N/A	177,549.29	95,683.39	4,620.00			12,983.36	64,262.54	4,948.67	26,277.33
AUX ADMINISTRATIVO	BASE	N/A	151,199.15	95,683.39	4,620.00			12,983.36	37,912.40	4,158.17	26,277.33
AUX ADMINISTRATIVO	CONTRATO	N/A	151,199.15	95,683.39	4,620.00			12,983.36	37,912.40	4,158.17	26,277.33
ENFERMERA	CONTRATO	N/A	117,784.99	95,683.39	4,620.00			9,508.01	7,973.58	3,155.74	26,277.33
OFICIAL	BASE	N/A	162,173.93	105,306.82	4,620.00			10,464.29	41,782.83	4,463.35	28,095.44
OFICIAL	CONTRATO	N/A	162,173.93	105,306.82	4,620.00			10,464.29	41,782.83	4,463.35	28,095.44
VELADOR	BASE	N/A	129,166.64	105,306.82	4,620.00			10,464.29	8,775.53	3,473.13	28,095.44
AUX GENERAL	BASE	N/A	113,342.18	83,458.94	4,620.00			8,293.28	16,969.96	3,053.02	24,091.35
AUX GENERAL	CONTRATO	N/A	113,342.18	83,458.94	4,620.00			8,293.28	16,969.96	3,053.02	24,091.35



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				550	UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
INTENDENTE	BASE	N/A	126,425.41	74,638.08	4,620.00				10,127.70	37,039.63	3,467.57	22,417.18
INTENDENTE	CONTRATO	N/A	126,425.41	74,638.08	4,620.00				10,127.70	37,039.63	3,467.57	22,417.18
JARDINERO	BASE	N/A	124,932.64	74,638.08	4,620.00				10,127.70	35,546.86	3,422.78	22,417.18
JARDINERO	CONTRATO	N/A	124,932.64	74,638.08	4,620.00				10,127.70	35,546.86	3,422.78	22,417.18

			550	UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
RECTOR	MANDOS MEDIOS Y SUPERIORES	1	1,918,523	1,918,523	
VICE RECTOR	MANDOS MEDIOS Y SUPERIORES	3	697,399	879,660	
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	1	458,026	626,736	
DIRECTOR DEL MUSEO	MANDOS MEDIOS Y SUPERIORES	1	458,026	458,026	
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	1	353,331	431,792	
SRIO. PART. RECTOR	MANDOS MEDIOS Y SUPERIORES	1	353,331	400,506	
JEFE DE DEPTO C	MANDOS MEDIOS Y SUPERIORES	3	420,555	541,218	
JEFE DE DEPTO B	MANDOS MEDIOS Y SUPERIORES	7	353,331	399,421	
JEFE DE DEPTO A	MANDOS MEDIOS Y SUPERIORES	4	319,315	356,567	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			550	UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
JEFE DE AREA C	BASE	2	265,716	296,623	
JEFE DE AREA C	CONFIANZA	9	265,716	296,623	
JEFE DE AREA B	CONFIANZA	2	244,562	272,965	
JEFE DE AREA A	BASE	3	179,879	200,625	
JEFE DE AREA A	CONFIANZA	4	179,879	200,625	
P I TITULAR C	BASE	18	727,091	800,395	
P I TITULAR C	CONTRATO	2	727,091	800,395	
P I TITULAR B	BASE	28	622,348	750,908	
P I TITULAR B	CONTRATO	4	622,348	750,908	
P I TITULAR A	BASE	71	488,996	612,216	
P I TITULAR A	CONTRATO	3	488,996	612,216	
P I ASOCIADO C	BASE	62	409,091	516,013	
P I ASOCIADO C	CONTRATO	7	409,091	516,013	
P I ASOCIADO B	BASE	20	329,118	402,783	
P I ASOCIADO B	CONTRATO	3	329,118	402,783	
P I ASOCIADO A	BASE	0	249,218	249,218	
PROGRAMADOR JR	BASE	4	196,399	199,643	
PROGRAMADOR JR	CONTRATO	6	196,399	199,643	
AUX DE PROGRAMADOR	BASE	1	157,371	159,954	
AUX DE PROGRAMADOR	CONTRATO	2	157,371	159,954	
TECNICO	BASE	55	196,399	252,303	
TECNICO	CONTRATO	7	196,399	252,303	
CHOFER C	BASE	0	294,153	294,153	
CHOFER B	BASE	5	198,906	296,507	
CHOFER A	BASE	2	149,376	166,511	
SECRETARIA C	BASE	1	157,371	157,371	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			550	UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
SECRETARIA B	BASE	3	134,482	149,854	
SECRETARIA A	BASE	34	117,785	177,549	
SECRETARIA A	CONTRATO	6	117,785	177,549	
AUX ADMINISTRATIVO	BASE	22	117,785	151,199	
AUX ADMINISTRATIVO	CONTRATO	2	117,785	151,199	
ENFERMERA	CONTRATO	1	117,785	117,785	
OFICIAL	BASE	25	129,167	162,174	
OFICIAL	CONTRATO	1	129,167	162,174	
VELADOR	BASE	0	129,167	129,167	
AUX GENERAL	BASE	22	103,327	113,342	
AUX GENERAL	CONTRATO	4	103,327	113,342	
INTENDENTE	BASE	37	92,895	126,425	
INTENDENTE	CONTRATO	9	92,895	126,425	
JARDINERO	BASE	8	92,895	124,933	
JARDINERO	CONTRATO	5	92,895	124,933	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				551		UNIVERSIDAD TECNOLÓGICA DE LA SIERRA SUR DE OAXACA						
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
RECTOR	MMYS	23-A	868,669.05	762,733.80					105,935.25		26,060.07	147,383.34
ABOGADO GENERAL	MMYS	22-A	651,588.40	572,126.40					79,462.00		19,547.65	112,052.75
DIRECTOR DE AREA	MMYS	22-A	651,588.40	572,126.40					79,462.00		19,547.65	112,052.75
JEFE DE DEPARTAMENTO	MMYS	17-A	335,811.87	294,859.20					40,952.67		10,074.36	60,659.33
PROFESOR ASOCIADO "C"	CONTRATO	NA	288,107.75	224,770.20	15,060.00				39,959.15	8,318.40	8,191.43	47,668.01
PROFESOR DE ASIGNATURA "B" (H/S/M)	CONTRATO	NA	2,166,068.67	1,682,655.00	122,265.00				299,138.67	62,010.00	61,314.11	317,869.02
COORDINADOR	CONTRATO	NA	200,097.13	157,107.00	15,060.00				27,930.13		5,551.11	35,126.44
JEFE DE OFICINA	CONTRATO	NA	130,747.69	98,225.40	15,060.00				17,462.29		3,470.63	24,212.37
TÉCNICO BIBLIOTECARIO	CONTRATO	NA	114,617.32	84,529.80	15,060.00				15,027.52		2,986.72	21,773.99
ANALISTA ADMINISTRATIVO	CONTRATO	NA	104,605.27	76,029.00	15,060.00				13,516.27		2,686.36	20,304.40
ENFERMERA	CONTRATO	NA	104,605.27	76,029.00	15,060.00				13,516.27		2,686.36	20,304.40
TÉCNICO ESPECIALIZADO EN MANTENIMIENTO	CONTRATO	NA	104,605.27	76,029.00	15,060.00				13,516.27		2,686.36	20,304.40
CHOFER DEL RECTOR	CONTRATO	NA	100,259.27	72,339.00	15,060.00				12,860.27		2,555.98	19,666.66
ASISTENTE DE SERVICIOS DE MANTENIMIENTO	CONTRATO	NA	83,812.31	58,374.60	15,060.00				10,377.71		2,062.57	17,253.22
SECRETARIA DE RECTOR	CONTRATO	NA	114,617.32	84,529.80	15,060.00				15,027.52		2,986.72	21,773.99
SECRETARIA DE DIRECTOR DE AREA	CONTRATO	NA	104,605.27	76,029.00	15,060.00				13,516.27		2,686.36	20,304.40
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	NA	96,947.12	69,526.80	15,060.00				12,360.32		2,456.61	19,180.74



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

			551	UNIVERSIDAD TECNOLÓGICA DE LA SIERRA SUR DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
RECTOR	MMYS	1	868,669	868,669	
ABOGADO GENERAL	MMYS	1	651,588	651,588	
DIRECTOR DE ÁREA	MMYS	6	651,588	651,588	
JEFE DE DEPARTAMENTO	MMYS	8	335,812	335,812	
PROFESOR ASOCIADO "C"	CONTRATO	33	288,108	288,108	
PROFESOR DE ASIGNATURA "B" (H/S/M)	CONTRATO	1254	8,357,693	8,357,693	
COORDINADOR	CONTRATO	3	200,097	200,097	
INGENIERO EN SISTEMAS	CONTRATO	1	160,626	160,626	
JEFE DE OFICINA	CONTRATO	6	130,748	130,748	
TÉCNICO BIBLIOTECARIO	CONTRATO	2	114,617	114,617	
TÉCNICO EN CONTABILIDAD	CONTRATO	2	114,617	114,617	
ANALISTA ADMINISTRATIVO	CONTRATO	5	104,605	104,605	
ENFERMERA	CONTRATO	1	104,605	104,605	
CHOFER DEL RECTOR	CONTRATO	1	100,259	100,259	
CHOFER ADMINISTRATIVO	CONTRATO	1	91,322	91,322	
ASISTENTE DE SERVICIOS Y MANTENIMIENTO	CONTRATO	1	83,812	83,812	
SECRETARIA DEL RECTOR	CONTRATO	1	114,617	114,617	
SECRETARIA DE DIRECTOR DE ÁREA	CONTRATO	7	104,605	104,605	
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	8	96,947	96,947	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				552	UNIVERSIDAD TECNOLÓGICA DE LOS VALLES CENTRALES DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MMYS	NA	868,669.05	762,733.80	-	-	-	105,935.25	-	26,060.07	148,681.88
ABOGADO GENERAL	MMYS	NA	651,588.40	572,126.40	-	-	-	79,462.00	-	19,547.65	111,673.82
DIRECTOR DE ÁREA	MMYS	NA	651,588.40	572,126.40	-	-	-	79,462.00	-	19,547.65	111,673.82
JEFE DE DEPARTAMENTO	MMYS	NA	335,811.87	294,859.20	-	-	-	40,952.67	-	10,074.36	60,463.90
PROFESOR ASOCIADO "C"	CONTRATO	NA	288,107.75	224,770.20	15,060.00	-	-	39,959.15	8,318.40	7,941.88	49,531.49
PROFESOR DE ASIGNATURA "B" (H/S/M)	CONTRATO	NA	8,357,692.64	6,492,459.60	471,754.80	-	-	1,154,215.04	239,263.20	229,400.24	1,596,669.47
COORDINADOR	CONTRATO	NA	200,097.13	157,107.00	15,060.00	-	-	27,930.13	-	5,551.11	36,428.75
INGENIERO EN SISTEMAS	CONTRATO	NA	160,625.56	123,593.40	15,060.00	-	-	21,972.16	-	4,366.97	29,939.42
JEFE DE OFICINA	CONTRATO	NA	130,747.69	98,225.40	15,060.00	-	-	17,462.29	-	3,470.63	25,026.46
TÉCNICO BIBLIOTECARIO	CONTRATO	NA	114,617.32	84,529.80	15,060.00	-	-	15,027.52	-	2,986.72	22,425.65
TÉCNICO EN CONTABILIDAD	CONTRATO	NA	114,617.32	84,529.80	15,060.00	-	-	15,027.52	-	2,986.72	22,425.65
ANALISTA ADMINISTRATIVO	CONTRATO	NA	104,605.27	76,029.00	15,060.00	-	-	13,516.27	-	2,686.36	20,890.55
ENFERMERA	CONTRATO	NA	104,605.27	76,029.00	15,060.00	-	-	13,516.27	-	2,686.36	20,890.55
CHOFER DEL RECTOR	CONTRATO	NA	100,259.27	72,339.00	15,060.00	-	-	12,860.27	-	2,555.98	20,224.20
CHOFER ADMINISTRATIVO	CONTRATO	NA	91,322.05	64,750.80	15,060.00	-	-	11,511.25	-	2,287.86	18,854.44
ASISTENTE DE SERVICIOS Y MANTENIMIENTO	CONTRATO	NA	83,812.31	58,374.60	15,060.00	-	-	10,377.71	-	2,062.57	17,703.15
SECRETARIA DEL RECTOR	CONTRATO	NA	114,617.32	84,529.80	15,060.00	-	-	15,027.52	-	2,986.72	22,425.65
SECRETARIA DE DIRECTOR DE ÁREA	CONTRATO	NA	104,605.27	76,029.00	15,060.00	-	-	13,516.27	-	2,686.36	20,890.55



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				552		UNIVERSIDAD TECNOLÓGICA DE LOS VALLES CENTRALES DE OAXACA					
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	NA	96,947.12	69,526.80	15,060.00	-	-	12,360.32	-	2,456.61	19,716.65


			552		UNIVERSIDAD TECNOLÓGICA DE LOS VALLES CENTRALES DE OAXACA	
			REMUNERACIONES			
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA		
RECTOR	MMYS	1	868,669	868,669		
ABOGADO GENERAL	MMYS	1	651,588	651,588		
DIRECTOR DE ÁREA	MMYS	6	651,588	651,588		
JEFE DE DEPARTAMENTO	MMYS	8	335,812	335,812		
PROFESOR ASOCIADO "C"	CONTRATO	33	288,108	288,108		
PROFESOR DE ASIGNATURA "B" (H/S/M)	CONTRATO	1254	8,357,693	8,357,693		
COORDINADOR	CONTRATO	3	200,097	200,097		
INGENIERO EN SISTEMAS	CONTRATO	1	160,626	160,626		
JEFE DE OFICINA	CONTRATO	6	130,748	130,748		
TÉCNICO BIBLIOTECARIO	CONTRATO	2	114,617	114,617		
TÉCNICO EN CONTABILIDAD	CONTRATO	2	114,617	114,617		
ANALISTA ADMINISTRATIVO	CONTRATO	5	104,605	104,605		
ENFERMERA	CONTRATO	1	104,605	104,605		



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			552	UNIVERSIDAD TECNOLÓGICA DE LOS VALLES CENTRALES DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
CHOFER DEL RECTOR	CONTRATO	1	100,259	100,259	
CHOFER ADMINISTRATIVO	CONTRATO	1	91,322	91,322	
ASISTENTE DE SERVICIOS Y MANTENIMIENTO	CONTRATO	1	83,812	83,812	
SECRETARIA DEL RECTOR	CONTRATO	1	114,617	114,617	
SECRETARIA DE DIRECTOR DE ÁREA	CONTRATO	7	104,605	104,605	
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	8	96,947	96,947	


				563	TELEBACHILLERATO COMUNITARIO DEL ESTADO DE OAXACA							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROF.DE ASIG "B" (30 HRS)	CONTRATO	S/N	224,133.74	168,797.93	8,388.00	-	16,573.56	30,374.25	-	6,724.01	41,482.25	
PROF.DE ASIG "B" (20 HRS)	CONTRATO	S/N	149,422.45	112,531.95	5,592.00	-	11,049.00	20,249.50	-	4,482.67	29,659.90	
DIRECCION GENERAL	MANDOS MEDIOS Y SUPERIORES	20A	375,017.33	83,640.00	-	63,396.00	16,116.00	21,142.33	190,723.00	11,250.52	65,137.90	
DEPARTAMENTO DE PLANEACION	MANDOS MEDIOS Y SUPERIORES	17A	265,487.67	82,680.00	-	20,160.00	16,116.00	20,899.67	125,632.00	7,964.63	47,917.20	
DEPARTAMENTO ACADEMICO Y DOCENCIA	MANDOS MEDIOS Y SUPERIORES	17A	265,487.67	82,680.00	-	20,160.00	16,116.00	20,899.67	125,632.00	7,964.63	47,917.20	



GOBIERNO DEL ESTADO
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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				563	TELEBACHILLERATO COMUNITARIO DEL ESTADO DE OAXACA						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
DEPARTAMENTO DE SERVICIOS ESCOLARES	MANDOS MEDIOS Y SUPERIORES	17A	265,487.67	82,680.00	-	20,160.00	16,116.00	20,899.67	125,632.00	7,964.63	47,917.20
DEPARTAMENTO JURIDICO	MANDOS MEDIOS Y SUPERIORES	16A	237,916.33	82,200.00	-	600.00	16,116.00	20,778.33	118,222.00	7,137.49	43,471.50
DEPARTAMENTO ADMINISTRATIVO	MANDOS MEDIOS Y SUPERIORES	16A	237,916.33	82,200.00	-	600.00	16,116.00	20,778.33	118,222.00	7,137.49	43,471.50


			563	TELEBACHILLERATO COMUNITARIO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
PROFESOR ASIGNATURA B "30"	CONTRATO	99	22,189,266	22,189,266	
PROFESOR ASIGNATURA B "20"	CONTRATO	198	29,585,556	29,585,556	
DIRECTORA GENERAL	MMYS	1	375,017	375,017	
JEFE DE DEPARTAMENTO DE PLANEACION	MMYS	1	265,488	265,488	
JEFE DE DEPARTAMENTO DE SERVICIOS ESCOLARES	MMYS	1	265,488	265,488	
JEFE DE DEPARTAMENTO ACADÉMICO Y DOCENCIA	MMYS	1	265,488	265,488	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


			563	TELEBACHILLERATO COMUNITARIO DEL ESTADO DE OAXACA	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
DEPARTAMENTO JURÍDICO	MMYS	1	237,916	237,916	
DEPARTAMENTO ADMINISTRATIVO	MMYS	1	237,916	237,916	

				569	UNIVERSIDAD POLITECNICA DE NOCHITLAN ABRAHAM CASTELLANOS						
				Tabulador de Sueldos							
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	PERCEPCIONES EXTRAORDINARIAS	DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL
RECTOR	MANDOS MEDIOS Y SUPERIORES	NA	685,466.67	644,833.33	-	-	-	40,633.33	-	20,564.00	117,692.43
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	NA	287,120.00	270,100.00	-	-	-	17,020.00	-	8,613.60	52,787.61
DIRECTOR DE AREA	MANDOS MEDIOS Y SUPERIORES	NA	287,120.00	270,100.00	-	-	-	17,020.00	-	8,613.60	52,787.61
DIRECTOR DE AREA	MANDOS MEDIOS Y SUPERIORES	NA	287,120.00	270,100.00	-	-	-	17,020.00	-	8,613.60	52,787.61
COORDINADOR DE CARRERA	MANDOS MEDIOS Y SUPERIORES	NA	219,866.67	206,833.33	-	-	-	13,033.33	-	6,596.00	41,829.66



GOBIERNO DEL ESTADO
DE OAXACA


ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				569	UNIVERSIDAD POLITECNICA DE NOCHIXTLAN ABRAHAM CASTELLANOS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
COORDINADOR DE CARRERA	MANDOS MEDIOS Y SUPERIORES	NA	219,866.67	206,833.33	-	-	-	13,033.33	-	6,596.00	41,829.66	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	NA	187,533.33	176,416.67	-	-	-	11,116.67	-	5,626.00	36,561.41	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	NA	187,533.33	176,416.67	-	-	-	11,116.67	-	5,626.00	36,561.41	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	NA	187,533.33	176,416.67	-	-	-	11,116.67	-	5,626.00	36,561.41	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	NA	187,533.33	176,416.67	-	-	-	11,116.67	-	5,626.00	36,561.41	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	NA	187,533.33	176,416.67	-	-	-	11,116.67	-	5,626.00	36,561.41	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	NA	187,533.33	176,416.67	-	-	-	11,116.67	-	5,626.00	36,561.41	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	NA	187,533.33	176,416.67	-	-	-	11,116.67	-	5,626.00	36,561.41	
ANALISTA	CONTRATO CONFIANZA	NA	116,400.00	109,500.00	-	-	-	6,900.00	-	3,492.00	24,971.26	
ANALISTA	CONTRATO CONFIANZA	NA	116,400.00	109,500.00	-	-	-	6,900.00	-	3,492.00	24,971.26	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023


				569	UNIVERSIDAD POLITECNICA DE NOCHIXTLAN ABRAHAM CASTELLANOS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS					PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES		
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES		DE CARÁCTER FISCAL	DE SEGURIDAD SOCIAL	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
ASISTENTE	CONTRATO CONFIANZA	NA	90,533.33	85,166.67	-	-	-	5,366.67	-	2,716.00	20,756.67	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	178,586.30	168,000.00	-	-	-	10,586.30	-	5,357.59	35,103.62	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	178,586.30	168,000.00	-	-	-	10,586.30	-	5,357.59	35,103.62	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	178,586.30	168,000.00	-	-	-	10,586.30	-	5,357.59	35,103.62	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	178,586.30	168,000.00	-	-	-	10,586.30	-	5,357.59	35,103.62	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	178,586.30	168,000.00	-	-	-	10,586.30	-	5,357.59	35,103.62	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	178,586.30	168,000.00	-	-	-	10,586.30	-	5,357.59	35,103.62	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	178,586.30	168,000.00	-	-	-	10,586.30	-	5,357.59	35,103.62	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	156,263.01	147,000.00	-	-	-	9,263.01	-	4,687.89	31,466.36	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	133,939.73	126,000.00	-	-	-	7,939.73	-	4,018.19	27,829.11	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	133,939.73	126,000.00	-	-	-	7,939.73	-	4,018.19	27,829.11	



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ANEXO 5. TABULADOR DE SUELDOS Y SALARIOS 2023

				569	UNIVERSIDAD POLITECNICA DE NOCHIXTLAN ABRAHAM CASTELLANOS							
				Tabulador de Sueldos								
PLAZA / PUESTO	RELACIÓN LABORAL	NIVEL	TOTAL, DE PERCEPCIONES	PERCEPCIONES ORDINARIAS						PERCEPCIONES EXTRAORDINARIAS	OBLIGACIONES	
				SUELDO	DESPENSA	COMPENSACIÓN FIJA GARANTIZADA	OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS	REMUNERACIONES ANUALES	DE CARÁCTER FISCAL		DE SEGURIDAD SOCIAL	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	133,939.73	126,000.00	-	-	-	-	7,939.73	-	4,018.19	27,829.11
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	NA	89,293.15	84,000.00	-	-	-	-	5,293.15	-	2,678.79	20,554.60

			569	UNIVERSIDAD POLITECNICA DE NOCHIXTLAN ABRAHAM CASTELLANOS	
			REMUNERACIONES		
PLAZA / PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	DESDE	HASTA	
RECTOR	MANDOS MEDIOS Y SUPERIORES	1	685,467	685,467	
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	1	287,120	287,120	
DIRECTOR DE AREA	MANDOS MEDIOS Y SUPERIORES	2	287,120	287,120	
COORDINADOR DE CARRERA	MANDOS MEDIOS Y SUPERIORES	2	219,867	219,867	
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	6	187,533	187,533	
ANALISTA	CONTRATO CONFIANZA	2	116,400	116,400	
ASISTENTE	CONTRATO CONFIANZA	12	90,533	90,533	
PROFESOR DE ASIGNATURA "A"	CONTRATO CONFIANZA	425 HSM	89,293	178,586	