ANEXO 4. Tabuladores de Sueldos

H. CONGRESO DEL ESTADO
LXII LEGISLATURA

CONGRESO DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS EJERCICIO 2016
PERSONAL ADMINISTRATIVO

PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES	SEGURIDAD SOCIAL	
AUXILIAR DE OFICINA	01A	1	85,044.00	37,716.00	122,760.00	3,680.40	11,151.60	107,928.00
OFICIAL ADMINISTRATIVO	04A	1	91,740.00	38,244.00	129,984.00	7,602.00	12,028.80	110,353.20
OFICIAL ADMINISTRATIVO	05A	1	93,144.00	38,340.00	131,484.00	7,826.40	12,214.80	111,442.80
OFICIAL ADMINISTRATIVO	06A	1	95,592.00	38,544.00	134,136.00	8,218.80	12,534.00	113,383.20
OFICIAL ADMINISTRATIVO	07A	2	99,252.00	38,832.00	138,084.00	8,804.40	13,015.20	116,264.40
OFICIAL ADMINISTRATIVO	08A	8	102,912.00	39,096.00	142,008.00	9,390.00	13,494.00	119,124.00
OFICIAL ADMINISTRATIVO	09A	2	107,052.00	39,408.00	146,460.00	10,125.60	14,037.60	122,296.80
OFICIAL ADMINISTRATIVO	09B	1	112,212.00	39,816.00	152,028.00	11,049.60	14,714.40	126,264.00
OFICIAL ADMINISTRATIVO	09C	3	114,300.00	39,972.00	154,272.00	11,424.00	14,989.20	127,858.80
TECNICO	10A	14	117,456.00	40,224.00	157,680.00	11,990.40	15,402.00	130,287.60
TECNICO	10C	4	122,940.00	40,632.00	163,572.00	12,973.20	16,122.00	134,476.80
TECNICO	11A	3	125,712.00	40,872.00	166,584.00	13,543.20	16,484.40	136,556.40
TECNICO	11B	1	126,300.00	40,908.00	167,208.00	13,668.00	16,562.40	136,977.60
TECNICO	11C	1	129,192.00	41,124.00	170,316.00	14,286.00	16,940.40	139,089.60
TECNICO	12A	10	132,132.00	41,364.00	173,496.00	14,913.60	17,326.80	141,255.60
TECNICO ADMINISTRATIVO	12A	1	132,132.00	41,364.00	173,496.00	14,913.60	17,326.80	141,255.60
TECNICO	12B	1	135,036.00	41,568.00	176,604.00	15,534.00	17,707.20	143,362.80
TECNICO	12C	7	139,944.00	41,952.00	181,896.00	16,582.80	18,351.60	146,961.60
ANALISTA	13A	1	142,992.00	42,204.00	185,196.00	17,233.20	18,750.00	149,212.80
REPORTERO EVENTOS ESP	13A	1	142,992.00	42,204.00	185,196.00	17,233.20	18,750.00	149,212.80
TECNICO ESPECIALIZADO	13A	11	142,992.00	42,204.00	185,196.00	17,233.20	18,750.00	149,212.80
TECNICO ESPECIALIZADO	13B	2	146,100.00	42,420.00	188,520.00	17,898.00	19,159.20	151,462.80
ABOGADO	13C	10	149,148.00	42,660.00	191,808.00	18,548.40	19,557.60	153,702.00
ANALISTA	13C	39	149,148.00	42,660.00	191,808.00	18,548.40	19,557.60	153,702.00
CONTADOR	13C	2	149,148.00	42,660.00	191,808.00	18,548.40	19,557.60	153,702.00
TECNICO ESPECIALIZADO	13C	35	149,148.00	42,660.00	191,808.00	18,548.40	19,557.60	153,702.00
AUXILIAR	01	4	42,852.00	40,044.00	82,896.00	0.00	1,762.80	81,133.20
ADMINISTRATIVO	05	2	47,052.00	40,464.00	87,516.00	0.00	1,935.60	85,580.40
TECNICO	10	1	60,144.00	41,568.00	101,712.00	1,285.20	2,473.20	97,953.60
ANALISTA	13	5	76,884.00	42,804.00	119,688.00	4,165.20	3,162.00	112,360.80
JEFE DE OFICINA	15	1	84,900.00	44,568.00	129,468.00	8,174.40	3,492.00	117,801.60
JEFE DE DEPARTAMENTO	17A	40	82,680.00	77,244.00	159,924.00	17,412.00	11,694.00	130,818.00
JEFE DE UNIDAD	18A	7	83,160.00	107,544.00	190,704.00	23,988.00	11,756.40	154,959.60
DIRECTOR	20A	19	83,640.00	135,564.00	219,204.00	30,072.00	12,132.00	177,000.00
SECRETARIO PARTICULAR	20A	1	83,640.00	135,564.00	219,204.00	30,072.00	12,132.00	177,000.00
CONTRALOR	24A	1	314,376.00	469,704.00	784,080.00	186,540.00	38,601.60	558,938.40
OFICIAL MAYOR	24A	1	314,376.00	469,704.00	784,080.00	186,540.00	38,601.60	558,938.40
TESORERO	24A	1	314,376.00	469,704.00	784,080.00	186,540.00	38,601.60	558,938.40
ADMINISTRATIVO	06	1	48,372.00	40,704.00	89,076.00	0.00	6,343.20	82,732.80
ADMINISTRATIVO	07	8	50,292.00	40,836.00	91,128.00	0.00	6,595.20	84,532.80
SECRETARIA	07	1	50,292.00	40,836.00	91,128.00	0.00	6,595.20	84,532.80
TECNICO	10	36	60,144.00	41,568.00	101,712.00	1,285.20	7,886.40	92,540.40
ANALISTA	13	12	76,884.00	42,804.00	119,688.00	4,165.20	10,081.20	105,441.60
JEFE DE OFICINA	15	7	84,900.00	44,568.00	129,468.00	12,966.00	11,133.60	105,368.40

H. CONGRESO DEL ESTADO
LXII LEGISLATURA

CONGRESO DEL ESTADO DE OAXACA

ANALÍTICO DE PLAZAS EJERCICIO 2016

PLAZA	NUMERO DE PLAZAS	DE	HASTA
BASE	163	10,230.00	15,984.00
CONFIANZA	65	7,423.00	10,789.00
MANDOS MEDIOS Y SUPERIORES	70	13,327.00	65,340.00
CONTRATO CONFIANZA	13	6,908.00	10,789.00

ASE
AUDITORÍA SUPERIOR DEL ESTADO DE OAXACA

AUDITORÍA SUPERIOR DEL ESTADO
UNIDAD DE ADMINISTRACIÓN
TABULADOR DE SUELDOS Y SALARIOS EJERCICIO 2016.

PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO	ADICIONAL	BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
AUXILIAR DE OFICINA BASE	01 A	1	85,044.00	37,716.00	122,760.00	4,419.60	3,497.76	114,842.64
OFICIAL ADMINISTRATIVO BASE	06 B	1	96,708.00	38,616.00	135,324.00	8,912.40	3,977.52	122,434.08
OFICIAL ADMINISTRATIVO BASE	09 C	2	114,300.00	39,972.00	154,272.00	12,106.80	4,701.12	137,464.08
TÉCNICO BASE	10 A	4	117,456.00	40,224.00	157,680.00	12,691.20	4,830.96	140,157.84
TÉCNICO BASE	10 B	1	120,204.00	40,440.00	160,644.00	13,221.60	4,944.00	142,478.40
TÉCNICO BASE	11 A	1	125,712.00	40,872.00	166,584.00	14,437.20	5,170.56	146,976.24
TÉCNICO BASE	11 B	1	126,300.00	40,908.00	167,208.00	14,568.00	5,194.56	147,445.44
TÉCNICO BASE	12 B	5	135,036.00	41,568.00	176,604.00	16,495.20	5,554.08	154,554.72
ANALISTA BASE	13 B	1	146,100.00	42,420.00	188,520.00	18,937.20	6,009.12	163,573.68
CONTADOR BASE	13 C	22	149,148.00	42,660.00	191,808.00	19,610.40	6,134.40	166,063.20
TOTAL PLAZAS BASE		**39**						
AUDITOR CONTRATO CONFIANZA	13	56	76,884.00	43,224.00	120,108.00	4,165.20	3,162.24	112,780.56
JEFE DE OFICINA CONTRATO CONFIANZA	15	8	84,900.00	44,988.00	129,888.00	8,174.40	3,492.00	118,221.60
TOTAL PLAZAS CONTRATO CONFIANZA		**64**						
AUDITOR NOMBRAMIENTO CONFIANZA	13	1	76,884.00	43,224.00	120,108.00	4,165.20	3,162.24	112,780.56
CONFIANZA		**1**						
JEFE DE DEPARTAMENTO MMYS	16 B	1	82,440.00	56,208.00	138,648.00	12,900.00	3,390.72	122,357.28
JEFE DE DEPARTAMENTO MMYS	17 A	14	82,680.00	227,244.00	309,924.00	50,412.00	3,400.56	256,111.44
SECRETARIO TÉCNICO MMYS	20 A	1	83,640.00	375,564.00	459,204.00	90,936.00	3,439.92	364,828.08
DIRECTOR MMYS	22 A	8	218,760.00	669,816.00	888,576.00	217,512.00	8,508.00	662,556.00
SUBAUDITOR MMYS	23 A	2	282,504.00	1,279,521.36	1,562,025.36	446,805.36	8,508.00	1,106,712.00
AUDITOR SUPERIOR DEL ESTADO MMYS	24 A	1	314,376.00	1,589,904.00	1,904,280.00	570,048.00	8,508.00	1,325,724.00
TOTAL PLAZAS MANDOS MEDIOS Y SUPERIORES		**27**						

PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
TABULADOR DE SUELDOS Y SALARIOS DE MANDOS MEDIOS Y SUPERIORES EJERCICIO FISCAL 2016
Tabulador vigente sujeto a modificación por revisión salarial

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL NETO
			SUELDO	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
SECRETARIO DE ACUERDOS DE SALA	16 A	7	575,400.00	1,523,600.40	2,099,000.40	327,205.20	23,662.80	1,748,132.40
SECRETARIO DE ESTUDIO Y CUENTA	16 A	56	4,603,200.00	8,906,688.00	13,509,888.00	1,881,600.00	189,302.40	11,438,985.60
JEFE DE DEPARTAMENTO	17 A	17	1,405,560.00	2,459,832.00	3,865,392.00	520,812.00	57,813.60	3,286,766.40
ASESOR	17 A	8	661,440.00	1,157,568.00	1,819,008.00	245,088.00	27,206.40	1,546,713.60
ASESOR	17 B	2	165,840.00	626,040.00	791,880.00	138,688.80	6,820.80	646,370.40
SECRETARIO AUXILIAR	17 B	2	165,840.00	626,040.00	791,880.00	138,688.80	6,820.80	646,370.40
JEFE DE UNIDAD	18 A	3	249,480.00	633,240.00	882,720.00	136,260.00	10,260.00	736,200.00
SECRETARIO PARTICULAR	20 A	1	83,640.00	456,684.00	540,324.00	111,453.60	3,440.40	425,430.00
DIRECTOR	21 A	1	94,620.00	361,656.00	456,276.00	86,239.20	3,891.60	366,145.20
SECRETARIO PRIVADO	21 A	1	94,620.00	361,656.00	456,276.00	86,239.20	3,891.60	366,145.20
DIRECTOR	21 B	1	94,620.00	533,082.00	627,702.00	137,667.00	3,891.60	486,143.40
DIRECTOR	21 C	2	189,240.00	1,409,016.00	1,598,256.00	379,288.80	7,783.20	1,211,184.00
MAGISTRADO JUBILADO	22 B	23	5,031,480.00	8,725,188.00	13,756,668.00	875,913.60	195,684.00	12,685,070.40
MAGISTRADO	23 A	21	4,593,960.00	22,188,398.40	26,782,358.40	7,289,301.60	178,668.00	19,314,388.80
MAGISTRADO PRESIDENTE	25 A	1	422,040.00	1,698,212.40	2,120,252.40	668,672.40	8,508.00	1,443,072.00

PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
ANALÍTICO DE PLAZAS DE MANDOS MEDIOS Y SUPERIORES EJERCICIO FISCAL 2016

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
SECRETARIO DE ACUERDOS DE SALA	7	249,733.20	249,733.20
SECRETARIO DE ESTUDIO Y CUENTA	56	204,267.60	204,267.60
JEFE DE DEPARTAMENTO	17	193,339.20	193,339.20
ASESOR	8	193,339.20	193,339.20
ASESOR	2	323,185.20	323,185.20
SECRETARIO AUXILIAR	2	323,185.20	323,185.20
JEFE DE UNIDAD	3	245,400.00	245,400.00
SECRETARIO PARTICULAR	1	425,430.00	425,430.00
DIRECTOR	1	366,145.20	366,145.20
SECRETARIO PRIVADO	1	366,145.20	366,145.20
DIRECTOR	1	486,143.40	486,143.40
DIRECTOR	2	605,592.00	605,592.00
MAGISTRADO JUBILADO	23	551,524.80	551,524.80
MAGISTRADO	21	919,732.80	919,732.80
MAGISTRADO PRESIDENTE	1	1,443,072.00	1,443,072.00

PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
TABULADOR DE SUELDOS Y SALARIOS DE CONFIANZA ADMINISTRATIVA EJERCICIO FISCAL 2016
Tabulador vigente sujeto a modificación por revisión salarial

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL NETO
			SUELDO	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUXILIAR	1	5	214,260.00	270,972.00	485,232.00	2,070.00	8,814.00	474,348.00
OFICIAL ADMINISTRATIVO	4	45	2,077,380.00	2,476,224.00	4,553,604.00	55,242.00	85,428.00	4,412,934.00
CAPTURISTA DE DATOS	5	5	235,260.00	273,660.00	508,920.00	6,462.00	9,678.00	492,780.00
CHOFER	7	2	100,584.00	118,994.40	219,578.40	5,313.60	4,137.60	210,127.20
ACTUARIO JUDICIAL	10	8	481,152.00	444,691.20	925,843.20	26,428.80	19,785.60	879,628.80
TECNICO	10	6	360,864.00	333,518.40	694,382.40	19,821.60	14,839.20	659,721.60
TECNICO ADMINISTRATIVO	12	1	67,896.00	59,240.40	127,136.40	7,801.20	2,792.40	116,542.80
ANALISTA	13	11	845,724.00	664,620.00	1,510,344.00	102,973.20	34,782.00	1,372,588.80
ACTUARIO JUDICIAL	14	8	655,200.00	717,888.00	1,373,088.00	127,737.60	26,947.20	1,218,403.20
JEFE DE OFICINA	15	16	1,358,400.00	950,764.80	2,309,164.80	169,747.20	55,872.00	2,083,545.60
SECRETARIO DE ACUERDOS AUXILIAR DE SALA	15 C	10	849,000.00	1,349,040.00	2,198,040.00	262,668.00	34,920.00	1,900,452.00

PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
ANALÍTICO DE PLAZAS DE CONFIANZA ADMINISTRATIVA

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
AUXILIAR	5	94,869.60	94,869.60
OFICIAL ADMINISTRATIVO	45	98,065.20	98,065.20
CAPTURISTA DE DATOS	5	98,556.00	98,556.00
CHOFER	2	105,063.60	105,063.60
ACTUARIO JUDICIAL	8	109,953.60	109,953.60
TECNICO	6	109,953.60	109,953.60
TECNICO ADMINISTRATIVO	1	116,542.80	116,542.80
ANALISTA	11	124,780.80	124,780.80
ACTUARIO JUDICIAL	8	152,300.40	152,300.40
JEFE DE OFICINA	16	130,221.60	130,221.60
SECRETARIO DE ACUERDOS AUXILIAR DE SALA	10	190,045.20	190,045.20

PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
TABULADOR DE SUELDOS Y SALARIOS DE BASE EJERCICIO FISCAL 2016
Tabulador vigente sujeto a modificación por revisión salarial

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL NETO
			SUELDO	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUXILIAR	1 A	3	255,132.00	119,088.00	374,220.00	12,981.60	10,494.00	350,744.40
OFICIAL ADMINISTRATIVO	4 A	18	1,651,320.00	724,032.00	2,375,352.00	142,538.40	67,910.40	2,164,903.20
AUXILIAR TECNICO	4 A	1	91,740.00	40,224.00	131,964.00	7,918.80	3,772.80	120,272.40
OFICIAL ADMINISTRATIVO	4 B	1	92,220.00	40,260.00	132,480.00	7,995.60	3,793.20	120,691.20
OFICIAL ADMINISTRATIVO	5 A	6	558,864.00	241,920.00	800,784.00	48,859.20	22,989.60	728,935.20
OFICIAL ADMINISTRATIVO	5 C	3	284,400.00	121,392.00	405,792.00	25,225.20	11,696.40	368,870.40
OFICIAL ADMINISTRATIVO	6 A	6	573,552.00	243,144.00	816,696.00	51,213.60	23,587.20	741,895.20
OFICIAL ADMINISTRATIVO	6 C	1	98,088.00	40,716.00	138,804.00	8,934.00	4,034.40	125,835.60
OFICIAL ADMINISTRATIVO	7 A	2	198,504.00	81,624.00	280,128.00	18,242.40	8,164.80	253,720.80
OFICIAL ADMINISTRATIVO	7 C	1	101,628.00	40,992.00	142,620.00	9,508.80	4,179.60	128,931.60
OFICIAL ADMINISTRATIVO	8 A	5	514,560.00	205,380.00	719,940.00	48,690.00	21,162.00	650,088.00
OFICIAL ADMINISTRATIVO	8 C	2	211,440.00	82,584.00	294,024.00	20,484.00	8,697.60	264,842.40
OFICIAL ADMINISTRATIVO	9 A	1	107,052.00	41,388.00	148,440.00	10,480.80	4,402.80	133,556.40
EJECUTOR	10 A	2	234,912.00	88,248.00	323,160.00	25,377.60	9,662.40	288,120.00
AUXILIAR DE ANALISTA	10 A	1	117,456.00	42,204.00	159,660.00	12,344.40	4,831.20	142,484.40
TECNICO	10 A	10	1,174,560.00	422,040.00	1,596,600.00	123,444.00	48,312.00	1,424,844.00
EJECUTOR	10 B	2	240,408.00	90,480.00	330,888.00	26,784.00	9,888.00	294,216.00
TECNICO	10 B	1	120,204.00	42,420.00	162,624.00	12,837.60	4,944.00	144,842.40
TECNICO	10 C	8	983,520.00	340,896.00	1,324,416.00	106,992.00	40,454.40	1,176,969.60
TECNICO	11 A	6	754,272.00	279,432.00	1,033,704.00	88,560.00	31,024.80	914,119.20
TRABAJADORA SOCIAL	11 A	2	251,424.00	93,144.00	344,568.00	29,520.00	10,341.60	304,706.40
EJECUTOR	11 A	1	125,712.00	46,572.00	172,284.00	14,760.00	5,170.80	152,353.20
EJECUTOR	11 C	1	129,192.00	46,824.00	176,016.00	15,504.00	5,313.60	155,198.40
TECNICO	11 C	3	387,576.00	140,472.00	528,048.00	46,512.00	15,940.80	465,595.20
TECNICO	12 A	8	1,057,056.00	376,512.00	1,433,568.00	129,052.80	43,478.40	1,261,036.80
EJECUTOR	12 A	1	132,132.00	47,064.00	179,196.00	16,131.60	5,434.80	157,629.60
TECNICO	12 C	2	279,888.00	95,304.00	375,192.00	35,599.20	11,512.80	328,080.00
ABOGADO	13 A	3	428,976.00	143,712.00	572,688.00	55,353.60	17,643.60	499,690.80
TECNICO ESPECIALIZADO	13 A	5	714,960.00	239,520.00	954,480.00	92,256.00	29,406.00	832,818.00
ANALISTA	13 A	3	428,976.00	143,712.00	572,688.00	55,353.60	17,643.60	499,690.80
ANALISTA	13 B	2	292,200.00	96,240.00	388,440.00	38,229.60	12,019.20	338,191.20
ANALISTA	13 C	6	894,888.00	290,160.00	1,185,048.00	118,598.40	36,806.40	1,029,643.20
ABOGADO	13 C	2	298,296.00	96,720.00	395,016.00	39,532.80	12,268.80	343,214.40
TECNICO ESPECIALIZADO	13 C	11	1,640,628.00	531,960.00	2,172,588.00	217,430.40	67,478.40	1,887,679.20

PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
ANALÍTICO DE PLAZAS DE BASE

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
AUXILIAR 1 A	3	116,914.80	116,914.80
OFICIAL ADMINISTRATIVO 4 A	18	120,272.40	120,272.40
AUXILIAR TECNICO 4 A	1	120,272.40	120,272.40
OFICIAL ADMINISTRATIVO 4 B	1	120,691.20	120,691.20
OFICIAL ADMINISTRATIVO 5 A	6	121,489.20	121,489.20
OFICIAL ADMINISTRATIVO 5 C	3	122,956.80	122,956.80
OFICIAL ADMINISTRATIVO 6 A	6	123,649.20	123,649.20
OFICIAL ADMINISTRATIVO 6 C	1	125,835.60	125,835.60
OFICIAL ADMINISTRATIVO 7 A	2	126,860.40	126,860.40
OFICIAL ADMINISTRATIVO 7 C	1	128,931.60	128,931.60
OFICIAL ADMINISTRATIVO 8 A	5	130,017.60	130,017.60
OFICIAL ADMINISTRATIVO 8 C	2	132,421.20	132,421.20
OFICIAL ADMINISTRATIVO 9 A	1	133,556.40	133,556.40
EJECUTOR 10 A	2	144,060.00	144,060.00
AUXILIAR DE ANALISTA 10 A	1	142,484.40	142,484.40
TECNICO 10 A	10	142,484.40	142,484.40
EJECUTOR 10 B	2	147,108.00	147,108.00
TECNICO 10 B	1	144,842.40	144,842.40
TECNICO 10 C	8	147,121.20	147,121.20
TECNICO 11 A	6	152,353.20	152,353.20
TRABAJADORA SOCIAL 11 A	2	152,353.20	152,353.20
EJECUTOR 11 A	1	152,353.20	152,353.20
EJECUTOR 11 C	1	155,198.40	155,198.40
TECNICO 11 C	3	155,198.40	155,198.40
TECNICO 12 A	8	157,629.60	157,629.60
EJECUTOR 12 A	1	157,629.60	157,629.60
TECNICO 12 C	2	164,040.00	164,040.00
ABOGADO 13 A	3	166,563.60	166,563.60
TECNICO ESPECIALIZADO 13 A	5	166,563.60	166,563.60
ANALISTA 13 A	3	166,563.60	166,563.60
ANALISTA 13 B	2	169,095.60	169,095.60
ANALISTA 13 C	6	171,607.20	171,607.20
ABOGADO 13 C	2	171,607.20	171,607.20
TECNICO ESPECIALIZADO 13 C	11	171,607.20	171,607.20

PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
TABULADOR DE SUELDOS Y SALARIOS DE MANDOS MEDIOS Y SUPERIORES EJERCICIO FISCAL 2016
Tabulador vigente sujeto a modificación por revisión salarial

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL NETO
			SUELDO	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
MEDIADOR	16 A	16	1,315,200.00	2,544,768.00	3,859,968.00	537,600.00	54,086.40	3,268,281.60
SECRETARIO DE ESTUDIO Y CUENTA	16 A	24	1,972,800.00	3,817,152.00	5,789,952.00	806,400.00	81,129.60	4,902,422.40
SECRETARIO DE CONSEJO	16 A	9	739,800.00	1,431,432.00	2,171,232.00	302,400.00	30,423.60	1,838,408.40
JEFE DE DEPARTAMENTO	17 A	102	8,433,360.00	10,089,432.00	18,522,792.00	2,127,312.00	346,881.60	16,048,598.40
ADMINISTRADOR DE DISTRITO	17 B	8	663,360.00	2,127,552.00	2,790,912.00	466,147.20	27,283.20	2,297,481.60
COORDINADOR	17 B	1	82,920.00	265,944.00	348,864.00	58,268.40	3,410.40	287,185.20
SECRETARIO AUXILIAR	17 C	1	82,920.00	313,020.00	395,940.00	69,344.40	3,410.40	323,185.20
SECRETARIO ADMINISTRATIVO DE CONSEJO	17 C	1	82,920.00	313,020.00	395,940.00	69,344.40	3,410.40	323,185.20
SECRETARIO AUXILIAR EJECUTIVO	17 C	1	82,920.00	313,020.00	395,940.00	69,344.40	3,410.40	323,185.20
JUEZ	17 C	185	15,340,200.00	57,908,700.00	73,248,900.00	12,828,714.00	630,924.00	59,789,262.00
JEFE DE UNIDAD	18 A	8	665,280.00	1,688,640.00	2,353,920.00	363,360.00	27,360.00	1,963,200.00
VISITADOR	18 B	4	331,680.00	1,588,060.80	1,919,740.80	373,353.60	13,641.60	1,532,745.60
SECRETARIO PRIVADO	21 A	1	94,620.00	361,656.00	456,276.00	86,239.20	3,891.60	366,145.20
DIRECTOR	21 A	4	378,480.00	1,446,624.00	1,825,104.00	344,956.80	15,566.40	1,464,580.80
SECRETARIO PARTICULAR DE TRIBUNAL ESPECIALIZADO	21 A	2	189,240.00	723,312.00	912,552.00	172,478.40	7,783.20	732,290.40
DIRECTOR	21 B	6	567,720.00	3,198,492.00	3,766,212.00	826,002.00	23,349.60	2,916,860.40
SECRETARIO GENERAL DE ACUERDOS DE TRIBUNAL	21 B	3	283,860.00	1,599,246.00	1,883,106.00	413,001.00	11,674.80	1,458,430.20
DIRECTOR	21 C	5	473,100.00	3,522,540.00	3,995,640.00	948,222.00	19,458.00	3,027,960.00
VISITADOR GENERAL	21 C	1	94,620.00	704,508.00	799,128.00	189,644.40	3,891.60	605,592.00
SECRETARIO EJECUTIVO	22 A	1	218,760.00	664,392.00	883,152.00	216,531.60	8,508.00	658,112.40
MAGISTRADO SUPLENTE	22 B	6	1,312,560.00	5,277,744.00	6,590,304.00	1,721,649.60	51,048.00	4,817,606.40
MAGISTRADO JUBILADO	22 B	1	218,760.00	379,356.00	598,116.00	38,083.20	8,508.00	551,524.80
CONSEJERO	23 A	4	875,040.00	4,953,633.60	5,828,673.60	1,635,710.40	34,032.00	4,158,931.20
MAGISTRADO	23 A	9	1,968,840.00	9,509,313.60	11,478,153.60	3,123,986.40	76,572.00	8,277,595.20
MAGISTRADO PRESIDENTE DE TRIBUNAL ESPECIALIZADO	24 A	3	943,146.00	4,872,157.20	5,815,303.20	1,717,700.40	25,524.00	4,072,078.80
CONSEJERO PRESIDENTE	25 A	1	422,040.00	2,555,352.00	2,977,392.00	925,812.00	8,508.00	2,043,072.00

PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
ANALÍTICO DE PLAZAS DE MANDOS MEDIOS Y SUPERIORES

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
MEDIADOR	16	204,267.60	204,267.60
SECRETARIO DE ESTUDIO Y CUENTA	24	204,267.60	204,267.60
SECRETARIO DE CONSEJO	9	204,267.60	204,267.60
JEFE DE DEPARTAMENTO	102	157,339.20	157,339.20
ADMINISTRADOR DE DISTRITO	8	287,185.20	287,185.20
COORDINADOR	1	287,185.20	287,185.20
SECRETARIO AUXILIAR	1	323,185.20	323,185.20
SECRETARIO ADMINISTRATIVO DE CONSEJO	1	323,185.20	323,185.20
SECRETARIO AUXILIAR EJECUTIVO	1	323,185.20	323,185.20
JUEZ	185	323,185.20	323,185.20
JEFE DE UNIDAD	8	245,400.00	245,400.00
VISITADOR	4	383,186.40	383,186.40
SECRETARIO PRIVADO	1	366,145.20	366,145.20
DIRECTOR	4	366,145.20	366,145.20
SECRETARIO PARTICULAR DE TRIBUNAL ESPECIALIZADO	2	366,145.20	366,145.20
DIRECTOR	6	486,143.40	486,143.40
SECRETARIO GENERAL DE ACUERDOS DE TRIBUNAL ESPECIALIZADO	3	486,143.40	486,143.40
DIRECTOR	5	605,592.00	605,592.00
VISITADOR GENERAL	1	605,592.00	605,592.00
SECRETARIO EJECUTIVO	1	658,112.40	658,112.40
MAGISTRADO SUPLENTE	6	802,934.40	802,934.40
MAGISTRADO JUBILADO	1	551,524.80	551,524.80
CONSEJERO	4	1,039,732.80	1,039,732.80
MAGISTRADO	9	919,732.80	919,732.80
MAGISTRADO PRESIDENTE DE TRIBUNAL ESPECIALIZADO	3	1,357,359.60	1,357,359.60
CONSEJERO PRESIDENTE	1	2,043,072.00	2,043,072.00

PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
TABULADOR DE SUELDOS Y SALARIOS DE CONFIANZA ADMINISTRATIVA EJERCICIO FISCAL 2016
Tabulador vigente sujeto a modificación por revisión salarial

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL NETO
			SUELDO	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUXILIAR	1	80	3,428,160.00	4,335,552.00	7,763,712.00	33,120.00	141,024.00	7,589,568.00
OFICIAL ADMINISTRATIVO	4	316	14,587,824.00	17,388,595.20	31,976,419.20	387,921.60	599,894.40	30,988,603.20
OFICIAL DE POLICIA	5	17	799,884.00	1,110,372.00	1,910,256.00	49,939.20	32,905.20	1,827,411.60
CAPTURISTA DE DATOS	5	38	1,787,976.00	2,079,816.00	3,867,792.00	49,111.20	73,552.80	3,745,128.00
CHOFER	7	24	1,207,008.00	1,427,932.80	2,634,940.80	63,763.20	49,651.20	2,521,526.40
SECRETARIA EJECUTIVA DE DIRECTOR	8	12	626,112.00	733,852.80	1,359,964.80	36,504.00	25,747.20	1,297,713.60
TECNICO	10	13	781,872.00	722,623.20	1,504,495.20	42,946.80	32,151.60	1,429,396.80
AUXILIAR CONTABLE	10	4	240,576.00	222,345.60	462,921.60	13,214.40	9,892.80	439,814.40
ACTUARIO JUDICIAL	10	90	5,412,960.00	5,002,776.00	10,415,736.00	297,324.00	222,588.00	9,895,824.00
SECRETARIA EJECUTIVA DE PRESIDENCIA	10 B	1	60,144.00	62,070.00	122,214.00	4,440.00	2,473.20	115,300.80
TRABAJADORA SOCIAL	11	4	254,400.00	223,113.60	477,513.60	14,798.40	10,464.00	452,251.20
TECNICO ADMINISTRATIVO	12	12	814,752.00	710,884.80	1,525,636.80	93,614.40	33,508.80	1,398,513.60
ANALISTA	13	156	11,993,904.00	9,425,520.00	21,419,424.00	1,460,347.20	493,272.00	19,465,804.80
ACTUARIO JUDICIAL	14	30	2,457,000.00	2,692,080.00	5,149,080.00	479,016.00	101,052.00	4,569,012.00
GESTOR ADMINISTRATIVO	15	1	84,900.00	59,422.80	144,322.80	10,609.20	3,492.00	130,221.60
JEFE DE OFICINA	15	211	17,913,900.00	12,538,210.80	30,452,110.80	2,238,541.20	736,812.00	27,476,757.60
AUDITOR	15 B	13	1,103,700.00	991,770.00	2,095,470.00	178,573.20	45,396.00	1,871,500.80
PERITO JUDICIAL	15 B	18	1,528,200.00	1,373,220.00	2,901,420.00	247,255.20	62,856.00	2,591,308.80
SECRETARIO DE ACUERDOS	15 C	209	17,744,100.00	28,194,936.00	45,939,036.00	5,489,761.20	729,828.00	39,719,446.80

PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
ANALÍTICO DE PLAZAS DE CONFIANZA ADMINISTRATIVA

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
AUXILIAR	80	94,869.60	94,869.60
OFICIAL ADMINISTRATIVO	316	98,065.20	98,065.20
OFICIAL DE POLICIA	17	107,494.80	107,494.80
CAPTURISTA DE DATOS	38	98,556.00	98,556.00
CHOFER	24	105,063.60	105,063.60
SECRETARIA EJECUTIVA DE DIRECTOR	12	108,142.80	108,142.80
TECNICO	13	109,953.60	109,953.60
AUXILIAR CONTABLE	4	109,953.60	109,953.60
ACTUARIO JUDICIAL	90	109,953.60	109,953.60
SECRETARIA EJECUTIVA DE PRESIDENCIA	1	115,300.80	115,300.80
TRABAJADORA SOCIAL	4	113,062.80	113,062.80
TECNICO ADMINISTRATIVO	12	116,542.80	116,542.80
ANALISTA	156	124,780.80	124,780.80
ACTUARIO JUDICIAL	30	152,300.40	152,300.40
GESTOR ADMINISTRATIVO	1	130,221.60	130,221.60
JEFE DE OFICINA	211	130,221.60	130,221.60
AUDITOR	13	143,961.60	143,961.60
PERITO JUDICIAL	18	143,961.60	143,961.60
SECRETARIO DE ACUERDOS	209	190,045.20	190,045.20

PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
TABULADOR DE SUELDOS Y SALARIOS DE BASE EJERCICIO FISCAL 2016
Tabulador vigente sujeto a modificación por revisión salarial

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL NETO
			SUELDO	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUXILIAR	1 A	7	595,308.00	277,872.00	873,180.00	30,290.40	24,486.00	818,403.60
OFICIAL ADMINISTRATIVO	4 A	120	11,008,800.00	4,826,880.00	15,835,680.00	950,256.00	452,736.00	14,432,688.00
AUXILIAR TECNICO	4 A	10	917,400.00	402,240.00	1,319,640.00	79,188.00	37,728.00	1,202,724.00
OFICIAL ADMINISTRATIVO	4 B	7	645,540.00	281,820.00	927,360.00	55,969.20	26,552.40	844,838.40
AUXILIAR TECNICO	4 B	1	92,220.00	40,260.00	132,480.00	7,995.60	3,793.20	120,691.20
OFICIAL ADMINISTRATIVO	4 C	7	649,656.00	282,156.00	931,812.00	56,624.40	26,720.40	848,467.20
OFICIAL ADMINISTRATIVO	5 A	30	2,794,320.00	1,209,600.00	4,003,920.00	244,296.00	114,948.00	3,644,676.00
OFICIAL ADMINISTRATIVO	5 B	2	187,920.00	80,760.00	268,680.00	16,548.00	7,728.00	244,404.00
OFICIAL ADMINISTRATIVO	5 C	2	189,600.00	80,928.00	270,528.00	16,816.80	7,797.60	245,913.60
OFICIAL ADMINISTRATIVO	6 A	37	3,536,904.00	1,499,388.00	5,036,292.00	315,817.20	145,454.40	4,575,020.40
OFICIAL ADMINISTRATIVO	6 C	3	294,264.00	122,148.00	416,412.00	26,802.00	12,103.20	377,506.80
OFICIAL ADMINISTRATIVO	7 A	15	1,488,780.00	612,180.00	2,100,960.00	136,818.00	61,236.00	1,902,906.00
OFICIAL ADMINISTRATIVO	7 C	1	101,628.00	40,992.00	142,620.00	9,508.80	4,179.60	128,931.60
OFICIAL ADMINISTRATIVO	8 A	37	3,807,744.00	1,519,812.00	5,327,556.00	360,306.00	156,598.80	4,810,651.20
OFICIAL ADMINISTRATIVO	8 C	4	422,880.00	165,168.00	588,048.00	40,968.00	17,395.20	529,684.80
OFICIAL ADMINISTRATIVO	9 A	12	1,284,624.00	496,656.00	1,781,280.00	125,769.60	52,833.60	1,602,676.80
OFICIAL ADMINISTRATIVO	9 C	4	457,200.00	167,808.00	625,008.00	47,116.80	18,806.40	559,084.80
EJECUTOR	10 A	6	704,736.00	264,744.00	969,480.00	76,132.80	28,987.20	864,360.00
TECNICO	10 A	36	4,228,416.00	1,519,344.00	5,747,760.00	444,398.40	173,923.20	5,129,438.40
EJECUTOR	10 B	3	360,612.00	135,720.00	496,332.00	40,176.00	14,832.00	441,324.00
TECNICO	10 B	12	1,442,448.00	509,040.00	1,951,488.00	154,051.20	59,328.00	1,738,108.80
TECNICO	10 C	19	2,335,860.00	809,628.00	3,145,488.00	254,106.00	96,079.20	2,795,302.80
EJECUTOR	10 C	14	1,721,160.00	648,648.00	2,369,808.00	198,357.60	70,795.20	2,100,655.20
TECNICO	11 A	30	3,771,360.00	1,397,160.00	5,168,520.00	442,800.00	155,124.00	4,570,596.00
TRABAJADORA SOCIAL	11 A	2	251,424.00	93,144.00	344,568.00	29,520.00	10,341.60	304,706.40
EJECUTOR	11 A	12	1,508,544.00	558,864.00	2,067,408.00	177,120.00	62,049.60	1,828,238.40
EJECUTOR	11 B	2	252,600.00	93,216.00	345,816.00	29,772.00	10,389.60	305,654.40
TECNICO	11 B	2	252,600.00	93,216.00	345,816.00	29,772.00	10,389.60	305,654.40
EJECUTOR	11 C	5	645,960.00	234,120.00	880,080.00	77,520.00	26,568.00	775,992.00
AUXILIAR DE ANALISTA	11 C	1	129,192.00	46,824.00	176,016.00	15,504.00	5,313.60	155,198.40
TECNICO	11 C	6	775,152.00	280,944.00	1,056,096.00	93,024.00	31,881.60	931,190.40
TECNICO	12 A	32	4,228,224.00	1,506,048.00	5,734,272.00	516,211.20	173,913.60	5,044,147.20
EJECUTOR	12 A	10	1,321,320.00	470,640.00	1,791,960.00	161,316.00	54,348.00	1,576,296.00
TECNICO	12 B	2	270,072.00	94,536.00	364,608.00	33,504.00	11,107.20	319,996.80
EJECUTOR	12 C	37	5,177,928.00	1,763,124.00	6,941,052.00	658,585.20	212,986.80	6,069,480.00
TECNICO	12 C	6	839,664.00	285,912.00	1,125,576.00	106,797.60	34,538.40	984,240.00
ABOGADO	13 A	14	2,001,888.00	670,656.00	2,672,544.00	258,316.80	82,336.80	2,331,890.40
TECNICO ESPECIALIZADO	13 A	34	4,861,728.00	1,628,736.00	6,490,464.00	627,340.80	199,960.80	5,663,162.40
ANALISTA	13 A	9	1,286,928.00	431,136.00	1,718,064.00	166,060.80	52,930.80	1,499,072.40
ANALISTA	13 B	3	438,300.00	144,360.00	582,660.00	57,344.40	18,028.80	507,286.80
EDUCADORA	13 C	1	149,148.00	48,360.00	197,508.00	19,766.40	6,134.40	171,607.20
ANALISTA	13 C	13	1,938,924.00	628,680.00	2,567,604.00	256,963.20	79,747.20	2,230,893.60
ABOGADO	13 C	8	1,193,184.00	386,880.00	1,580,064.00	158,131.20	49,075.20	1,372,857.60
TECNICO ESPECIALIZADO	13 C	30	4,474,440.00	1,450,800.00	5,925,240.00	592,992.00	184,032.00	5,148,216.00

PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
ANALÍTICO DE PLAZAS DE BASE

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
AUXILIAR 1 A	7	116,914.80	116,914.80
OFICIAL ADMINISTRATIVO 4 A	120	120,272.40	120,272.40
AUXILIAR TECNICO 4 A	10	120,272.40	120,272.40
OFICIAL ADMINISTRATIVO 4 B	7	120,691.20	120,691.20
AUXILIAR TECNICO 4 B	1	120,691.20	120,691.20
OFICIAL ADMINISTRATIVO 4 C	7	121,209.60	121,209.60
OFICIAL ADMINISTRATIVO 5 A	30	121,489.20	121,489.20
OFICIAL ADMINISTRATIVO 5 B	2	122,202.00	122,202.00
OFICIAL ADMINISTRATIVO 5 C	2	122,956.80	122,956.80
OFICIAL ADMINISTRATIVO 6 A	37	123,649.20	123,649.20
OFICIAL ADMINISTRATIVO 6 C	3	125,835.60	125,835.60
OFICIAL ADMINISTRATIVO 7 A	15	126,860.40	126,860.40
OFICIAL ADMINISTRATIVO 7 C	1	128,931.60	128,931.60
OFICIAL ADMINISTRATIVO 8 A	37	130,017.60	130,017.60
OFICIAL ADMINISTRATIVO 8 C	4	132,421.20	132,421.20
OFICIAL ADMINISTRATIVO 9 A	12	133,556.40	133,556.40
OFICIAL ADMINISTRATIVO 9 C	4	139,771.20	139,771.20
EJECUTOR 10 A	6	144,060.00	144,060.00
TECNICO 10 A	36	142,484.40	142,484.40
EJECUTOR 10 B	3	147,108.00	147,108.00
TECNICO 10 B	12	144,842.40	144,842.40
TECNICO 10 C	19	147,121.20	147,121.20
EJECUTOR 10 C	14	150,046.80	150,046.80
TECNICO 11 A	30	152,353.20	152,353.20
TRABAJADORA SOCIAL 11 A	2	152,353.20	152,353.20
EJECUTOR 11 A	12	152,353.20	152,353.20
EJECUTOR 11 B	2	152,827.20	152,827.20
TECNICO 11 B	2	152,827.20	152,827.20
EJECUTOR 11 C	5	155,198.40	155,198.40
AUXILIAR DE ANALISTA 11 C	1	155,198.40	155,198.40
TECNICO 11 C	6	155,198.40	155,198.40
TECNICO 12 A	32	157,629.60	157,629.60
EJECUTOR 12 A	10	157,629.60	157,629.60
TECNICO 12 B	2	159,998.40	159,998.40
EJECUTOR 12 C	37	164,040.00	164,040.00
TECNICO 12 C	6	164,040.00	164,040.00
ABOGADO 13 A	14	166,563.60	166,563.60
TECNICO ESPECIALIZADO 13 A	34	166,563.60	166,563.60
ANALISTA 13 A	9	166,563.60	166,563.60
ANALISTA 13 B	3	169,095.60	169,095.60
EDUCADORA 13 C	1	171,607.20	171,607.20
ANALISTA 13 C	13	171,607.20	171,607.20
ABOGADO 13 C	8	171,607.20	171,607.20
TECNICO ESPECIALIZADO 13 C	30	171,607.20	171,607.20

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DIRECCION DE RECURSOS HUMANOS

TABULADOR SALARIAL MENSUAL PARA PERSONAL DE BASE

Nivel	Sueldo Base	Despensa	P. S. M.	Actividades Culturales y Deportivas	SubTotal	Compen-sación	Total
01A	7,087.00	875.00	1,549.00	719.00	10,230.00	300.00	10,530.00
01B	7,142.00	875.00	1,554.00	719.00	10,290.00	300.00	10,590.00
01C	7,183.00	875.00	1,557.00	719.00	10,334.00	300.00	10,634.00
02A	7,237.00	875.00	1,560.00	719.00	10,391.00	300.00	10,691.00
02B	7,309.00	875.00	1,566.00	719.00	10,469.00	300.00	10,769.00
02C	7,355.00	875.00	1,570.00	719.00	10,519.00	300.00	10,819.00
03A	7,429.00	875.00	1,577.00	719.00	10,600.00	300.00	10,900.00
03B	7,493.00	875.00	1,580.00	719.00	10,667.00	300.00	10,967.00
03C	7,574.00	875.00	1,588.00	719.00	10,756.00	300.00	11,056.00
04A	7,645.00	875.00	1,593.00	719.00	10,832.00	300.00	11,132.00
04B	7,685.00	875.00	1,596.00	719.00	10,875.00	300.00	11,175.00
04C	7,734.00	875.00	1,600.00	719.00	10,928.00	300.00	11,228.00
05A	7,762.00	875.00	1,601.00	719.00	10,957.00	300.00	11,257.00
05B	7,830.00	875.00	1,606.00	719.00	11,030.00	300.00	11,330.00
05C	7,900.00	875.00	1,613.00	719.00	11,107.00	300.00	11,407.00
06A	7,966.00	875.00	1,618.00	719.00	11,178.00	300.00	11,478.00
06B	8,059.00	875.00	1,624.00	719.00	11,277.00	300.00	11,577.00
06C	8,174.00	875.00	1,634.00	719.00	11,402.00	300.00	11,702.00
07A	8,271.00	875.00	1,642.00	719.00	11,507.00	300.00	11,807.00
07B	8,377.00	875.00	1,649.00	719.00	11,620.00	300.00	11,920.00
07C	8,469.00	875.00	1,657.00	719.00	11,720.00	300.00	12,020.00
08A	8,576.00	875.00	1,664.00	719.00	11,834.00	300.00	12,134.00
08B	8,713.00	875.00	1,675.00	719.00	11,982.00	300.00	12,282.00
08C	8,810.00	875.00	1,682.00	719.00	12,086.00	300.00	12,386.00
09A	8,921.00	875.00	1,690.00	719.00	12,205.00	300.00	12,505.00
09B	9,351.00	875.00	1,724.00	719.00	12,669.00	300.00	12,969.00
09C	9,525.00	875.00	1,737.00	719.00	12,856.00	300.00	13,156.00
10A	9,788.00	875.00	1,758.00	719.00	13,140.00	300.00	13,440.00
10B	10,017.00	875.00	1,776.00	719.00	13,387.00	300.00	13,687.00
10C	10,245.00	875.00	1,792.00	719.00	13,631.00	300.00	13,931.00
11A	10,476.00	875.00	1,812.00	719.00	13,882.00	300.00	14,182.00
11B	10,525.00	875.00	1,815.00	719.00	13,934.00	300.00	14,234.00
11C	10,766.00	875.00	1,833.00	719.00	14,193.00	300.00	14,493.00
12A	11,011.00	875.00	1,853.00	719.00	14,458.00	300.00	14,758.00
12B	11,253.00	875.00	1,870.00	719.00	14,717.00	300.00	15,017.00
12C	11,662.00	875.00	1,902.00	719.00	15,158.00	300.00	15,458.00
13A	11,916.00	875.00	1,923.00	719.00	15,433.00	400.00	15,833.00
13B	12,175.00	875.00	1,941.00	719.00	15,710.00	400.00	16,110.00
13C	12,429.00	875.00	1,961.00	719.00	15,984.00	400.00	16,384.00

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DIRECCION DE RECURSOS HUMANOS
TABULADOR DE QUINQUENIOS MENSUAL PARA PERSONAL DE BASE

Nivel	*1er. Quinquenio*	*2o. Quinquenio*	*3er. Quinquenio*	*4o. Quinquenio*	*5o. Quinquenio*	*6o. Quinquenio*
01A	730.70	852.50	974.30	1,096.10	1,339.60	1,583.20
01B	736.40	859.10	981.90	1,104.60	1,350.10	1,595.50
01C	740.60	864.00	987.50	1,110.90	1,357.80	1,604.60
02A	746.10	870.50	994.80	1,119.20	1,367.90	1,616.60
02B	753.50	879.10	1,004.70	1,130.30	1,381.40	1,632.60
02C	758.40	884.80	1,011.20	1,137.60	1,390.40	1,643.20
03A	766.10	893.80	1,021.50	1,149.20	1,404.50	1,659.90
03B	772.50	901.30	1,030.00	1,158.80	1,416.30	1,673.80
03C	781.00	911.20	1,041.30	1,171.50	1,431.80	1,692.20
04A	788.30	919.70	1,051.10	1,182.50	1,445.20	1,708.00
04B	792.40	924.50	1,056.50	1,188.60	1,452.70	1,716.90
04C	797.40	930.30	1,063.20	1,196.10	1,461.90	1,727.70
05A	800.30	933.70	1,067.10	1,200.50	1,467.20	1,734.00
05B	807.30	941.90	1,076.40	1,211.00	1,480.10	1,749.20
05C	814.60	950.40	1,086.10	1,221.90	1,493.40	1,765.00
06A	821.40	958.30	1,095.20	1,232.10	1,505.90	1,779.70
06B	830.90	969.40	1,107.90	1,246.40	1,523.30	1,800.30
06C	842.90	983.40	1,123.90	1,264.40	1,545.30	1,826.30
07A	852.80	994.90	1,137.10	1,279.20	1,563.50	1,847.70
07B	863.70	1,007.70	1,151.60	1,295.60	1,583.50	1,871.40
07C	873.20	1,018.70	1,164.30	1,309.80	1,600.90	1,891.90
08A	884.20	1,031.60	1,178.90	1,326.30	1,621.00	1,915.80
08B	898.40	1,048.10	1,197.90	1,347.60	1,647.10	1,946.50
08C	908.30	1,059.70	1,211.10	1,362.50	1,665.20	1,968.00
09A	919.80	1,073.10	1,226.40	1,379.70	1,686.30	1,992.90
09B	964.10	1,124.80	1,285.50	1,446.20	1,767.50	2,088.90
09C	982.20	1,145.90	1,309.60	1,473.30	1,800.70	2,128.10
10A	1,009.10	1,177.30	1,345.50	1,513.70	1,850.00	2,186.40
10B	1,032.80	1,204.90	1,377.10	1,549.20	1,893.50	2,237.70
10C	1,056.40	1,232.50	1,408.50	1,584.60	1,936.70	2,288.90
11A	1,080.20	1,260.20	1,440.30	1,620.30	1,980.40	2,340.40
11B	1,085.30	1,266.20	1,447.10	1,628.00	1,989.70	2,351.50
11C	1,110.10	1,295.10	1,480.10	1,665.20	2,035.20	2,405.20
12A	1,135.30	1,324.50	1,513.70	1,703.00	2,081.40	2,459.80
12B	1,160.20	1,353.60	1,546.90	1,740.30	2,127.00	2,513.80
12C	1,202.50	1,402.90	1,603.30	1,803.80	2,204.60	2,605.40
13A	1,228.70	1,433.50	1,638.30	1,843.10	2,252.60	2,662.20
13B	1,255.30	1,464.50	1,673.70	1,883.00	2,301.40	2,719.80
13C	1,281.50	1,495.10	1,708.70	1,922.30	2,349.40	2,776.60

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DIRECCION DE RECURSOS HUMANOS
TABULADOR SALARIAL MENSUAL PARA PERSONAL DE CONFIANZA

Nivel	Sueldo Base	Canasta Básica	P. S. M.	Estímulo	Total Percepciones
01	3,571.00	1,457.00	1,389.00	491.00	6,908.00
02	3,656.00	1,457.00	1,389.00	495.00	6,997.00
03	3,751.00	1,457.00	1,389.00	508.00	7,105.00
04	3,847.00	1,457.00	1,389.00	519.00	7,212.00
05	3,921.00	1,457.00	1,389.00	526.00	7,293.00
06	4,031.00	1,457.00	1,389.00	546.00	7,423.00
07	4,191.00	1,457.00	1,389.00	557.00	7,594.00
08	4,348.00	1,457.00	1,389.00	582.00	7,776.00
09	4,637.00	1,457.00	1,389.00	598.00	8,081.00
10	5,012.00	1,457.00	1,389.00	618.00	8,476.00
11	5,300.00	1,457.00	1,389.00	634.00	8,780.00
12	5,658.00	1,457.00	1,389.00	664.00	9,168.00
13	6,407.00	1,492.00	1,389.00	721.00	10,009.00
14	6,825.00	1,492.00	1,389.00	797.00	10,503.00
15	7,075.00	1,492.00	1,389.00	868.00	10,824.00

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DIRECCION DE RECURSOS HUMANOS
TABULADOR DE QUINQUENIOS MENSUAL PARA PERSONAL DE CONFIANZA

Nivel	Quinq. 1	Quinq. 2	Quinq. 3	Quinq. 4	Quinq. 5	Quinq. 6
01	357.10	416.60	476.10	535.70	654.70	773.70
02	365.60	426.50	487.50	548.40	670.30	792.10
03	375.10	437.60	500.10	562.70	687.70	812.70
04	384.70	448.80	512.90	577.10	705.30	833.50
05	392.10	457.50	522.80	588.20	718.90	849.60
06	403.10	470.30	537.50	604.70	739.00	873.40
07	419.10	489.00	558.80	628.70	768.40	908.10
08	434.80	507.30	579.70	652.20	797.10	942.10
09	463.70	541.00	618.30	695.60	850.10	1,004.70
10	501.20	584.70	668.30	751.80	918.90	1,085.90
11	530.00	618.30	706.70	795.00	971.70	1,148.30
12	565.80	660.10	754.40	848.70	1,037.30	1,225.90
13	640.70	747.50	854.30	961.10	1,174.60	1,388.20
14	682.50	796.30	910.00	1,023.80	1,251.30	1,478.80
15	707.50	825.40	943.30	1,061.30	1,297.10	1,532.90

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DIRECCION DE RECURSOS HUMANOS

TABULADOR SALARIAL MENSUAL PARA PERSONAL DE CONTRATO

Nivel	*Contrato*	*Actividades Culturales y Deportivas*	*Incentivo*	*Total Percepciones*
01	3,254.00	1,709.00	792.00	5,755.00
02	3,319.00	1,709.00	792.00	5,820.00
03	3,404.00	1,709.00	792.00	5,905.00
04	3,506.00	1,709.00	792.00	6,007.00
05	3,562.00	1,709.00	792.00	6,063.00
06	3,656.00	1,709.00	792.00	6,157.00
07	3,796.00	1,709.00	792.00	6,297.00
08	3,926.00	1,709.00	792.00	6,427.00
09	4,096.00	1,709.00	792.00	6,597.00
10	4,493.00	1,709.00	792.00	6,994.00
11	4,804.00	1,709.00	792.00	7,305.00
12	5,052.00	1,709.00	792.00	7,553.00
13	5,463.00	1,709.00	892.00	8,064.00

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DIRECCION DE RECURSOS HUMANOS

TABULADOR SALARIAL MENSUAL PARA PERSONAL DE CONTRATO CONFIANZA

Nivel	*Contrato*	*Canasta Básica*	*P. S. M.*	*Estímulo*	*Total Percepciones*
01	3,571.00	1,457.00	1,389.00	491.00	6,908.00
02	3,656.00	1,457.00	1,389.00	495.00	6,997.00
03	3,751.00	1,457.00	1,389.00	508.00	7,105.00
04	3,847.00	1,457.00	1,389.00	519.00	7,212.00
05	3,921.00	1,457.00	1,389.00	526.00	7,293.00
06	4,031.00	1,457.00	1,389.00	546.00	7,423.00
07	4,191.00	1,457.00	1,389.00	557.00	7,594.00
08	4,348.00	1,457.00	1,389.00	582.00	7,776.00
09	4,637.00	1,457.00	1,389.00	598.00	8,081.00
10	5,012.00	1,457.00	1,389.00	618.00	8,476.00
11	5,300.00	1,457.00	1,389.00	634.00	8,780.00
12	5,658.00	1,457.00	1,389.00	664.00	9,168.00
13	6,407.00	1,492.00	1,389.00	721.00	10,009.00
14	6,825.00	1,492.00	1,389.00	797.00	10,503.00
15	7,075.00	1,492.00	1,389.00	868.00	10,824.00

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DIRECCION DE RECURSOS HUMANOS

TABULADOR SALARIAL MENSUAL PARA PERSONAL DE MANDOS MEDIOS Y SUPERIORES

Nivel	Sueldo Base	Compensación Fija Garantizada	P. S. M.	Total
16A	6,850.00	50.00	1,343.00	8,243.00
16B	6,870.00	378.00	1,343.00	8,591.00
17A	6,890.00	1,680.00	1,343.00	9,913.00
17B	6,910.00	2,578.00	1,343.00	10,831.00
18A	6,930.00	3,552.00	1,343.00	11,825.00
19A	6,950.00	4,278.00	1,343.00	12,571.00
20A	6,970.00	5,283.00	1,343.00	13,596.00
21A	7,885.00	6,499.00	1,343.00	15,727.00
22A	18,230.00	14,775.00	1,343.00	34,348.00
22B	18,230.00	14,775.00	1,343.00	34,348.00
23A	23,542.00	19,024.00	1,343.00	43,909.00
24A	26,198.00	21,149.00	1,343.00	48,690.00
25A	35,170.00	28,327.00	1,343.00	64,840.00

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DIRECCION DE RECURSOS HUMANOS

TABULADOR SALARIAL MENSUAL DE QUINQUENIOS PARA PERSONAL DE MANDOS MEDIOS Y SUPERIORES

Nivel	Quinq 1	Quinq 2	Quinq 3	Quinq 4	Quinq 5	Quinq 6
16A	776.00	891.00	1,005.00	1,119.00	1,347.00	1,576.00
16B	779.00	893.00	1,008.00	1,122.00	1,351.00	1,580.00
17A	781.00	896.00	1,011.00	1,125.00	1,355.00	1,585.00
17B	783.00	898.00	1,013.00	1,129.00	1,359.00	1,589.00
18A	785.00	901.00	1,016.00	1,132.00	1,363.00	1,594.00
19A	788.00	904.00	1,019.00	1,135.00	1,367.00	1,599.00
20A	790.00	906.00	1,022.00	1,138.00	1,371.00	1,603.00
21A	894.00	1,025.00	1,156.00	1,288.00	1,551.00	1,814.00
22A	972.00	1,276.00	1,580.00	1,884.00	2,491.00	3,099.00
22B	972.00	1,276.00	1,580.00	1,884.00	2,491.00	3,099.00
23A	1,256.00	1,648.00	2,040.00	2,433.00	3,217.00	4,002.00
24A	1,397.00	1,834.00	2,271.00	2,707.00	3,580.00	4,454.00
25A	1,539.00	2,020.00	2,501.00	2,982.00	3,944.00	4,906.00

INSTITUTO ESTATAL DE EDUCACION PARA ADULTOS
DIRECCION OAXACA
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2016

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	PERCEPCIONES REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	DEDUCCIONES SEGURIDAD SOCIAL DE	TOTAL ANUAL NETO
ZONA ECONOMICA II								
ADMINISTRATIVO ESPECIALIZADO	2	1	68,772.00	31,835.76	100,607.76	7,676.88	8,964.53	83,966.35
OFICIAL DE SERVICIOS Y MTTO.	2	4	275,088.00	142,811.88	417,899.88	30,765.84	35,794.35	351,339.69
AUXILIAR DE ADMINISTRADOR	2	2	137,544.00	86,016.84	223,560.84	19,121.04	17,992.80	186,447.00
TECNICO MEDIO	2	16	1,100,352.00	629,362.56	1,729,714.56	133,698.96	143,368.65	1,452,646.95
SECRETARIA "C"	2	8	550,176.00	318,276.00	868,452.00	70,143.12	71,748.08	726,560.80
ESPECIALISTA EN PROY.TECNICOS	2	19	1,306,668.00	893,057.64	2,199,725.64	186,285.60	170,517.23	1,842,922.81
ANALISTA ADMINISTRATIVO	3	21	1,482,752.88	1,104,047.16	2,586,800.04	230,189.76	193,784.37	2,162,825.91
COORD. EN TEC. DE COMPUTACION	4	1	72,440.40	52,637.76	125,078.16	11,850.48	9,481.80	103,745.88
JEFE DE OFICINA	5	32	2,382,635.52	1,923,445.80	4,306,081.32	441,518.40	309,850.65	3,554,712.27
TECNICO DOCENTE	7	170	13,094,270.40	11,551,734.00	24,646,004.40	2,841,463.92	1,687,958.74	20,116,581.74
TECNICO SUPERIOR	7	10	770,251.20	802,216.08	1,572,467.28	199,386.24	99,912.33	1,273,168.71
SUBTOTAL DE BASE		**284**	**21,240,950.40**	**17,535,441.48**	**38,776,391.88**	**4,172,100.24**	**2,749,373.53**	**31,854,918.11**
ZONA ECONOMICA III								
ESPECIALISTA EN PROY.TECNICOS	2	2	152,216.64	130,125.84	282,342.48	30,101.04	19,806.77	232,434.67
ANALISTA ADMINISTRATIVO	3	2	155,881.92	128,182.56	284,064.48	30,468.96	20,196.21	233,399.31
TECNICO DOCENTE	7	13	1,082,384.16	1,022,677.20	2,105,061.36	272,187.60	138,112.70	1,694,761.06
SUBTOTAL DE BASE		**17**	**1,390,482.72**	**1,280,985.60**	**2,671,468.32**	**332,757.60**	**178,115.68**	**2,160,595.04**
TOTAL BASE		**301**	**22,631,433.12**	**18,816,427.08**	**41,447,860.20**	**4,504,857.84**	**2,927,489.21**	**34,015,513.15**
ZONA ECONOMICA II								
SECRETARIA EJECUTIVA "D"	2	1	68,772.00	27,180.00	95,952.00	6,710.16	8,837.03	80,404.81
ANALISTA ADMINISTRATIVO	3	1	70,607.28	28,680.00	99,287.28	7,066.32	9,191.40	83,029.56
SECRETARIA EJECUTIVA "B"	6	1	75,741.60	34,782.96	110,524.56	8,775.60	9,736.93	92,012.03
COORD.DE UNIDAD DE SERV.ESP.	8	6	467,645.76	295,656.96	763,302.72	69,523.68	59,664.24	634,114.80
TOTAL CONFIANZA		**9**	**682,766.64**	**386,299.92**	**1,069,066.56**	**92,075.76**	**87,429.60**	**889,561.20**
TOTAL BASE Y CONFIANZA		**310**	**23,314,199.76**	**19,202,727.00**	**42,516,926.76**	**4,596,933.60**	**3,014,918.81**	**34,905,074.35**
DIRECTOR GENERAL Z.E.II	MB2	1	175,332.72	617,101.44	792,434.16	192,267.60	18,629.11	581,537.45
COORD.REGIONAL Z.E.II	OA1	1	64,158.00	144,776.88	208,934.88	30,399.84	6,816.79	171,718.25
JEFE DE DEPARTAMENTO Z.E.II	OA1	6	337,370.40	918,638.88	1,256,009.28	182,915.04	36,100.61	1,036,993.63
COORDINADOR DE ZONA Z.E.I	OA1	11	553,196.16	1,754,087.52	2,307,283.68	336,324.96	59,733.35	1,911,225.37
COORDINADOR DE ZONA Z.E.II	OA1	5	259,731.60	790,043.40	1,049,775.00	153,090.72	28,138.37	868,545.91
COORDINADOR DE ZONA Z.E.III	OA1	2	111,584.64	308,985.36	420,570.00	61,377.60	12,142.75	347,049.65
TOTAL MANDOS MEDIOS Y SUP.		**26**	**1,501,373.52**	**4,533,633.48**	**6,035,007.00**	**956,375.76**	**161,560.98**	**4,917,070.26**
TOTAL GENERAL		**336**	**24,815,573.28**	**23,736,360.48**	**48,551,933.76**	**5,553,309.36**	**3,176,479.79**	**39,822,144.61**

INSTITUTO ESTATAL DE EDUCACION PARA ADULTOS
DIRECCION OAXACA
ANALITICO DE PLAZAS EJERCICIO FISCAL 2016

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES DE	HASTA
ZONA ECONOMICA II			
ADMINISTRATIVO ESPECIALIZADO	1	83,966.35	100,607.76
OFICIAL DE SERVICIOS Y MTTO.	4	351,339.69	417,899.88
AUXILIAR DE ADMINISTRADOR	2	186,447.00	223,560.84
TECNICO MEDIO	16	1,452,646.95	1,729,714.56
SECRETARIA "C"	8	726,560.80	868,452.00
ESPECIALISTA EN PROY.TECNICOS	19	1,842,922.81	2,199,725.64
ANALISTA ADMINISTRATIVO	21	2,162,825.91	2,586,800.04
COORD. EN TEC.DE COMPUTACION	1	103,745.88	125,078.16
JEFE DE OFICINA	32	3,554,712.27	4,306,081.32
TECNICO DOCENTE	170	20,116,581.74	24,646,004.40
TECNICO SUPERIOR	10	1,273,168.71	1,572,467.28
SUBTOTAL BASE	**284**	**31,854,918.11**	**38,776,391.88**
ZONA ECONOMICA III			
ESPECIALISTA EN PROY.TECNICOS	2	232,434.67	282,342.48
ANALISTA ADMINISTRATIVO	2	233,399.31	284,064.48
TECNICO DOCENTE	13	1,694,761.06	2,105,061.36
SUBTOTAL DE BASE	**17**	**2,160,595.04**	**2,671,468.32**
TOTAL BASE	**301**	**34,015,513.15**	**41,447,860.20**
ZONA ECONOMICA 11			
SECRETARIA EJECUTIVA "D"	1	80,404.81	95,952.00
ANALISTA ADMINISTRATIVO	1	83,029.56	99,287.28
SECRETARIA EJECUTIVA "B"	1	92,012.03	110,524.56
COORD.DE UNIDAD DE SERV.ESP.	6	634,114.80	763,302.72
TOTAL CONFIANZA	**9**	**889,561.20**	**1,069,066.56**
TOTAL BASE Y CONFIANZA	**310**	**34,905,074.35**	**42,516,926.76**
DIRECTOR GENERAL Z.E.II	1	581,537.45	792,434.16
COORD.REGIONAL Z.E.II	1	171,718.25	208,934.88
JEFE DE DEPARTAMENTO Z.E.II	6	1,036,993.63	1,256,009.28
COORDINADOR DE ZONA Z.E.I	11	1,911,225.37	2,307,283.68
COORDINADOR DE ZONA Z.E.II	5	868,545.91	1,049,775.00
COORDINADOR DE ZONA Z.E.III	2	347,049.65	420,570.00
TOTAL MANDOS MEDIOS Y SUP.	**26**	**4,917,070.26**	**6,035,007.00**
TOTAL GENERAL	**336**	**39,822,144.61**	**48,551,933.76**

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
OFICIALÍA MAYOR
DIRECCIÓN FINANCIERA

PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
A01803	21	38	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
A01805	21	18	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
A01806	25	1900	6,697.29	1,668.50	8,365.79	2,009.19	711.59	67,740.19
A01807	27	301	7,227.96	1,678.50	8,906.46	2,168.39	767.97	71,641.22
A01808	21	1	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
A02804	22	2	6,342.12	1,663.50	8,005.62	1,902.64	673.85	65,149.61
A03803	21	574	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
A03804	23	55	6,591.36	1,667.50	8,258.86	1,977.41	700.33	66,973.44
A04003	13	5	9,855.05	1,263.90	11,118.95	2,956.52	1,047.10	85,384.03
A04012	08	3	7,004.32	1,120.16	8,124.48	2,101.30	744.21	63,347.70
A08006	11	7	8,770.39	1,120.16	9,890.55	2,631.12	931.85	75,930.95
A08007	12	3	9,463.17	1,120.16	10,583.33	2,838.95	1,005.46	80,867.01
A08025	10	4	8,174.80	1,120.16	9,294.96	2,452.44	868.57	71,687.37
AA0101	24	1	28,361.30	33,790.92	62,152.22	8,508.39	3,013.39	607,565.30
AA0201	23	9	22,227.67	24,996.68	47,224.35	6,668.30	2,361.69	458,332.31
AA0301	22	17	17,097.21	19,097.68	36,194.89	5,129.16	1,816.58	350,989.78
AA0401	21	2	12,435.64	13,520.13	25,955.77	3,730.69	1,321.29	250,845.50
AA0402	21	40	14,003.75	15,423.63	29,427.38	4,201.13	1,487.90	284,860.28
AA0501	20	51	9,777.47	10,556.43	20,333.90	2,933.24	1,038.86	196,341.63
AA0801	17	67	6,727.73	7,079.95	13,807.68	2,018.32	714.82	132,894.48
AA0802	17	4	4,888.35	5,174.16	10,062.51	1,466.51	519.39	96,919.41
CF04807	27	18	7,313.12	1,831.50	9,144.62	2,193.94	777.02	74,083.98
CF04808	27	6	7,328.69	2,109.50	9,438.19	2,198.61	778.67	77,530.92
CF12804	27	549	7,313.12	1,831.50	9,144.62	2,193.94	777.02	74,083.98
CF12814	27	80	7,328.69	2,109.50	9,438.19	2,198.61	778.67	77,530.92
CF12825	27	19	7,416.97	2,298.50	9,715.47	2,225.09	788.05	80,427.91
CF21807	26	12	6,955.87	1,673.50	8,629.37	2,086.76	739.06	69,642.57
CF21817	27	6	7,328.69	2,109.50	9,438.19	2,198.61	778.67	77,530.92
CF22811	24	15	6,619.40	1,667.50	8,286.90	1,985.82	703.31	67,173.23
CF33834	27	22	7,227.96	1,678.50	8,906.46	2,168.39	767.97	71,641.22
CF33865	25	1	6,697.29	1,668.50	8,365.79	2,009.19	711.59	67,740.19
CF33890	27	815	7,416.97	2,298.50	9,715.47	2,225.09	788.05	80,427.91
CF33892	27	52	7,328.69	2,109.50	9,438.19	2,198.61	778.67	77,530.92
CF34813	27	1	7,227.96	1,678.50	8,906.46	2,168.39	767.97	71,641.22
CF34844	21	1	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
E0101	07	3	19,368.96	2,086.03	21,454.99	5,810.69	2,057.95	163,036.20
E0105	07	1	21,547.76	2,145.58	23,693.34	6,464.33	2,289.45	179,274.75
E0113	07	1	19,249.36	2,086.03	21,335.39	5,774.81	2,045.24	162,184.05
E0121	07	58	10,781.68	1,031.43	11,813.11	3,234.50	1,145.55	89,196.63
E0125	07	1	15,832.96	1,142.38	16,975.34	4,749.89	1,682.25	126,518.40
E0165	07	244	372.32	33.98	406.30	111.70	39.56	3,060.54
E0181	07	4920	9,372.48	979.63	10,352.11	2,811.74	995.83	78,534.48
E0182	07	2	6,405.36	782.83	7,188.19	1,921.61	680.57	55,032.15
E0183	07	93	418.08	35.23	453.31	125.42	44.42	3,401.58
E0191	07	18	9,072.96	910.38	9,983.34	2,721.89	964.00	75,569.40
E0195	07	42	13,371.28	1,070.13	14,441.41	4,011.38	1,420.70	108,111.93
E0199	07	12	12,380.16	1,065.58	13,445.74	3,714.05	1,315.39	100,995.60

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
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PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
E0201	07	35	19,368.96	2,075.61	21,444.57	5,810.69	2,057.95	162,911.16
E0205	07	4	21,547.76	2,135.16	23,682.92	6,464.33	2,289.45	179,149.71
E0221	07	512	10,781.68	1,031.43	11,813.11	3,234.50	1,145.55	89,196.63
E0261	07	89	362.96	33.73	396.69	108.89	38.56	2,990.85
E0265	07	2	361.92	33.73	395.65	108.58	38.45	2,983.44
E0281	07	17372	9,372.48	979.63	10,352.11	2,811.74	995.83	78,534.48
E0285	07	1	18,001.36	1,256.58	19,257.94	5,400.41	1,912.64	143,338.65
E0289	07	12	9,372.48	979.63	10,352.11	2,811.74	995.83	78,534.48
E0299	07	34	12,380.16	1,065.58	13,445.74	3,714.05	1,315.39	100,995.60
E0301	07	6	27,959.36	2,032.46	29,991.82	8,387.81	2,970.68	223,599.96
E0321	07	67	25,885.60	1,965.86	27,851.46	7,765.68	2,750.35	208,025.22
E0341	07	47	24,912.16	1,610.23	26,522.39	7,473.65	2,646.92	196,821.90
E0351	07	4	26,903.76	1,691.83	28,595.59	8,071.13	2,858.52	211,991.25
E0361	07	19	458.64	36.88	495.52	137.59	48.73	3,710.37
E0363	07	9326	477.36	37.08	514.44	143.21	50.72	3,846.15
E0365	07	1113	477.36	37.08	514.44	143.21	50.72	3,846.15
E0366	07	1	477.36	37.08	514.44	143.21	50.72	3,846.15
E0371	07	42	477.36	37.08	514.44	143.21	50.72	3,846.15
E0392	07	13	477.36	37.08	514.44	143.21	50.72	3,846.15
E0401	07	3	27,959.36	2,032.46	29,991.82	8,387.81	2,970.68	223,599.96
E0421	07	83	25,885.60	1,632.53	27,518.13	7,765.68	2,750.35	204,025.26
E0441	07	28	24,912.16	1,610.23	26,522.39	7,473.65	2,646.92	196,821.90
E0451	07	4	26,903.76	1,691.83	28,595.59	8,071.13	2,858.52	211,991.25
E0461	07	25	458.64	36.88	495.52	137.59	48.73	3,710.37
E0463	07	15416	477.36	37.08	514.44	143.21	50.72	3,846.15
E0465	07	3369	477.36	37.08	514.44	143.21	50.72	3,846.15
E0466	07	15	477.36	37.08	514.44	143.21	50.72	3,846.15
E0492	07	24	477.36	37.08	514.44	143.21	50.72	3,846.15
E0629	07	13	10,731.76	1,036.29	11,768.05	3,219.53	1,140.25	88,899.27
E0633	07	3	19,561.36	1,825.99	21,387.35	5,868.41	2,078.39	161,286.57
E0671	07	10	477.36	37.08	514.44	143.21	50.72	3,846.15
E0681	07	2	9,779.12	987.53	10,766.65	2,933.74	1,039.03	81,526.59
E0687	07	1168	9,779.12	987.53	10,766.65	2,933.74	1,039.03	81,526.59
E0689	07	87	9,779.12	987.53	10,766.65	2,933.74	1,039.03	81,526.59
E0692	07	1	12,834.64	1,078.28	13,912.92	3,850.39	1,363.68	104,386.17
E0701	07	2	27,905.28	2,032.46	29,937.74	8,371.58	2,964.94	223,214.64
E0763	07	5965	477.36	37.08	514.44	143.21	50.72	3,846.15
E0792	07	8	477.36	37.08	514.44	143.21	50.72	3,846.15

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PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
E0873	07	3	477.36	37.08	514.44	143.21	50.72	3,846.15
E0885	07	1	9,123.92	971.48	10,095.40	2,737.18	969.42	76,665.69
E0961	07	1	458.64	36.88	495.52	137.59	48.73	3,710.37
E0963	07	12	477.36	37.08	514.44	143.21	50.72	3,846.15
E1065	07	3	458.64	36.88	495.52	137.59	48.73	3,710.37
E1067	07	1577	468.00	37.03	505.03	140.40	49.73	3,778.86
E1303	07	1	19,249.36	1,486.03	20,735.39	5,774.81	2,045.24	154,984.05
E1305	07	12	13,646.88	1,114.16	14,761.04	4,094.06	1,449.98	110,603.94
E1331	07	203	11,441.04	1,042.28	12,483.32	3,432.31	1,215.61	94,024.77
E1333	07	25	11,968.32	1,052.73	13,021.05	3,590.50	1,271.63	97,907.04
E1335	07	58	12,760.80	1,063.13	13,823.93	3,828.24	1,355.84	103,678.26
E1405	07	7	12,813.84	1,114.16	13,928.00	3,844.15	1,361.47	104,668.53
E1411	07	14	21,384.48	1,880.62	23,265.10	6,415.34	2,272.10	174,931.86
E1421	07	3	14,929.20	1,164.96	16,094.16	4,478.76	1,586.23	120,350.07
E1441	07	224	9,123.92	971.48	10,095.40	2,737.18	969.42	76,665.69
E1443	07	1	9,245.60	974.53	10,220.13	2,773.68	982.35	77,569.26
E1445	07	2	14,278.16	1,155.63	15,433.79	4,283.45	1,517.05	115,599.45
E1451	07	2	9,123.92	971.48	10,095.40	2,737.18	969.42	76,665.69
E1461	07	235	9,372.48	979.63	10,352.11	2,811.74	995.83	78,534.48
E1471	07	11	9,123.92	971.48	10,095.40	2,737.18	969.42	76,665.69
E1481	07	124	19,249.36	1,819.36	21,068.72	5,774.81	2,045.24	158,984.01
E1483	07	539	10,592.40	1,031.43	11,623.83	3,177.72	1,125.44	87,848.01
E1485	07	5749	9,372.48	979.63	10,352.11	2,811.74	995.83	78,534.48
E1487	07	3207	9,072.96	910.38	9,983.34	2,721.89	964.00	75,569.40
E1489	07	1797	9,372.48	979.63	10,352.11	2,811.74	995.83	78,534.48
E1491	07	1636	9,072.96	910.38	9,983.34	2,721.89	964.00	75,569.40
E1492	07	2	12,380.16	1,065.58	13,445.74	3,714.05	1,315.39	100,995.60
E1493	07	24	11,154.00	1,042.28	12,196.28	3,346.20	1,185.11	91,979.61
E1494	07	10	12,380.16	1,065.58	13,445.74	3,714.05	1,315.39	100,995.60
E1495	07	14	11,506.56	1,052.73	12,559.29	3,451.97	1,222.57	94,617.00
E1501	07	2	5,284.24	750.88	6,035.12	1,585.27	561.45	46,660.77
E1525	07	4	5,256.16	737.12	5,993.28	1,576.85	558.47	46,295.58
E1563	07	64	356.72	33.63	390.35	107.02	37.90	2,945.19
E1587	07	178	4,588.48	706.58	5,295.06	1,376.54	487.53	41,171.88
E1589	07	176	4,097.60	689.78	4,787.38	1,229.28	435.37	37,472.76
E1813	07	5	5,191.68	792.23	5,983.91	1,557.50	551.62	46,497.48
E1815	07	1	5,239.52	793.43	6,032.95	1,571.86	556.70	46,852.74
E1817	07	2	5,870.80	829.13	6,699.93	1,761.24	623.77	51,779.01

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
OFICIALÍA MAYOR
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PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
E1901	07	1	9,738.56	990.28	10,728.84	2,921.57	1,034.72	81,270.60
E1903	07	1	9,900.80	995.63	10,896.43	2,970.24	1,051.96	82,490.76
E1905	07	1	11,134.24	1,046.28	12,180.52	3,340.27	1,183.01	91,886.82
E2225	07	3	6,806.80	840.93	7,647.73	2,042.04	723.22	58,589.61
E2227	07	4	7,195.76	850.48	8,046.24	2,158.73	764.55	61,475.55
E2229	07	1	9,175.92	945.23	10,121.15	2,752.78	974.94	76,721.19
E2231	07	4	9,226.88	946.63	10,173.51	2,768.06	980.36	77,101.08
E2233	07	17	12,715.04	1,084.08	13,799.12	3,814.51	1,350.97	103,603.62
E2331	07	507	9,545.12	984.53	10,529.65	2,863.54	1,014.17	79,823.34
E2333	07	139	9,564.88	985.03	10,549.91	2,869.46	1,016.27	79,970.13
E2335	07	30	9,699.04	988.28	10,687.32	2,909.71	1,030.52	80,965.02
E2401	07	59	386.88	34.73	421.61	116.06	41.11	3,173.28
E2403	07	39	7,022.08	900.18	7,922.26	2,106.62	746.10	60,834.48
E2405	07	3659	5,690.88	824.73	6,515.61	1,707.26	604.66	50,444.28
E2709	07	3	27,959.36	2,025.16	29,984.52	8,387.81	2,970.68	223,512.36
E2711	07	6	26,903.76	2,032.46	28,936.22	8,071.13	2,858.52	216,078.81
E2725	07	14	25,885.60	1,632.53	27,518.13	7,765.68	2,750.35	204,025.26
E2781	07	5309	477.36	37.08	514.44	143.21	50.72	3,846.15
E2792	07	42	477.36	37.08	514.44	143.21	50.72	3,846.15
E7011	07	1	9,217.08	937.83	10,154.91	2,765.12	979.31	76,925.66
E7023	07	13	7,314.52	800.58	8,115.10	2,194.36	777.17	61,722.92
E7025	07	118	8,260.63	872.00	9,132.63	2,478.19	877.69	69,320.99
E7027	07	2	10,675.02	1,016.47	11,691.49	3,202.51	1,134.22	88,257.16
E7033	07	12	9,217.08	936.50	10,153.58	2,765.12	979.31	76,909.70
E7035	07	1	14,559.75	1,253.72	15,813.47	4,367.93	1,546.97	118,782.86
E7109	07	1	12,393.52	1,237.33	13,630.85	3,718.06	1,316.81	103,151.79
E7123	07	14	10,979.01	1,128.93	12,107.94	3,293.70	1,166.52	91,772.61
E7125	07	32	12,393.52	1,236.14	13,629.66	3,718.06	1,316.81	103,137.51
E7127	07	3	16,014.59	1,459.05	17,473.64	4,804.38	1,701.55	131,612.55
E7129	07	2	18,928.40	1,622.30	20,550.70	5,678.52	2,011.14	154,332.45
E7133	07	13	13,829.75	1,332.87	15,162.62	4,148.93	1,469.41	114,531.41
E7135	07	2	21,841.18	1,800.58	23,641.76	6,552.35	2,320.63	177,225.37
E7147	07	1	11,603.55	1,172.37	12,775.92	3,481.07	1,232.88	96,743.73
E7207	07	2	14,639.37	1,459.15	16,098.52	4,391.81	1,555.43	121,815.31
E7209	07	2	16,528.49	1,601.81	18,130.30	4,958.55	1,756.15	136,987.21
E7211	07	2	18,442.42	1,731.80	20,174.22	5,532.73	1,959.51	152,183.84
E7213	07	4	21,357.27	1,907.98	23,265.25	6,407.18	2,269.21	175,066.31
E7215	07	2	25,233.74	2,129.19	27,362.93	7,570.12	2,681.08	205,340.68

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PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
E7217	07	20	29,123.64	2,368.08	31,491.72	8,737.09	3,094.39	235,922.90
E7223	07	25	14,639.37	1,457.35	16,096.72	4,391.81	1,555.43	121,793.71
E7225	07	52	16,528.49	1,600.26	18,128.75	4,958.55	1,756.15	136,968.61
E7227	07	47	21,357.27	1,897.13	23,254.40	6,407.18	2,269.21	174,936.11
E7229	07	49	25,233.74	2,115.19	27,348.93	7,570.12	2,681.08	205,172.68
E7233	07	49	18,442.42	1,729.25	20,171.67	5,532.73	1,959.51	152,153.24
E7235	07	127	29,123.64	2,352.83	31,476.47	8,737.09	3,094.39	235,739.90
E7243	07	1	11,926.16	1,257.15	13,183.31	3,577.85	1,267.15	100,059.69
E7245	07	1	14,316.76	1,435.83	15,752.59	4,295.03	1,521.16	119,236.88
E7247	07	1	15,469.67	1,515.22	16,984.89	4,640.90	1,643.65	128,404.04
E7251	07	1	18,209.77	1,707.15	19,916.92	5,462.93	1,934.79	150,230.41
E7305	07	2	416.70	36.51	453.21	125.01	44.27	3,407.11
E7307	07	10	360.87	177.18	538.05	108.26	38.34	4,697.36
E7309	07	13	416.70	180.20	596.90	125.01	44.27	5,131.39
E7607	07	1	7,314.52	801.48	8,116.00	2,194.36	777.17	61,733.72
E7609	07	3	8,260.63	872.83	9,133.46	2,478.19	877.69	69,330.95
E7615	07	2	12,613.77	1,136.47	13,750.24	3,784.13	1,340.21	103,510.75
E7617	07	1	14,559.75	1,112.17	15,671.92	4,367.93	1,546.97	117,084.26
E7717	07	1	21,841.18	1,812.01	23,653.19	6,552.35	2,320.63	177,362.53
E7807	07	1	14,639.37	1,459.14	16,098.51	4,391.81	1,555.43	121,815.19
E7809	07	1	16,528.49	1,601.81	18,130.30	4,958.55	1,756.15	136,987.21
E7811	07	1	18,442.42	1,731.80	20,174.22	5,532.73	1,959.51	152,183.84
E7813	07	2	21,357.27	1,907.98	23,265.25	6,407.18	2,269.21	175,066.31
E7815	07	2	25,233.74	2,129.19	27,362.93	7,570.12	2,681.08	205,340.68
E7817	07	11	29,123.64	2,368.08	31,491.72	8,737.09	3,094.39	235,922.90
E9007	01	16	7,314.52	1,485.69	8,800.21	2,194.36	777.17	69,944.24
E9009	01	6	8,260.63	1,544.65	9,805.28	2,478.19	877.69	77,392.79
E9011	01	4	9,217.08	1,600.03	10,817.11	2,765.12	979.31	84,872.06
E9013	01	2	10,675.02	1,674.18	12,349.20	3,202.51	1,134.22	96,149.68
E9015	01	3	12,613.77	1,732.04	14,345.81	3,784.13	1,340.21	110,657.59
E9017	01	6	14,559.75	1,867.68	16,427.43	4,367.93	1,546.97	126,150.38
E9207	01	2	14,639.37	2,056.54	16,695.91	4,391.81	1,555.43	128,983.99
E9209	01	2	16,528.49	2,176.09	18,704.58	4,958.55	1,756.15	143,878.57
E9211	01	1	18,442.42	2,285.19	20,727.61	5,532.73	1,959.51	158,824.52
E9213	01	11	21,357.27	2,433.51	23,790.78	6,407.18	2,269.21	181,372.67
E9215	01	8	25,233.74	2,620.00	27,853.74	7,570.12	2,681.08	211,230.40
E9217	01	24	29,123.64	2,820.64	31,944.28	8,737.09	3,094.39	241,353.62
E9303	01	7	360.87	943.62	1,304.49	108.26	38.34	13,894.64

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PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
E9305	01	10	416.70	946.41	1,363.11	125.01	44.27	14,325.91
JA01004	01	25	6,006.51	205.40	6,211.91	1,801.95	638.19	45,261.18
JA01005	01	30	6,367.37	1,102.40	7,469.77	1,910.21	676.53	58,596.31
JA01007	12	19	9,463.17	205.40	9,668.57	2,838.95	1,005.46	69,889.89
JA01008	11	10	8,770.39	205.40	8,975.79	2,631.12	931.85	64,953.83
JA01009	10	29	8,174.80	205.40	8,380.20	2,452.44	868.57	60,710.25
JA01024	03	1	5,225.84	205.40	5,431.24	1,567.75	555.25	39,698.91
JA01026	01	2	5,225.84	1,093.40	6,319.24	1,567.75	555.25	50,354.91
JA01028	07	39	6,712.73	205.40	6,918.13	2,013.82	713.23	50,293.00
JA04003	08	43	7,004.32	205.40	7,209.72	2,101.30	744.21	52,370.58
JA08004	03	2	5,225.84	205.40	5,431.24	1,567.75	555.25	39,698.91
JA08005	01	1	5,024.21	1,096.40	6,120.61	1,507.26	533.82	48,954.30
JA08016	07	2	6,712.73	205.40	6,918.13	2,013.82	713.23	50,293.00
JA08026	09	18	7,414.81	205.40	7,620.21	2,224.44	787.82	55,295.32
JA08029	04	40	5,732.50	205.40	5,937.90	1,719.75	609.08	43,308.86
JP01002	01	1	7,004.32	1,109.40	8,113.72	2,101.30	744.21	63,218.58
JP07537	10	6	8,174.80	205.40	8,380.20	2,452.44	868.57	60,710.25
JP07540	13	13	9,855.05	205.40	10,060.45	2,956.52	1,047.10	72,682.03
JP07541	14	18	10,257.28	205.40	10,462.68	3,077.18	1,089.84	75,547.92
JP07542	15	110	10,678.12	205.40	10,883.52	3,203.44	1,134.55	78,546.41
JS06008	09	1	7,414.81	205.40	7,620.21	2,224.44	787.82	55,295.32
JS06009	08	3	7,004.32	205.40	7,209.72	2,101.30	744.21	52,370.58
JS07002	06	3	6,367.37	205.40	6,572.77	1,910.21	676.53	47,832.31
JS08012	03	1	5,225.84	205.40	5,431.24	1,567.75	555.25	39,698.91
JS08013	04	13	5,732.50	205.40	5,937.90	1,719.75	609.08	43,308.86
P02802	25	8	6,697.29	1,668.50	8,365.79	2,009.19	711.59	67,740.19
P03802	25	7	6,697.29	1,668.50	8,365.79	2,009.19	711.59	67,740.19
P04803	25	16	6,697.29	1,668.50	8,365.79	2,009.19	711.59	67,740.19
P05005	14	9	10,257.28	1,120.16	11,377.44	3,077.18	1,089.84	86,525.04
P05010	09	3	7,414.81	1,120.16	8,534.97	2,224.44	787.82	66,272.44
S01803	21	43	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S01804	21	3	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S01807	21	22	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S01808	21	4	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S01813	24	2213	6,619.40	1,667.50	8,286.90	1,985.82	703.31	67,173.23
S02803	21	3	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S02805	22	213	6,342.12	1,663.50	8,005.62	1,902.64	673.85	65,149.61
S02810	21	1	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
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PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
S03802	21	3	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S05805	21	772	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S05806	23	1623	6,591.36	1,667.50	8,258.86	1,977.41	700.33	66,973.44
S08802	21	1	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
S10802	22	1	6,342.12	1,663.50	8,005.62	1,902.64	673.85	65,149.61
T03803	22	2	6,342.12	1,663.50	8,005.62	1,902.64	673.85	65,149.61
T03804	25	45	6,697.29	1,668.50	8,365.79	2,009.19	711.59	67,740.19
T05010	06	1	6,367.37	1,120.16	7,487.53	1,910.21	676.53	58,809.43
T05808	21	1	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
T06007	15	30	10,678.12	1,120.16	11,798.28	3,203.44	1,134.55	89,523.53
T06803	26	1283	6,955.87	1,673.50	8,629.37	2,086.76	739.06	69,642.57
T06806	21	1	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
T14805	24	1	6,619.40	1,667.50	8,286.90	1,985.82	703.31	67,173.23
T14807	21	25	6,106.38	1,658.50	7,764.88	1,831.91	648.80	63,409.96
T16803	22	1	6,342.12	1,663.50	8,005.62	1,902.64	673.85	65,149.61
T17804	24	17	6,619.40	1,667.50	8,286.90	1,985.82	703.31	67,173.23
T18817	24	1	6,619.40	1,667.50	8,286.90	1,985.82	703.31	67,173.23
T22818	27	130	7,227.96	1,678.50	8,906.46	2,168.39	767.97	71,641.22
T26803	24	37	6,619.40	1,667.50	8,286.90	1,985.82	703.31	67,173.23
T26805	22	1	6,342.12	1,663.50	8,005.62	1,902.64	673.85	65,149.61

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Generando Bienestar

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
A01803	38	63,409.96	63,409.96
A01805	18	63,409.96	63,409.96
A01806	1900	67,740.19	67,740.19
A01807	301	71,641.22	71,641.22
A01808	1	63,409.96	63,409.96
A02804	2	65,149.61	65,149.61
A03803	574	63,409.96	63,409.96
A03804	55	66,973.44	66,973.44
A04003	5	85,384.03	85,384.03
A04012	3	63,347.70	63,347.70
A08006	7	75,930.95	75,930.95
A08007	3	80,867.01	80,867.01
A08025	4	71,687.37	71,687.37
AA0101	1	607,565.30	607,565.30
AA0201	9	458,332.31	458,332.31
AA0301	17	350,989.78	350,989.78
AA0401	2	250,845.50	250,845.50
AA0402	40	284,860.28	284,860.28
AA0501	51	196,341.63	196,341.63
AA0801	67	132,894.48	132,894.48
AA0802	4	96,919.41	96,919.41
CF04807	18	74,083.98	74,083.98
CF04808	6	77,530.92	77,530.92
CF12804	549	74,083.98	74,083.98
CF12814	80	77,530.92	77,530.92
CF12825	19	80,427.91	80,427.91
CF21807	12	69,642.57	69,642.57
CF21817	6	77,530.92	77,530.92
CF22811	15	67,173.23	67,173.23
CF33834	22	71,641.22	71,641.22
CF33865	1	67,740.19	67,740.19
CF33890	815	80,427.91	80,427.91
CF33892	52	77,530.92	77,530.92
CF34813	1	71,641.22	71,641.22
CF34844	1	63,409.96	63,409.96
E0101	3	163,036.20	163,036.20
E0105	1	179,274.75	179,274.75
E0113	1	162,184.05	162,184.05
E0121	58	89,196.63	89,196.63
E0125	1	126,518.40	126,518.40
E0165	244	3,060.54	3,060.54
E0181	4920	78,534.48	78,534.48
E0182	2	55,032.15	55,032.15
E0183	93	3,401.58	3,401.58
E0191	18	75,569.40	75,569.40
E0195	42	108,111.93	108,111.93
E0199	12	100,995.60	100,995.60
E0201	35	162,911.16	162,911.16
E0205	4	179,149.71	179,149.71
E0221	512	89,196.63	89,196.63
E0261	89	2,990.85	2,990.85
E0265	2	2,983.44	2,983.44
E0281	17372	78,534.48	78,534.48
E0285	1	143,338.65	143,338.65

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
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PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
E0289	12	78,534.48	78,534.48
E0299	34	100,995.60	100,995.60
E0301	6	223,599.96	223,599.96
E0321	67	208,025.22	208,025.22
E0341	47	196,821.90	196,821.90
E0351	4	211,991.25	211,991.25
E0361	19	3,710.37	3,710.37
E0363	9326	3,846.15	3,846.15
E0365	1113	3,846.15	3,846.15
E0366	1	3,846.15	3,846.15
E0371	42	3,846.15	3,846.15
E0392	13	3,846.15	3,846.15
E0401	3	223,599.96	223,599.96
E0421	83	204,025.26	204,025.26
E0441	28	196,821.90	196,821.90
E0451	4	211,991.25	211,991.25
E0461	25	3,710.37	3,710.37
E0463	15416	3,846.15	3,846.15
E0465	3369	3,846.15	3,846.15
E0466	15	3,846.15	3,846.15
E0492	24	3,846.15	3,846.15
E0629	13	88,899.27	88,899.27
E0633	3	161,286.57	161,286.57
E0671	10	3,846.15	3,846.15
E0681	2	81,526.59	81,526.59
E0687	1168	81,526.59	81,526.59
E0689	87	81,526.59	81,526.59
E0692	1	104,386.17	104,386.17
E0701	2	223,214.64	223,214.64
E0763	5965	3,846.15	3,846.15
E0792	8	3,846.15	3,846.15
E0873	3	3,846.15	3,846.15
E0885	1	76,665.69	76,665.69
E0961	1	3,710.37	3,710.37
E0963	12	3,846.15	3,846.15
E1065	3	3,710.37	3,710.37
E1067	1577	3,778.86	3,778.86
E1303	1	154,984.05	154,984.05
E1305	12	110,603.94	110,603.94
E1331	203	94,024.77	94,024.77
E1333	25	97,907.04	97,907.04
E1335	58	103,678.26	103,678.26
E1405	7	104,668.53	104,668.53
E1411	14	174,931.86	174,931.86
E1421	3	120,350.07	120,350.07
E1441	224	76,665.69	76,665.69
E1443	1	77,569.26	77,569.26
E1445	2	115,599.45	115,599.45
E1451	2	76,665.69	76,665.69
E1461	235	78,534.48	78,534.48
E1471	11	76,665.69	76,665.69
E1481	124	158,984.01	158,984.01

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
OFICIALÍA MAYOR
DIRECCIÓN FINANCIERA
ANALÍTICO DE PLAZAS

2010 - 2016

Generando Bienestar

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
E1483	539	87,848.01	87,848.01
E1485	5749	78,534.48	78,534.48
E1487	3207	75,569.40	75,569.40
E1489	1797	78,534.48	78,534.48
E1493	24	91,979.61	91,979.61
E1494	10	100,995.60	100,995.60
E1495	14	94,617.00	94,617.00
E1501	2	46,660.77	46,660.77
E1525	4	46,295.58	46,295.58
E1563	64	2,945.19	2,945.19
E1587	178	41,171.88	41,171.88
E1589	176	37,472.76	37,472.76
E1813	5	46,497.48	46,497.48
E1815	1	46,852.74	46,852.74
E1817	2	51,779.01	51,779.01
E1901	1	81,270.60	81,270.60
E1903	1	82,490.76	82,490.76
E1905	1	91,886.82	91,886.82
E2225	3	58,589.61	58,589.61
E2227	4	61,475.55	61,475.55
E2229	1	76,721.19	76,721.19
E2231	4	77,101.08	77,101.08
E2233	17	103,603.62	103,603.62
E2331	507	79,823.34	79,823.34
E2333	139	79,970.13	79,970.13
E2335	30	80,965.02	80,965.02
E2401	59	3,173.28	3,173.28
E2403	39	60,834.48	60,834.48
E2405	3659	50,444.28	50,444.28
E2709	3	223,512.36	223,512.36
E2711	6	216,078.81	216,078.81
E2725	14	204,025.26	204,025.26
E2781	5309	3,846.15	3,846.15
E2792	42	3,846.15	3,846.15
E7011	1	76,925.66	76,925.66
E7023	13	61,722.92	61,722.92
E7025	118	69,320.99	69,320.99
E7035	1	118,782.86	118,782.86
E7109	1	103,151.79	103,151.79
E7123	14	91,772.61	91,772.61
E7125	32	103,137.51	103,137.51
E7127	3	131,612.55	131,612.55
E7129	2	154,332.45	154,332.45
E7133	13	114,531.41	114,531.41
E7135	2	177,225.37	177,225.37
E7147	1	96,743.73	96,743.73
E7207	2	121,815.31	121,815.31
E7209	2	136,987.21	136,987.21
E7211	2	152,183.84	152,183.84
E7213	4	175,066.31	175,066.31
E7215	2	205,340.68	205,340.68
E7217	20	235,922.90	235,922.90
E7223	25	121,793.71	121,793.71

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
OFICIALÍA MAYOR
DIRECCIÓN FINANCIERA
ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
E7225	52	136,968.61	136,968.61
E7227	47	174,936.11	174,936.11
E7229	49	205,172.68	205,172.68
E7233	49	152,153.24	152,153.24
E7235	127	235,739.90	235,739.90
E7243	1	100,059.69	100,059.69
E7245	1	119,236.88	119,236.88
E7247	1	128,404.04	128,404.04
E7251	1	150,230.41	150,230.41
E7305	2	3,407.11	3,407.11
E7307	10	4,697.36	4,697.36
E7309	13	5,131.39	5,131.39
E7607	1	61,733.72	61,733.72
E7609	3	69,330.95	69,330.95
E7615	2	103,510.75	103,510.75
E7617	1	117,084.26	117,084.26
E7717	1	177,362.53	177,362.53
E7811	1	152,183.84	152,183.84
E7813	2	175,066.31	175,066.31
E7815	2	205,340.68	205,340.68
E7817	11	235,922.90	235,922.90
E9007	16	69,944.24	69,944.24
E9009	6	77,392.79	77,392.79
E9011	4	84,872.06	84,872.06
E9013	2	96,149.68	96,149.68
E9015	3	110,657.59	110,657.59
E9017	6	126,150.38	126,150.38
E9207	2	128,983.99	128,983.99
E9209	2	143,878.57	143,878.57
E9211	1	158,824.52	158,824.52
E9213	11	181,372.67	181,372.67
E9215	8	211,230.40	211,230.40
E9217	24	241,353.62	241,353.62
E9303	7	13,894.64	13,894.64
E9305	10	14,325.91	14,325.91
JA01004	25	45,261.18	45,261.18
JA01005	30	58,596.31	58,596.31
JA01007	19	69,889.89	69,889.89
JA01008	10	64,953.83	64,953.83
JA01009	29	60,710.25	60,710.25
JA01024	1	39,698.91	39,698.91
JA01026	2	50,354.91	50,354.91
JA01028	39	50,293.00	50,293.00
JA04003	43	52,370.58	52,370.58
JA08004	2	39,698.91	39,698.91
JA08005	1	48,954.30	48,954.30
JA08016	2	50,293.00	50,293.00
JA08026	18	55,295.32	55,295.32
JA08029	40	43,308.86	43,308.86
JP01002	1	63,218.58	63,218.58
JP07541	18	75,547.92	75,547.92
JP07542	110	78,546.41	78,546.41
JS06008	1	55,295.32	55,295.32

INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
OFICIALÍA MAYOR
DIRECCIÓN FINANCIERA
ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
JS06009	3	52,370.58	52,370.58
JS07002	3	47,832.31	47,832.31
JS08012	1	39,698.91	39,698.91
JS08013	13	43,308.86	43,308.86
P02802	8	67,740.19	67,740.19
P03802	7	67,740.19	67,740.19
P04803	16	67,740.19	67,740.19
P05005	9	86,525.04	86,525.04
P05010	3	66,272.44	66,272.44
S01803	43	63,409.96	63,409.96
S01804	3	63,409.96	63,409.96
S01807	22	63,409.96	63,409.96
S01808	4	63,409.96	63,409.96
S01813	2213	67,173.23	67,173.23
S02803	3	63,409.96	63,409.96
S02805	213	65,149.61	65,149.61
S02810	1	63,409.96	63,409.96
S03802	3	63,409.96	63,409.96
S05805	772	63,409.96	63,409.96
S05806	1623	66,973.44	66,973.44
S08802	1	63,409.96	63,409.96
S10802	1	65,149.61	65,149.61
T03803	2	65,149.61	65,149.61
T03804	45	67,740.19	67,740.19
T05010	1	58,809.43	58,809.43
T05808	1	63,409.96	63,409.96
T06007	30	89,523.53	89,523.53
T06803	1283	69,642.57	69,642.57
T06806	1	63,409.96	63,409.96
T14805	1	67,173.23	67,173.23
T17804	17	67,173.23	67,173.23
T18817	1	67,173.23	67,173.23
T22818	130	71,641.22	71,641.22
T26803	37	67,173.23	67,173.23
T26805	1	65,149.61	65,149.61

RÉGIMEN ESTATAL DE PROTECIÓN SOCIAL EN SALUD
TABULADORES DE SUELDOS Y SALARIOS DEL PERSONAL DE BASE
EJERCICIO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	M01003	NO APLICA	19	162,948.00	174,312.00	337,260.00	64,130.40	17,536.56	4,856,267.76
2	M01004	NO APLICA	182	188,892.00	210,888.00	399,780.00	91,312.32	24,210.96	51,734,723.04
2	M01006	NO APLICA	624	162,948.00	174,312.00	337,260.00	63,918.72	17,441.04	159,681,749.76
2	M01007	NO APLICA	167	156,336.00	163,284.00	319,620.00	67,123.68	20,060.40	38,816,798.64
2	M02001	NO APLICA	30	149,220.00	143,004.00	292,224.00	60,345.60	19,152.96	6,381,763.20
2	M02003	NO APLICA	37	94,920.00	59,628.00	154,548.00	26,743.20	12,230.16	4,276,261.68
2	M02005	NO APLICA	2	79,440.00	48,036.00	127,476.00	20,363.28	10,288.08	193,649.28
2	M02006	NO APLICA	16	98,232.00	61,224.00	159,456.00	27,933.12	12,652.08	1,901,932.80
2	M02007	NO APLICA	1	94,920.00	59,628.00	154,548.00	24,715.68	11,220.96	118,611.36
2	M02015	NO APLICA	54	139,908.00	124,680.00	264,588.00	50,116.80	16,479.36	10,691,559.36
2	M02016	NO APLICA	5	94,920.00	59,628.00	154,548.00	26,743.20	12,230.16	577,873.20
2	M02029	NO APLICA	1	119,316.00	74,748.00	194,064.00	31,128.72	12,804.72	150,130.56
2	M02035	NO APLICA	633	104,628.00	100,908.00	205,536.00	35,814.00	12,355.68	99,612,880.56
2	M02036	NO APLICA	376	90,372.00	85,320.00	175,692.00	28,878.48	10,562.40	51,230,421.12
2	M02038	NO APLICA	23	94,920.00	59,628.00	154,548.00	24,107.52	10,918.56	2,749,004.16
2	M02040	NO APLICA	19	100,308.00	83,760.00	184,068.00	31,136.16	11,851.20	2,680,532.16
2	M02047	NO APLICA	8	79,440.00	40,068.00	119,508.00	16,900.56	9,412.08	745,562.88
2	M02048	NO APLICA	36	79,440.00	39,660.00	119,100.00	16,813.44	9,412.08	3,343,481.28
2	M02049	NO APLICA	3	128,820.00	90,936.00	219,756.00	39,368.16	15,183.12	495,614.16
2	M02050	NO APLICA	2	98,820.00	66,384.00	165,204.00	24,964.32	10,627.44	259,224.48
2	M02054	NO APLICA	1	83,940.00	51,384.00	135,324.00	18,646.08	9,078.00	107,599.92
2	M02058	NO APLICA	8	90,372.00	55,164.00	145,536.00	22,693.68	10,689.60	897,221.76
2	M02059	NO APLICA	5	79,440.00	40,068.00	119,508.00	16,900.56	9,412.08	465,976.80
2	M02061	NO APLICA	3	79,440.00	40,068.00	119,508.00	16,900.56	9,412.08	279,586.08
2	M02066	NO APLICA	19	92,616.00	61,944.00	154,560.00	24,669.12	10,951.68	2,259,844.80
2	M02073	NO APLICA	21	79,440.00	48,036.00	127,476.00	20,299.20	10,256.40	2,035,328.40
2	M03001	NO APLICA	1	154,716.00	140,496.00	295,212.00	57,667.92	18,210.00	219,334.08
2	M03004	NO APLICA	44	94,920.00	59,628.00	154,548.00	22,688.16	10,212.96	5,352,462.72
2	M03005	NO APLICA	43	79,440.00	39,660.00	119,100.00	17,005.68	9,507.36	3,981,239.28
2	M03006	NO APLICA	73	79,440.00	39,660.00	119,100.00	16,813.44	9,412.08	6,779,837.04
2	M03011	NO APLICA	26	79,440.00	30,132.00	109,572.00	14,778.24	9,412.08	2,219,923.68
2	M03018	NO APLICA	32	87,240.00	47,496.00	134,736.00	18,456.48	9,396.96	3,420,241.92
2	M03019	NO APLICA	48	83,940.00	40,584.00	124,524.00	17,530.08	9,670.32	4,671,532.80
2	M03020	NO APLICA	189	83,340.00	36,216.00	119,556.00	15,213.84	8,982.48	18,022,979.52
2	M03021	NO APLICA	44	83,040.00	29,988.00	113,028.00	15,061.20	9,568.08	3,889,543.68
2	M03022	NO APLICA	67	82,740.00	26,244.00	108,984.00	14,192.88	9,534.00	5,712,227.04
2	M03023	NO APLICA	60	82,440.00	22,812.00	105,252.00	13,391.28	9,499.68	4,941,662.40
2	M03024	NO APLICA	361	81,840.00	21,696.00	103,536.00	13,027.44	9,431.76	29,268,724.80
2	M03025	NO APLICA	456	81,240.00	21,252.00	102,492.00	12,832.80	9,363.60	36,614,793.60
2	CF40004	NO APLICA	127	87,012.00	84,180.00	171,192.00	25,384.80	9,372.48	17,327,209.44
2	CF41013	NO APLICA	8	228,709.44	240,562.80	469,272.24	99,710.40	24,459.60	2,760,817.92
2	CF41015	NO APLICA	1	162,076.80	173,386.32	335,463.12	62,550.48	17,348.40	255,564.24
2	CF41024	NO APLICA	1	170,184.96	182,705.76	352,890.72	66,649.44	18,209.76	268,031.52
2	CF41059	NO APLICA	5	133,809.36	103,589.28	237,398.64	39,526.32	14,345.04	917,636.40

RÉGIMEN ESTATAL DE PROTECIÓN SOCIAL EN SALUD
TABULADORES DE SUELDOS Y SALARIOS SEGURO POPULAR
EJERCICIO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	CF40001	NO APLICA	4	108,564.00	139,512.00	248,076.00	39,679.68	0.00	833,585.28
2	CF40002	NO APLICA	11	95,820.00	133,608.00	229,428.00	35,696.40	0.00	2,131,047.60
2	CF40003	NO APLICA	121	91,272.00	101,736.00	193,008.00	27,917.04	0.00	19,976,006.16
2	CF40004	NO APLICA	34	87,012.00	84,180.00	171,192.00	23,257.20	0.00	5,029,783.20
2	M01006	NO APLICA	127	210,318.00	0.00	210,318.00	31,614.48	0.00	22,695,347.04
2	M02015	NO APLICA	36	173,592.48	0.00	173,592.48	23,770.08	0.00	5,393,606.40
2	M02035	NO APLICA	10	128,506.80	0.00	128,506.80	14,139.60	0.00	1,143,672.00
2	M02036	NO APLICA	41	109,643.52	0.00	109,643.52	10,590.00	0.00	4,061,194.32
2	M02040	NO APLICA	5	118,661.76	0.00	118,661.76	12,205.92	0.00	532,279.20
2	M02049	NO APLICA	21	175,399.68	0.00	175,399.68	24,156.00	0.00	3,176,117.28
2	M03018	NO APLICA	68	87,240.00	47,496.00	134,736.00	15,470.16	0.00	8,110,077.12
2	M03019	NO APLICA	132	83,940.00	40,584.00	124,524.00	13,289.04	0.00	14,683,014.72
2	M03021	NO APLICA	217	83,040.00	29,988.00	113,028.00	11,196.48	0.00	22,097,439.84
2	M03023	NO APLICA	1	82,440.00	22,812.00	105,252.00	9,803.04	0.00	95,448.96
2	M03024	NO APLICA	21	81,840.00	21,696.00	103,536.00	9,495.60	0.00	1,974,848.40
2	M03025	NO APLICA	3	81,240.00	21,252.00	102,492.00	9,322.32	0.00	279,509.04

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS CONTRATRO
EJERCICIO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERA-CIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	M01002	NO APLICA	1	182412.00	203664.00	386,076.00	72112.08	0.00	313,963.92
2	M01003	NO APLICA	32	157356.00	0.00	157,356.00	27990.72	0.00	4,139,688.96
2	M01004	NO APLICA	313	182412.00	203664.00	386,076.00	72112.08	0.00	98,270,706.96
2	M01005	NO APLICA	2	178032.00	112944.00	290,976.00	56279.52	0.00	469,392.96
2	M01006	NO APLICA	641	157356.00	0.00	157,356.00	25998.24	0.00	84,200,324.16
2	M01007	NO APLICA	59	150972.00	0.00	150,972.00	24138.00	0.00	7,483,206.00
2	M01011	NO APLICA	5	217464.00	228744.00	446,208.00	89713.20	0.00	1,782,474.00
2	M02001	NO APLICA	53	144108.00	0.00	144,108.00	22900.08	0.00	6,424,019.76
2	M02002	NO APLICA	2	144108.00	84708.00	228,816.00	35565.84	0.00	386,500.32
2	M02003	NO APLICA	49	91668.00	0.00	91,668.00	9447.36	0.00	4,028,811.36
2	M02005	NO APLICA	4	76716.00	0.00	76,716.00	6876.72	0.00	279,357.12
2	M02006	NO APLICA	40	94860.00	0.00	94,860.00	10136.16	0.00	3,388,953.60
2	M02011	NO APLICA	3	95436.00	0.00	95,436.00	10326.48	0.00	255,328.56
2	M02012	NO APLICA	4	91668.00	0.00	91,668.00	9447.36	0.00	328,882.56
2	M02015	NO APLICA	56	135108.00	0.00	135,108.00	20977.68	0.00	6,391,297.92
2	M02034	NO APLICA	8	111492.00	0.00	111,492.00	14293.20	0.00	777,590.40
2	M02035	NO APLICA	920	101040.00	0.00	101,040.00	12132.00	0.00	81,795,360.00
2	M02036	NO APLICA	398	87276.00	0.00	87,276.00	9024.72	0.00	31,144,009.44
2	M02038	NO APLICA	7	91668.00	0.00	91,668.00	9447.36	0.00	575,544.48
2	M02040	NO APLICA	9	96864.00	0.00	96,864.00	10781.04	0.00	774,746.64
2	M02045	NO APLICA	3	91668.00	0.00	91,668.00	9447.36	0.00	246,661.92
2	M02047	NO APLICA	11	76716.00	0.00	76,716.00	6625.68	0.00	770,993.52
2	M02048	NO APLICA	36	76716.00	0.00	76,716.00	6612.72	0.00	2,523,718.08
2	M02049	NO APLICA	24	124404.00	0.00	124,404.00	16830.48	0.00	2,581,764.48
2	M02051	NO APLICA	1	76716.00	0.00	76,716.00	6625.68	0.00	70,090.32
2	M02055	NO APLICA	10	87276.00	0.00	87,276.00	8666.64	0.00	786,093.60
2	M02057	NO APLICA	1	89652.00	0.00	89,652.00	9097.44	0.00	80,554.56
2	M02058	NO APLICA	15	87276.00	0.00	87,276.00	8666.64	0.00	1,179,140.40
2	M02059	NO APLICA	20	76716.00	0.00	76,716.00	6625.68	0.00	1,401,806.40
2	M02061	NO APLICA	23	76716.00	0.00	76,716.00	6625.68	0.00	1,612,077.36
2	M02066	NO APLICA	27	89436.00	0.00	89,436.00	8926.80	0.00	2,173,748.40
2	M02069	NO APLICA	4	87276.00	0.00	87,276.00	8666.64	0.00	314,437.44
2	M02072	NO APLICA	1	101040.00	0.00	101,040.00	12131.28	0.00	88,908.72
2	M02073	NO APLICA	180	76716.00	0.00	76,716.00	6876.72	0.00	12,571,070.40
2	M02078	NO APLICA	1	135108.00	84708.00	219,816.00	33643.44	0.00	186,172.56
2	M02085	NO APLICA	1	97752.00	0.00	97,752.00	11395.68	0.00	86,356.32
2	M02096	NO APLICA	1	81060.00	0.00	81,060.00	7607.52	0.00	73,452.48
2	M03001	NO APLICA	5	149412.00	135672.00	285,084.00	48358.80	0.00	1,183,626.00
2	M03004	NO APLICA	38	91668.00	0.00	91,668.00	9447.36	0.00	3,124,384.32
2	M03006	NO APLICA	103	76716.00	0.00	76,716.00	6612.72	0.00	7,220,637.84
2	M03011	NO APLICA	33	76716.00	0.00	76,716.00	6312.48	0.00	2,323,316.16
2	M03012	NO APLICA	1	76716.00	0.00	76,716.00	6312.48	0.00	70,403.52
2	M03018	NO APLICA	24	83940.00	45720.00	129,660.00	14386.08	0.00	2,766,574.08
2	M03019	NO APLICA	19	80640.00	38400.00	119,040.00	12273.84	0.00	2,028,557.04
2	M03020	NO APLICA	32	80040.00	0.00	80,040.00	6863.52	0.00	2,341,647.36
2	M03021	NO APLICA	10	79740.00	28200.00	107,940.00	10284.72	0.00	976,552.80
2	M03022	NO APLICA	77	79440.00	0.00	79,440.00	6485.04	0.00	5,617,531.92

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS CONTRATRO
EJERCICIO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERA-CIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	M03023	NO APLICA	56	79140.00	0.00	79,140.00	6344.64	0.00	4,076,540.16
2	M03024	NO APLICA	290	78540.00	0.00	78,540.00	6244.08	0.00	20,965,816.80
2	M03025	NO APLICA	361	77940.00	0.00	77,940.00	6165.12	0.00	25,910,731.68
2	CF40001	NO APLICA	11	104892.00	134784.00	239,676.00	37885.44	0.00	2,219,696.16
2	CF40002	NO APLICA	3	92580.00	129096.00	221,676.00	34040.64	0.00	562,906.08
2	CF40003	NO APLICA	8	88188.00	98292.00	186,480.00	26522.64	0.00	1,279,658.88
2	CF40004	NO APLICA	236	84072.00	81336.00	165,408.00	22021.68	0.00	33,839,171.52
2	CF41001	NO APLICA	24	189552.00	215952.00	405,504.00	77502.00	0.00	7,872,048.00
2	CF41006	NO APLICA	3	222048.00	233556.00	455,604.00	92532.00	0.00	1,089,216.00
2	CF41007	NO APLICA	1	242196.00	255000.00	497,196.00	105009.60	0.00	392,186.40
2	CF41011	NO APLICA	3	189552.00	215952.00	405,504.00	77502.00	0.00	984,006.00
2	CF41014	NO APLICA	1	208164.00	218232.00	426,396.00	83769.60	0.00	342,626.40
2	CF41015	NO APLICA	2	157356.00	168336.00	325,692.00	57909.84	0.00	535,564.32
2	CF41018	NO APLICA	3	164448.00	0.00	164,448.00	29707.68	0.00	404,220.96
2	CF41024	NO APLICA	21	165228.00	177384.00	342,612.00	61889.28	0.00	5,895,177.12
2	CF41030	NO APLICA	1	95268.00	0.00	95,268.00	10252.56	0.00	85,015.44
2	CF41031	NO APLICA	1	144108.00	0.00	144,108.00	22900.08	0.00	121,207.92
2	CF41032	NO APLICA	1	95268.00	0.00	95,268.00	10252.56	0.00	85,015.44
2	CF41046	NO APLICA	1	178032.00	204192.00	382,224.00	71206.08	0.00	311,017.92
2	CF41054	NO APLICA	1	134952.00	0.00	134,952.00	20211.60	0.00	114,740.40
2	CF41056	NO APLICA	5	93120.00	0.00	93,120.00	8465.52	0.00	423,272.40
2	CF41058	NO APLICA	2	117864.00	0.00	117,864.00	15571.92	0.00	204,584.16
2	CF41059	NO APLICA	11	129912.00	0.00	129,912.00	18370.08	0.00	1,226,961.12

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS FEDERAL
EJERCICO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/ PUESTO	NIVEL	NUM. DE PLAZAS	SUELDO BASE	REMUNER-ACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	M01002	NO APLICA	1	188,892.00	210,888.00	399,780.00	80,338.80	20,324.88	299,116.32
2	M01003	NO APLICA	11	162,948.00	174,312.00	337,260.00	64,200.96	17,568.24	2,810,398.80
2	M01004	NO APLICA	176	188,892.00	210,888.00	399,780.00	80,248.80	20,293.20	52,665,888.00
3	M01004	NO APLICA	13	209,004.00	231,708.00	440,712.00	105,158.64	26,813.28	4,013,621.04
2	M01005	NO APLICA	7	184,356.00	212,856.00	397,212.00	90,629.76	23,760.72	1,979,750.64
2	M01006	NO APLICA	489	162,948.00	174,312.00	337,260.00	67,962.96	19,267.44	122,264,474.40
3	M01006	NO APLICA	14	180,264.00	191,352.00	371,616.00	77,297.52	21,323.28	3,821,932.80
2	M01007	NO APLICA	59	156,336.00	163,284.00	319,620.00	67,476.48	20,220.00	13,683,487.68
3	M01007	NO APLICA	2	172,428.00	180,132.00	352,560.00	76,248.48	22,143.84	508,335.36
2	M01008	NO APLICA	68	169,908.00	188,100.00	358,008.00	73,077.12	20,113.20	18,007,602.24
3	M01008	NO APLICA	2	186,348.00	208,956.00	395,304.00	84,586.56	22,034.64	577,365.60
2	M01009	NO APLICA	24	184,356.00	211,440.00	395,796.00	84,764.40	21,833.28	6,940,759.68
3	M01009	NO APLICA	4	204,492.00	232,584.00	437,076.00	97,662.48	24,154.80	1,261,034.88
2	M01010	NO APLICA	47	196,284.00	223,608.00	419,892.00	86,462.40	21,142.08	14,677,513.44
3	M01010	NO APLICA	3	220,812.00	242,868.00	463,680.00	112,847.52	26,813.28	972,057.60
2	M01011	NO APLICA	36	225,180.00	236,868.00	462,048.00	99,109.20	24,212.16	12,194,159.04
3	M01011	NO APLICA	1	248,640.00	261,660.00	510,300.00	128,503.20	26,813.28	354,983.52
2	M01014	NO APLICA	2	162,636.00	177,672.00	340,308.00	72,497.52	20,959.20	493,702.56
2	M01015	NO APLICA	1	170,784.00	185,364.00	356,148.00	77,586.24	22,061.76	256,500.00
2	M02001	NO APLICA	15	149,220.00	143,004.00	292,224.00	60,557.28	19,248.72	3,186,270.00
3	M02001	NO APLICA	2	165,864.00	157,932.00	323,796.00	68,836.32	21,402.72	467,113.92
2	M02003	NO APLICA	63	94,920.00	59,628.00	154,548.00	26,999.52	12,357.60	7,257,025.44
3	M02003	NO APLICA	2	104,892.00	65,700.00	170,592.00	30,852.48	13,628.64	252,221.76
2	M02005	NO APLICA	10	79,440.00	48,036.00	127,476.00	20,363.28	10,288.08	968,246.40
2	M02006	NO APLICA	42	98,232.00	61,224.00	159,456.00	28,189.44	12,779.52	4,976,455.68
3	M02006	NO APLICA	1	108,192.00	67,464.00	175,656.00	32,075.04	14,049.60	129,531.36
2	M02007	NO APLICA	2	94,920.00	59,628.00	154,548.00	25,036.08	11,380.56	236,262.72
2	M02012	NO APLICA	3	94,920.00	59,628.00	154,548.00	26,999.52	12,357.60	345,572.64
2	M02014	NO APLICA	2	94,920.00	59,628.00	154,548.00	22,880.40	10,308.48	242,718.24
2	M02015	NO APLICA	11	139,908.00	124,680.00	264,588.00	50,328.48	16,574.64	2,174,533.68
3	M02015	NO APLICA	1	154,716.00	137,448.00	292,164.00	57,303.84	18,369.12	216,491.04
2	M02016	NO APLICA	14	94,920.00	59,628.00	154,548.00	27,063.60	12,389.28	1,611,331.68
2	M02018	NO APLICA	1	94,920.00	59,628.00	154,548.00	25,036.08	11,380.56	118,131.36
2	M02029	NO APLICA	45	119,316.00	74,748.00	194,064.00	31,449.12	12,964.56	6,734,264.40
3	M02029	NO APLICA	5	131,808.00	84,156.00	215,964.00	36,126.96	14,291.52	827,727.60
2	M02031	NO APLICA	142	164,916.00	162,996.00	327,912.00	62,072.88	17,809.20	35,220,248.64
3	M02031	NO APLICA	9	181,404.00	181,080.00	362,484.00	74,682.24	21,488.40	2,396,820.24
2	M02032	NO APLICA	1	158,028.00	168,624.00	326,652.00	61,776.48	17,077.68	247,797.84
2	M02034	NO APLICA	32	115,452.00	110,100.00	225,552.00	40,642.56	13,748.64	5,477,145.60
2	M02035	NO APLICA	482	104,628.00	100,908.00	205,536.00	36,134.40	12,515.04	75,619,321.92
3	M02035	NO APLICA	26	115,380.00	115,656.00	231,036.00	42,001.20	13,771.68	4,556,841.12
2	M02036	NO APLICA	435	90,372.00	85,320.00	175,692.00	29,198.88	10,721.76	59,060,541.60
3	M02036	NO APLICA	5	101,316.00	99,540.00	200,856.00	34,935.84	12,064.56	769,278.00
2	M02037	NO APLICA	2	125,196.00	73,872.00	199,068.00	34,390.08	14,520.24	300,315.36
3	M02037	NO APLICA	1	138,444.00	81,612.00	220,056.00	39,006.96	15,994.32	165,054.72
2	M02038	NO APLICA	21	94,920.00	59,628.00	154,548.00	22,880.40	10,308.48	2,548,541.52

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS FEDERAL
EJERCICO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/ PUESTO	NIVEL	NUM. DE PLAZAS	SUELDO BASE	REMUNER-ACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	M02040	NO APLICA	26	100,308.00	83,760.00	184,068.00	31,456.56	12,010.32	3,655,629.12
3	M02040	NO APLICA	2	106,128.00	97,236.00	203,364.00	35,638.56	12,659.04	310,132.80
2	M02045	NO APLICA	11	94,920.00	59,628.00	154,548.00	24,779.76	11,253.36	1,303,663.68
3	M02045	NO APLICA	1	104,892.00	65,700.00	170,592.00	28,612.08	12,514.32	129,465.60
2	M02046	NO APLICA	6	79,440.00	48,036.00	127,476.00	17,161.92	8,695.44	609,711.84
3	M02046	NO APLICA	2	89,256.00	52,404.00	141,660.00	22,098.24	10,686.48	217,750.56
2	M02047	NO APLICA	42	79,440.00	40,068.00	119,508.00	17,092.80	9,507.36	3,902,129.28
3	M02047	NO APLICA	2	83,976.00	48,252.00	132,228.00	20,034.72	10,101.84	204,182.88
2	M02048	NO APLICA	39	79,440.00	39,660.00	119,100.00	16,813.44	9,412.08	3,622,104.72
3	M02048	NO APLICA	2	83,976.00	46,872.00	130,848.00	19,419.60	9,942.24	202,972.32
2	M02049	NO APLICA	9	128,820.00	90,936.00	219,756.00	39,624.48	15,311.04	1,483,384.32
3	M02049	NO APLICA	1	142,320.00	101,940.00	244,260.00	42,256.80	15,344.64	186,658.56
3	M02050	NO APLICA	1	108,996.00	73,368.00	182,364.00	28,950.00	11,868.00	141,546.00
2	M02051	NO APLICA	1	79,440.00	40,068.00	119,508.00	15,460.08	8,695.44	95,352.48
2	M02054	NO APLICA	186	83,940.00	51,384.00	135,324.00	18,582.00	9,046.08	20,031,441.12
3	M02054	NO APLICA	20	92,736.00	56,196.00	148,932.00	25,706.64	12,078.96	2,222,928.00
2	M02055	NO APLICA	95	90,372.00	55,164.00	145,536.00	24,816.24	11,745.60	10,352,545.20
3	M02055	NO APLICA	9	99,720.00	61,068.00	160,788.00	35,120.40	13,001.28	1,013,996.88
2	M02056	NO APLICA	34	92,832.00	57,168.00	150,000.00	25,938.96	12,091.20	3,806,974.56
3	M02056	NO APLICA	10	102,636.00	63,096.00	165,732.00	29,653.92	13,309.20	1,227,688.80
2	M02057	NO APLICA	42	92,832.00	57,168.00	150,000.00	22,037.04	10,150.32	4,948,130.88
3	M02057	NO APLICA	1	102,636.00	63,096.00	165,732.00	25,333.44	11,159.76	129,238.80
2	M02058	NO APLICA	66	90,372.00	55,164.00	145,536.00	23,014.08	10,848.96	7,370,415.36
3	M02058	NO APLICA	3	99,720.00	61,068.00	160,788.00	26,471.52	11,941.68	367,124.40
2	M02059	NO APLICA	14	79,440.00	40,068.00	119,508.00	17,156.88	9,539.76	1,299,359.04
3	M02059	NO APLICA	2	83,976.00	48,252.00	132,228.00	19,970.64	10,069.44	204,375.84
2	M02061	NO APLICA	2	79,440.00	40,068.00	119,508.00	17,220.96	9,571.44	185,431.20
2	M02066	NO APLICA	3	92,616.00	61,944.00	154,560.00	24,925.44	11,079.60	355,664.88
2	M02068	NO APLICA	89	103,152.00	62,904.00	166,056.00	25,146.24	11,087.76	11,554,158.00
2	M02072	NO APLICA	2	104,628.00	101,712.00	206,340.00	36,306.24	12,515.04	315,037.44
3	M02072	NO APLICA	1	115,380.00	116,496.00	231,876.00	41,916.72	13,644.24	176,315.04
2	M02073	NO APLICA	236	79,440.00	48,036.00	127,476.00	17,097.84	8,663.52	24,004,655.04
3	M02073	NO APLICA	25	89,256.00	52,404.00	141,660.00	23,748.24	11,507.76	2,660,100.00
2	M02074	NO APLICA	25	98,232.00	61,224.00	159,456.00	28,189.44	12,779.52	2,962,176.00
3	M02074	NO APLICA	1	108,192.00	67,464.00	175,656.00	32,010.96	14,017.92	129,627.12
2	M02077	NO APLICA	12	166,572.00	179,040.00	345,612.00	66,094.80	17,921.76	3,139,145.28
2	M02078	NO APLICA	13	139,908.00	124,680.00	264,588.00	50,399.04	16,606.56	2,568,571.20
2	M02081	NO APLICA	48	111,216.00	109,932.00	221,148.00	39,609.84	13,285.20	8,076,142.08
3	M02081	NO APLICA	4	122,892.00	122,112.00	245,004.00	45,392.64	14,618.16	739,972.80
2	M02082	NO APLICA	54	98,892.00	91,404.00	190,296.00	30,067.68	10,506.96	8,084,953.44
3	M02082	NO APLICA	2	109,116.00	107,256.00	216,372.00	38,288.64	12,912.48	330,341.76
2	M02083	NO APLICA	6	104,628.00	100,908.00	205,536.00	36,134.40	12,515.04	941,319.36
2	M02084	NO APLICA	3	134,520.00	104,136.00	238,656.00	44,102.64	15,945.36	535,824.00
2	M02085	NO APLICA	5	101,220.00	100,044.00	201,264.00	35,085.12	12,085.20	770,468.40
2	M02087	NO APLICA	2	122,892.00	126,912.00	249,804.00	46,592.16	14,650.08	377,123.52
2	M02088	NO APLICA	3	156,336.00	163,296.00	319,632.00	67,338.24	20,155.92	696,413.52

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS FEDERAL
EJERCICO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/ PUESTO	NIVEL	NUM. DE PLAZAS	SUELDO BASE	REMUNER-ACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	M02089	NO APLICA	1	162,636.00	177,672.00	340,308.00	72,497.52	20,959.20	246,851.28
2	M02095	NO APLICA	3	97,332.00	59,400.00	156,732.00	27,633.12	12,696.96	349,205.76
3	M02095	NO APLICA	1	107,748.00	65,340.00	173,088.00	31,571.76	14,024.64	127,491.60
2	M02097	NO APLICA	2	97,332.00	59,400.00	156,732.00	27,633.12	12,696.96	232,803.84
2	M02098	NO APLICA	22	94,920.00	59,628.00	154,548.00	27,063.60	12,389.28	2,532,092.64
3	M02098	NO APLICA	4	104,892.00	65,700.00	170,592.00	30,916.56	13,660.56	504,059.52
2	M02105	NO APLICA	660	139,908.00	124,968.00	264,876.00	50,466.72	16,606.56	130,549,795.20
3	M02105	NO APLICA	23	154,716.00	137,772.00	292,488.00	57,238.80	18,305.52	4,989,704.64
2	M02107	NO APLICA	32	154,716.00	134,820.00	289,536.00	56,615.04	18,337.44	6,866,672.64
3	M02107	NO APLICA	1	172,020.00	146,412.00	318,432.00	63,888.96	20,391.60	234,151.44
2	M02110	NO APLICA	7	130,956.00	107,712.00	238,668.00	44,021.52	15,528.72	1,253,824.32
3	M02110	NO APLICA	1	145,236.00	118,392.00	263,628.00	50,298.48	17,229.36	196,100.16
2	M02112	NO APLICA	3	137,424.00	122,400.00	259,824.00	52,523.04	17,808.48	568,477.44
2	M03001	NO APLICA	3	154,716.00	140,496.00	295,212.00	54,029.04	16,565.76	673,851.60
2	M03004	NO APLICA	133	94,920.00	59,628.00	154,548.00	24,972.00	11,348.88	15,724,206.96
2	M03005	NO APLICA	145	79,440.00	39,660.00	119,100.00	17,133.84	9,571.44	13,397,234.40
3	M03005	NO APLICA	12	83,976.00	46,872.00	130,848.00	17,882.16	9,177.36	1,245,461.76
2	M03006	NO APLICA	29	79,440.00	39,660.00	119,100.00	15,372.72	8,695.44	2,755,923.36
3	M03006	NO APLICA	1	83,976.00	46,872.00	130,848.00	19,675.92	10,069.44	101,102.64
2	M03011	NO APLICA	34	79,440.00	30,132.00	109,572.00	14,970.48	9,507.36	2,893,201.44
3	M03011	NO APLICA	3	83,976.00	34,896.00	118,872.00	16,605.12	9,814.80	277,356.24
2	M03012	NO APLICA	27	79,440.00	30,132.00	109,572.00	13,337.76	8,695.44	2,363,547.60
2	M03013	NO APLICA	5	79,440.00	48,036.00	127,476.00	18,794.64	9,507.36	495,870.00
2	M03018	NO APLICA	59	87,240.00	47,496.00	134,736.00	19,953.12	10,141.44	6,173,844.96
2	M03019	NO APLICA	160	83,940.00	40,584.00	124,524.00	16,339.20	9,078.00	15,857,088.00
3	M03019	NO APLICA	6	88,140.00	45,876.00	134,016.00	18,623.04	9,652.08	634,445.28
2	M03020	NO APLICA	233	83,340.00	36,216.00	119,556.00	16,652.16	9,697.92	21,716,979.36
3	M03020	NO APLICA	13	87,480.00	41,832.00	129,312.00	18,926.16	10,232.16	1,301,997.84
2	M03021	NO APLICA	119	83,040.00	29,988.00	113,028.00	14,139.84	9,109.92	10,683,610.56
3	M03021	NO APLICA	7	86,880.00	31,236.00	118,116.00	16,397.52	10,100.40	641,326.56
2	M03022	NO APLICA	211	82,740.00	26,244.00	108,984.00	14,513.28	9,693.60	17,887,972.32
3	M03022	NO APLICA	15	86,280.00	27,492.00	113,772.00	15,524.88	10,063.92	1,322,748.00
2	M03023	NO APLICA	158	82,440.00	22,812.00	105,252.00	13,647.60	9,627.60	12,952,334.40
3	M03023	NO APLICA	9	85,740.00	26,868.00	112,608.00	13,729.92	9,237.36	806,766.48
2	M03024	NO APLICA	228	81,840.00	21,696.00	103,536.00	11,785.68	8,695.44	18,936,512.64
3	M03024	NO APLICA	9	85,140.00	25,620.00	110,760.00	14,608.08	9,807.12	777,103.20
2	CF40001	NO APLICA	1	108,564.00	139,512.00	248,076.00	42,349.92	11,822.16	193,903.92
2	CF40003	NO APLICA	3	91,272.00	101,736.00	193,008.00	30,108.72	9,857.04	459,126.72
2	CF40004	NO APLICA	2	87,012.00	84,180.00	171,192.00	25,577.04	9,468.48	272,292.96
2	CF41001	NO APLICA	5	195,238.56	222,430.80	417,669.36	84,499.68	20,999.04	1,560,853.20
3	CF41001	NO APLICA	1	219,637.20	241,576.32	461,213.52	96,842.88	23,336.64	341,034.00
2	CF41002	NO APLICA	4	202,580.40	231,799.68	434,380.08	89,512.80	21,779.04	1,292,352.96
2	CF41003	NO APLICA	4	214,409.04	224,778.96	439,188.00	90,235.20	22,781.28	1,304,686.08
2	CF41011	NO APLICA	4	195,238.56	222,430.80	417,669.36	84,589.68	21,031.20	1,248,193.92
2	CF41013	NO APLICA	1	228,709.44	240,562.80	469,272.24	99,980.40	24,555.12	344,736.72
2	CF41014	NO APLICA	23	214,409.04	224,778.96	439,188.00	90,235.20	22,781.28	7,501,944.96

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS FEDERAL
EJERCICIO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/ PUESTO	NIVEL	NUM. DE PLAZAS	SUELDO BASE	REMUNER-ACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
3	CF41014	NO APLICA	3	236,805.36	248,634.00	485,439.36	104,470.56	25,287.84	1,067,042.88
2	CF41015	NO APLICA	33	162,076.80	173,386.32	335,463.12	62,621.04	17,380.08	8,430,246.00
3	CF41015	NO APLICA	4	179,306.64	190,331.76	369,638.40	70,659.12	19,210.80	1,119,073.92
2	CF41018	NO APLICA	3	169,381.44	186,734.88	356,116.32	67,619.76	18,220.08	810,829.44
2	CF41024	NO APLICA	38	170,184.96	182,705.76	352,890.72	67,002.24	18,369.12	10,165,735.68
3	CF41024	NO APLICA	4	185,758.56	200,652.48	386,411.04	75,212.16	20,023.68	1,164,700.80
2	CF41028	NO APLICA	1	198,674.64	213,605.76	412,280.40	82,972.80	21,395.76	307,911.84
2	CF41030	NO APLICA	3	98,126.16	67,040.64	165,166.80	24,354.00	10,680.96	390,395.52
2	CF41031	NO APLICA	6	148,431.36	142,239.12	290,670.48	52,297.44	16,025.76	1,334,083.68
2	CF41032	NO APLICA	1	98,126.16	67,040.64	165,166.80	24,161.76	10,584.96	130,420.08
2	CF41038	NO APLICA	16	98,299.20	66,027.12	164,326.32	24,110.40	10,667.76	2,072,770.56
3	CF41038	NO APLICA	3	108,421.92	72,973.68	181,395.60	27,820.56	11,774.88	425,400.48
2	CF41040	NO APLICA	22	183,372.96	193,075.68	376,448.64	72,260.88	19,642.56	6,259,994.40
3	CF41040	NO APLICA	4	203,408.64	212,406.72	415,815.36	83,583.36	21,739.68	1,241,969.28
2	CF41054	NO APLICA	3	139,000.56	103,515.12	242,515.68	40,407.12	14,768.88	562,019.04
2	CF41055	NO APLICA	1	79,017.60	47,054.64	126,072.24	15,490.80	8,395.68	102,185.76
2	CF41056	NO APLICA	11	95,913.60	68,412.72	164,326.32	23,661.84	10,190.88	1,435,209.60
3	CF41056	NO APLICA	1	105,999.36	75,396.00	181,395.36	27,756.48	11,485.44	142,153.44
2	CF41057	NO APLICA	5	99,769.92	84,171.60	183,941.52	28,364.40	10,855.92	723,606.00
3	CF41057	NO APLICA	2	110,263.68	103,218.48	213,482.16	34,161.60	11,715.12	335,210.88
2	CF41058	NO APLICA	9	121,399.92	83,479.68	204,879.60	32,836.56	13,153.68	1,430,004.24
2	CF41059	NO APLICA	5	133,809.36	103,589.28	237,398.64	39,846.72	14,504.16	915,238.80
2	CF41060	NO APLICA	10	139,000.56	103,515.12	242,515.68	41,042.16	15,055.68	1,864,178.40
3	CF41060	NO APLICA	1	153,647.28	115,590.72	269,238.00	47,256.48	16,580.16	205,401.36
2	CF41061	NO APLICA	2	154,883.28	166,328.64	321,211.92	59,410.32	16,679.28	490,244.64
2	CF41062	NO APLICA	23	157,194.48	166,613.04	323,807.52	60,161.76	16,988.64	5,673,113.76
3	CF41062	NO APLICA	2	174,374.88	183,212.40	357,587.28	67,965.84	18,750.72	541,741.44
2	CF41064	NO APLICA	4	169,381.44	186,735.12	356,116.56	67,619.76	18,220.08	1,081,106.88
2	CF41065	NO APLICA	5	180,369.60	182,433.60	362,803.20	69,263.04	19,419.36	1,370,604.00
3	CF41065	NO APLICA	1	198,415.20	202,469.28	400,884.48	79,464.00	21,336.96	300,083.52
2	CF41074	NO APLICA	1	124,527.12	73,480.32	198,007.44	31,304.64	13,454.16	153,248.64
2	CF41075	NO APLICA	9	130,781.28	76,755.84	207,537.12	33,468.24	14,182.56	1,438,976.88
3	CF41075	NO APLICA	1	144,772.80	86,483.04	231,255.84	37,957.92	15,382.08	177,915.84
2	CF41087	NO APLICA	1	174,399.60	185,523.84	359,923.44	68,656.32	18,816.96	272,450.16
2	M01003	NO APLICA	15	157,356.00	168,336.00	325,692.00	60,153.60	16,719.12	3,732,289.20
2	M01004	NO APLICA	82	182,412.00	203,664.00	386,076.00	74,535.60	19,380.96	23,957,074.08
2	M01005	NO APLICA	5	178,032.00	205,560.00	383,592.00	84,472.32	22,699.20	1,382,102.40
2	M01006	NO APLICA	238	157,356.00	168,336.00	325,692.00	63,854.64	18,390.96	57,940,243.20
2	M01007	NO APLICA	56	150,972.00	157,692.00	308,664.00	56,148.48	16,040.88	13,242,579.84
2	M02001	NO APLICA	27	144,108.00	138,096.00	282,204.00	49,925.28	15,311.52	5,858,114.40
2	M02003	NO APLICA	12	91,668.00	57,588.00	149,256.00	24,525.60	11,687.76	1,356,511.68
2	M02005	NO APLICA	2	76,716.00	45,684.00	122,400.00	18,150.24	9,780.96	188,937.60
2	M02006	NO APLICA	15	94,860.00	59,124.00	153,984.00	21,619.44	10,078.56	1,834,290.00
2	M02015	NO APLICA	35	135,108.00	120,396.00	255,504.00	46,823.04	15,790.56	6,751,164.00
2	M02016	NO APLICA	4	91,668.00	57,588.00	149,256.00	24,525.60	11,687.76	452,170.56
2	M02019	NO APLICA	1	91,668.00	57,588.00	149,256.00	20,609.52	9,739.68	118,906.80

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS FEDERAL
EJERCICO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/ PUESTO	NIVEL	NUM. DE PLAZAS	SUELDO BASE	REMUNER-ACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	M02034	NO APLICA	2	111,492.00	106,320.00	217,812.00	35,253.12	11,845.92	341,425.92
2	M02035	NO APLICA	345	101,040.00	97,440.00	198,480.00	31,123.68	10,735.44	54,034,203.60
2	M02036	NO APLICA	181	87,276.00	82,392.00	169,668.00	26,833.68	10,200.24	24,006,768.48
2	M02040	NO APLICA	4	96,864.00	80,880.00	177,744.00	26,694.48	10,292.16	563,029.44
2	M02047	NO APLICA	6	76,716.00	37,992.00	114,708.00	14,868.72	8,966.16	545,238.72
2	M02048	NO APLICA	10	76,716.00	37,596.00	114,312.00	14,784.00	8,966.16	905,618.40
2	M02049	NO APLICA	5	124,404.00	87,816.00	212,220.00	36,715.92	14,539.92	804,820.80
2	M02054	NO APLICA	8	81,060.00	48,912.00	129,972.00	19,953.36	10,335.36	797,466.24
2	M02057	NO APLICA	1	89,652.00	55,200.00	144,852.00	21,583.68	10,478.16	112,790.16
2	M02058	NO APLICA	6	87,276.00	53,268.00	140,544.00	20,612.88	10,200.24	658,385.28
2	M02061	NO APLICA	7	76,716.00	37,992.00	114,708.00	14,868.72	8,966.16	636,111.84
2	M02064	NO APLICA	1	76,716.00	37,992.00	114,708.00	13,230.00	8,151.12	93,326.88
2	M02066	NO APLICA	2	89,436.00	59,820.00	149,256.00	22,519.92	10,452.96	232,566.24
2	M02072	NO APLICA	1	101,040.00	98,220.00	199,260.00	31,290.24	10,735.44	157,234.32
2	M02073	NO APLICA	90	76,716.00	45,684.00	122,400.00	14,873.04	8,151.12	8,943,825.60
2	M02078	NO APLICA	1	135,108.00	120,396.00	255,504.00	46,823.04	15,790.56	192,890.40
2	M03002	NO APLICA	1	144,108.00	138,096.00	282,204.00	49,925.28	15,311.52	216,967.20
2	M03004	NO APLICA	43	91,668.00	57,588.00	149,256.00	22,567.44	10,713.84	4,986,912.96
2	M03005	NO APLICA	1	76,716.00	37,596.00	114,312.00	14,784.00	8,966.16	90,561.84
2	M03006	NO APLICA	26	76,716.00	37,596.00	114,312.00	13,145.52	8,151.12	2,418,399.36
2	M03007	NO APLICA	1	149,412.00	135,672.00	285,084.00	50,602.56	15,875.04	218,606.40
2	M03011	NO APLICA	4	76,716.00	28,392.00	105,108.00	11,486.88	8,151.12	341,880.00
2	M03018	NO APLICA	17	83,940.00	45,720.00	129,660.00	16,423.68	8,918.64	1,773,400.56
2	M03019	NO APLICA	18	80,640.00	38,400.00	119,040.00	14,155.20	8,568.00	1,733,702.40
2	M03020	NO APLICA	24	80,040.00	34,200.00	114,240.00	13,129.92	8,504.16	2,222,542.08
2	M03021	NO APLICA	46	79,740.00	28,200.00	107,940.00	11,994.24	8,472.48	4,023,770.88
2	M03022	NO APLICA	36	79,440.00	24,600.00	104,040.00	11,295.36	8,440.80	3,034,938.24
2	M03023	NO APLICA	34	79,140.00	21,300.00	100,440.00	10,650.24	8,408.64	2,766,958.08
2	M03024	NO APLICA	70	78,540.00	20,220.00	98,760.00	10,349.28	8,344.56	5,604,631.20
2	M03025	NO APLICA	128	77,940.00	19,800.00	97,740.00	10,166.40	8,281.44	10,149,396.48
2	M03021	NO APLICA	5	83040.00	29988.00	113,028.00	13563.12	8823.36	453,207.60
2	M03023	NO APLICA	13	82440.00	22812.00	105,252.00	12361.92	8918.64	1,091,628.72
2	M03024	NO APLICA	22	81840.00	21696.00	103,536.00	12000.72	8823.36	1,819,662.24
2	M03025	NO APLICA	25	81240.00	21252.00	102,492.00	11813.52	8759.28	2,047,980.00
3	M03025	NO APLICA	1	84540.00	25452.00	109,992.00	12942.48	8982.48	88,067.04
2	CF40004	NO APLICA	1	87012.00	84180.00	171,192.00	25448.88	9404.40	136,338.72
2	M03018	NO APLICA	1	87240.00	47496.00	134,736.00	18456.48	9396.96	106,882.56
2	CF40004	NO APLICA	1	87012.00	84180.00	171,192.00	25128.48	9245.04	136,818.48
2	CF41009	NO APLICA	1	285973.44	350640.96	636,614.40	149463.12	26813.28	460,338.00
2	CF41011	NO APLICA	1	195238.56	222430.80	417,669.36	83779.68	20743.92	313,145.76
2	CF41013	NO APLICA	3	228709.44	240562.80	469,272.24	99620.40	24427.92	1,035,671.76
2	CF41028	NO APLICA	1	198674.64	213605.76	412,280.40	82162.80	21109.20	309,008.40

SERVICIOS DE SALUD DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS MANDOS MEDIOS Y SUPERIORES
EJERCICIO 2016

				PERCEPCIONES			DEDUCCIONES		
ZONA	PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
2	CF21135	28	1	54,480.00	90,672.00	145,152.00	18,951.12	5,947.92	120,252.96
2	CF21905	NO APLICA	5	63,156.00	190,812.00	253,968.00	136,377.60	6,710.64	554,398.80
3	CF21905	NO APLICA	1	63,156.00	190,812.00	253,968.00	137,187.60	6,997.20	109,783.20
2	CF34068	28	3	54,480.00	90,672.00	145,152.00	53,908.80	5,788.80	256,363.20
3	CF34068	28	1	57,132.00	99,456.00	156,588.00	57,092.40	6,293.76	93,201.84
2	CF34245	29	11	65,232.00	156,372.00	221,604.00	129,401.04	7,090.32	936,239.04
3	CF34245	29	1	67,884.00	165,180.00	233,064.00	132,839.04	7,372.08	92,852.88
2	CF34260	30	4	82,836.00	243,216.00	326,052.00	215,511.84	9,024.48	406,062.72
2	CF34261	29	9	65,232.00	156,372.00	221,604.00	120,076.32	7,153.92	849,363.84
2	CF34263	28	27	52,212.00	99,456.00	151,668.00	67,041.36	5,547.84	2,135,127.60
2	CF53083	NO APLICA	1	64,344.00	200,904.00	265,248.00	151,620.00	6,836.88	106,791.12
2	CF34245	29	21	65232.00	156,372.00	221,604.00	96551.04	6931.20	2,480,556.96
2	CF34260	30	12	82836.00	243,216.00	326,052.00	215435.04	8960.64	1,219,875.84
2	CF34261	29	11	65232.00	156,372.00	221,604.00	119446.32	6931.20	1,047,491.28
2	CF34263	28	20	54480.00	99,456.00	153,936.00	69355.68	5916.00	1,573,286.40

DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA
TABULADOR DE REMUNERACIONES EJERCICIO 2016

PLAZA/PUESTO	NIVEL		NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES			TOTAL ANUAL NETO
				SUELDO BASE	REMUNERA-CIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCION	TOTAL DE DEDUCCIONES	
DEFENSOR/A	A	A1	1	658,680.00	285,428.00	944,108.00	193,678.71	13,059.03	206,737.74	737,370.26
COORDINADOR/A GENERAL	B	B1	2	657,183.36	284,779.46	941,962.82	193,114.97	13,032.39	206,147.36	735,815.45
CONTRALOR/A INTERNO/A	B	B2	1	393,104.16	170,345.14	563,449.30	94,424.59	8,331.73	102,756.32	460,692.97
DIRECTOR/A	B	B3	6	393,104.16	170,345.14	563,449.30	94,424.59	8,331.73	102,756.32	460,692.97
SECRETARIO/A EJECUTIVO/A	B	B4	1	393,104.16	170,345.14	563,449.30	94,424.59	8,331.73	102,756.32	460,692.97
CONSULTOR/A	B	B5	6	393,104.16	170,345.14	563,449.30	94,424.59	8,331.73	102,756.32	460,692.97
SECRETARIO/A TÉCNICO/A	C	C1	1	337,974.00	146,455.40	484,429.40	77,759.71	7,350.40	85,110.11	399,319.29
SECRETARIO/A PARTICULAR	C	C2	1	310,960.32	134,749.47	445,709.79	69,632.68	6,869.55	76,502.23	369,207.56
COORDINADOR/A	C	C3	4	300,000.00	130,000.00	430,000.00	66,350.72	6,674.46	73,025.18	356,974.82
COORDINADOR/A	C	C4	6	255,540.00	110,734.00	366,274.00	53,037.62	5,883.06	58,920.68	307,353.32
COORDINADOR/A	C	C5	4	216,000.00	93,600.00	309,600.00	41,915.78	5,179.24	47,095.02	262,504.98
COORDINADOR/A	C	C6	4	180,000.00	78,000.00	258,000.00	32,090.89	4,538.43	36,629.32	221,370.68
DEFENSOR/A REGIONAL	D	D1	10	192,000.00	83,200.00	275,200.00	35,295.37	4,752.04	40,047.41	235,152.59
DEFENSOR/A REGIONAL	D	D2	7	161,760.00	70,096.00	231,856.00	27,220.08	4,213.76	31,433.84	200,422.16
DEFENSOR/A ESPECIALIZADO/A	D	D3	5	180,000.00	78,000.00	258,000.00	32,090.89	4,538.43	36,629.32	221,370.68
DEFENSOR/A ESPECIALIZADO/A	D	D4	5	161,760.00	70,096.00	231,856.00	27,220.08	4,213.76	31,433.84	200,422.16
JEFE/A DE UNIDAD	E	E1	3	144,000.00	62,400.00	206,400.00	22,501.48	3,897.63	26,399.11	180,000.89
DEFENSOR/A ADJUNTO	F	F1	10	138,000.00	59,800.00	197,800.00	20,913.00	3,790.83	24,703.82	173,096.18
TÉCNICO/A ESPECIALIZADO/A EN CAPACITACIÓN	F	F2	8	132,000.00	57,200.00	189,200.00	19,324.52	3,684.03	23,008.54	166,191.46
TÉCNICO/A ESPECIALIZADO/A	F	F3	14	120,000.00	52,000.00	172,000.00	16,298.97	3,470.42	19,769.40	152,230.60
AUXILIAR JURÍDICO/A	F	F4	15	120,000.00	52,000.00	172,000.00	16,298.97	3,470.42	19,769.40	152,230.60
AUXILIAR JURÍDICO/A ADMINISTRATIVO/A	F	F5	8	120,000.00	52,000.00	172,000.00	16,298.97	3,470.42	19,769.40	152,230.60
AUXILIAR DE DEFENSOR	F	F6	8	120,000.00	52,000.00	172,000.00	16,298.97	3,470.42	19,769.40	152,230.60
OFICIAL ADMINISTRATIVO/A	G	G1	26	120,000.00	52,000.00	172,000.00	16,298.97	3,470.42	19,769.40	152,230.60
OFICIAL ADMINISTRATIVO/A	G	G2	16	114,000.00	49,400.00	163,400.00	14,946.17	3,363.62	18,309.80	145,090.20
OFICIAL DE TRANSPORTE	G	G3	10	97,680.00	42,328.00	140,008.00	11,164.81	3,073.12	14,237.94	125,770.06
TÉCNICO/A	H	H1	24	96,000.00	41,600.00	137,600.00	10,824.02	3,043.22	13,867.24	123,732.76
SECRETARIO/A	I	I1	8	83,160.00	36,036.00	119,196.00	5,424.16	2,814.66	8,238.83	110,957.17
NOTIFICADOR/A	J	J1	4	73,200.00	31,720.00	104,920.00	3,395.16	2,637.37	6,032.53	98,887.47
INTENDENTE/A	K	K1	6	60,000.00	26,000.00	86,000.00	1,136.47	2,402.41	3,538.88	82,461.12

DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA
ANALÍTICO DE PLAZAS EJERCICIO 2016

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES (Pesos)	
		DE	HASTA
DEFENSOR/A	1	944,108.00	944,108.00
COORDINADOR/A GENERAL	2	941,962.82	941,962.82
CONTRALOR/A INTERNO/A	1	563,449.30	563,449.30
DIRECTOR/A	6	563,449.30	563,449.30
SECRETARIO/A EJECUTIVO/A	1	563,449.30	563,449.30
CONSULTOR/A	6	563,449.30	563,449.30
SECRETARIO/A TECNICO/A	1	484,429.40	484,429.40
SECRETARIO/A PARTICULAR	1	445,709.79	445,709.79
COORDINADOR/A	4	430,000.00	430,000.00
COORDINADOR/A	6	366,274.00	366,274.00
COORDINADOR/A	4	309,600.00	309,600.00
COORDINADOR/A	4	258,000.00	258,000.00
DEFENSOR/A REGIONAL	10	275,200.00	275,200.00
DEFENSOR/A REGIONAL	7	231,856.00	231,856.00
DEFENSOR/A ESPECIALIZADO/A	5	258,000.00	258,000.00
DEFENSOR/A ESPECIALIZADO/A	5	231,856.00	231,856.00
JEFE/A DE UNIDAD	3	206,400.00	206,400.00
DEFENSOR/A ADJUNTO	10	197,800.00	197,800.00
TECNICO/A ESPECIALIZADO/A	8	189,200.00	189,200.00
TECNICO/A ESPECIALIZADO/A	14	172,000.00	172,000.00
AUXILIAR JURÍDICO/A	15	172,000.00	172,000.00
AUXILIAR JURÍDICO/A ADMINISTRATIVO/A	8	172,000.00	172,000.00
AUXILIAR DE DEFENSOR	8	172,000.00	172,000.00
OFICIAL ADMINISTRATIVO/A	26	172,000.00	172,000.00
OFICIAL ADMINISTRATIVO/A	16	163,400.00	163,400.00
OFICIAL DE TRANSPORTE	10	140,008.00	140,008.00
TÉCNICO/A	24	137,600.00	137,600.00
SECRETARIO/A	8	119,196.00	119,196.00
NOTIFICADOR/A	4	104,920.00	104,920.00
INTENDENTE/A	6	86,000.00	86,000.00

INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACION CIUDADANA DEL ESTADO DE OAXACA
COORDINACION ADMINISTRATIVA
COORDINACIÓN DE RECURSOS HUMANOS

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	TOTAL ANUAL NETO
CONSEJERO PRESIDENTE		1	403,680.00	1,149,564.00	1,553,244.00	76,954.78	10,099.32	1,466,189.90
CONSEJEROS		6	403,680.00	520,320.00	924,000.00	76,954.78	10099.32	836,945.90
DIRECTOR GENERAL		1	381,600.00	518,400.00	900,000.00	71,059.27	10,080.00	818,860.73
SECRETARIO GENERAL		1	339,840.00	518,160.00	858,000.00	61,237.31	10,056.00	786,706.69
CONTRALOR		1	244,920.00	397,950.84	642,870.84	39,005.48	3865.32	600,000.04
DIRECTOR EJECUTIVO/COORDINADOR ADMVO./JEFE DE UNIDAD TÉCNICA DE FISCALIZACIÓN		6	244,920.00	397,950.84	642,870.84	39,005.52	3865.32	600,000.00
SECRETARIO PARTICULAR		1	243,600.00	380,400.00	624,000.00	38,723.52	3126.24	582,150.24
JEFE DE UNIDAD/SUBDIRECTOR		1	243,000.00	372,659.76	615,659.76	38,595.36	3074.16	573,990.24
ASESORES		5	192,000.00	270,000.00	462,000.00	27,701.76	2,964.60	431,333.64
COORDINADOR DE AREA/JEFE DE DEPTO.		6	140,880.00	255,120.00	396,000.00	16,782.53	2,212.08	377,005.39
COORDINADOR C		7	109,488.00	254,337.12	363,825.12	10,562.04	1,626.36	351,636.72
COORDINADOR B		12	101,472.00	229,587.00	331,059.00	9,159.13	1,483.20	320,416.67
COORDINADOR A		14	96,360.00	174,979.44	271,339.44	8,341.21	1,395.96	261,602.27
ANALISTAS C		6	70,440.00	127,750.68	198,190.68	1,598.07	937.92	195,654.69
ANALISTAS B		5	70,440.00	123,000.72	193,440.72	1,598.07	937.92	190,904.73
ANALISTAS A		6	70,440.00	109,640.04	180,080.04	1,598.07	937.92	177,544.05
TÉCNICOS B		8	57,192.00	93,258.00	150,450.00	- 206.19	753.36	149,902.83
TÉCNICOS C		6	57,192.00	81,408.00	138,600.00	- 206.19	753.36	138,052.83
ADMINISTRATIVOS/ OPERATIVOS C		5	51,456.00	71,772.00	123,228.00	- 1,521.35	663.60	124,085.75
ADMINISTRATIVOS/ OPERATIVOS B		6	51,456.00	52,776.24	104,232.24	- 1,521.35	663.60	105,089.99
ADMINISTRATIVOS/ OPERATIVOS A		5	50,736.00	35,976.00	86,712.00	- 1,599.69	539.52	87,772.17
TOTAL		**109**						

INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACION CIUDADANA DEL ESTADO DE OAXACA
COORDINACION ADMINISTRATIVA
COORDINACIÓN DE RECURSOS HUMANOS

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CONSEJERO PRESIDENTE	1	1,149,564.00	1,149,564.00
CONSEJEROS	6	520,320.00	693,274.80
DIRECTOR GENERAL	1	518,400.00	563,400.00
SECRETARIO GENERAL	1	518,160.00	561,060.00
CONTRALOR	1	397,950.84	430,094.40
DIRECTOR EJECUTIVO/COORDINADOR ADMVO./JEFE DE UNIDAD TÉCNICA DE FISCALIZACIÓN	6	397,950.84	430,094.40
SECRETARIO PARTICULAR	1	380,400.00	411,600.00
JEFE DE UNIDAD	1	242,100.12	403,442.76
ASESORES	5	223,800.12	293,100.00
COORDINADOR DE AREA	6	255,120.00	274,920.00
COORDINADOR C	7	209,292.00	254,337.12
COORDINADOR B	12	162,528.00	200,928.00
COORDINADOR A	14	111,540.00	153,120.00
ANALISTAS C	6	113,422.08	133,302.00
ANALISTAS B	5	109,560.00	118,740.00
ANALISTAS A	6	85,560.00	103,080.00
TÉCNICOS B	8	87,708.00	100,920.00
TÉCNICOS C	6	81,408.00	88,861.20
ADMINISTRATIVOS/ OPERATIVOS C	5	61,944.00	78,720.00
ADMINISTRATIVOS/ OPERATIVOS B	6	45,564.00	59,424.00
ADMINISTRATIVOS/ OPERATIVOS A	5	33,264.00	41,042.40
TOTAL	**109**		

UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA
TABULADOR DE SUELDOS PARA EL EJERCICIO 2016
GOBIERNO DEL ESTADO

PLAZA/PUESTO		NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCCIONES		
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD	TOTAL ANUAL NETO
BASE ACAD	1	TC PI ASISTENTE A	10.00	1,091,599.20	1,445,139.42	2,536,738.62	523,587.21	51,931.68	1,961,219.73
BASE ACAD	2	TC PI ASISTENTE B	4.00	403,144.32	603,708.71	1,006,853.03	207,829.91	20,578.56	778,444.56
BASE ACAD	3	TC PI ASISTENTE C	7.00	784,331.52	1,035,914.21	1,820,245.73	375,880.62	36,969.60	1,407,395.51
BASE ACAD	4	TC PI ASOCIADO A	17.00	2,521,414.32	3,592,795.59	6,114,209.91	1,263,199.13	130,604.64	4,720,406.14
BASE ACAD	5	TC PI ASOCIADO B	26.00	4,353,088.32	5,660,882.93	10,013,971.25	2,069,094.42	226,030.56	7,718,846.27
BASE ACAD	6	TC PI ASOCIADO C	27.00	5,043,410.88	6,340,776.14	11,384,187.02	2,352,620.97	264,467.04	8,767,099.01
BASE ACAD	7	TC PI TITULAR A	85.00	18,254,318.40	20,900,647.06	39,154,965.46	8,092,361.27	870,024.48	30,192,579.71
BASE ACAD	8	TC PI TITULAR B	47.00	11,890,670.88	14,971,079.41	26,861,750.29	5,552,625.42	581,830.56	20,727,294.31
BASE ACAD	9	TC PI TITULAR C	14.00	4,089,365.52	6,939,626.14	11,028,991.66	2,280,248.36	241,293.12	8,507,450.18
BASE ACAD	10	ASIGNATURA "A" (hom.)	211.00	17,709,604.08	22,157,127.23	39,866,731.31	8,223,384.00	839,981.04	30,803,366.27
BASE ACAD	11	ASIGNATURA "B" (hom.)	223.00	22,299,426.96	27,475,223.31	49,774,650.27	10,275,287.02	1,130,723.76	38,368,639.49
BASE ACAD	16	ASIGNATURA "A" NH	34.00	1,478,947.92	2,491,793.16	3,970,741.08	817,731.32	76,691.76	3,076,318.00
BASE ACAD	17	ASIGNATURA "B" NH	40.00	1,619,829.84	2,640,485.06	4,260,314.90	876,992.04	97,434.48	3,285,888.38
BASE ACAD	18	ASIGNATURA "C" NH	1,061.00	35,770,550.64	44,798,465.11	80,569,015.75	16,526,701.19	1,528,995.36	62,513,319.20
BASE ACAD	30	TC TA ASISTENTE A NH	1.00	49,054.56	113,862.76	162,917.32	33,581.14	10,188.48	119,147.70
BASE ACAD	68	AYUDANTE DE INVESTIGADOR	11.00	882,024.00	601,417.56	1,483,441.56	306,557.79	26,400.00	1,150,483.77
BASE ACAD	88	ASESOR ESPECIALIZADO EN INFORM	23.00	2,513,087.04	1,963,405.52	4,476,492.56	924,049.80	89,060.16	3,463,382.60
BASE ADM	1	JARDINERO	41.00	2,152,273.68	2,369,617.46	4,521,891.14	934,853.28	74,012.16	3,513,025.70
BASE ADM	3	AFANADORA	59.00	3,097,174.32	3,435,902.79	6,533,077.11	1,350,126.89	108,043.92	5,074,906.30
BASE ADM	4	VELADOR	95.00	5,074,345.20	7,260,696.00	12,335,041.20	2,542,085.08	215,337.84	9,577,618.28
BASE ADM	5	AUXILIAR DE SERVICIOS	185.00	9,659,353.20	10,330,513.64	19,989,866.84	4,123,758.01	326,986.32	15,539,122.51
BASE ADM	7	AUXILIAR DE MANTENIMIENTO	6.00	308,673.12	310,484.16	619,157.28	127,697.36	9,940.32	481,519.60
BASE ADM	8	AUXILIAR DE IMPRENTA	1.00	56,585.28	59,157.98	115,743.26	23,878.83	1,963.68	89,900.75
BASE ADM	10	AUXILIAR DE CLINICA	20.00	1,147,617.60	1,087,152.48	2,234,770.08	461,087.75	37,696.08	1,735,986.25
BASE ADM	11	AUXILIAR DE ANFITEATRO	1.00	55,537.92	55,663.79	111,201.71	22,954.56	1,854.72	86,392.43
BASE ADM	12	OFICIAL JARDINERO	1.00	55,537.92	109,233.07	164,770.99	33,960.41	3,062.88	127,747.70
BASE ADM	13	MECANOGRAFA	42.00	2,332,491.84	2,022,139.76	4,354,631.60	899,537.72	70,874.88	3,384,219.00
BASE ADM	14	AUXILIAR BIBLIOTECARIO	38.00	2,041,974.00	1,951,751.99	3,993,725.99	823,688.70	66,138.24	3,103,899.05
BASE ADM	15	OFICIAL DE SERVICIOS	41.00	2,271,168.24	3,325,734.03	5,596,902.27	937,225.96	99,316.32	4,560,359.99
BASE ADM	16	TAQUIMECANOGRAFA	34.00	1,943,304.00	1,912,398.68	3,855,702.68	655,467.25	64,498.08	3,135,737.35
BASE ADM	17	ENCUADERNADOR	1.00	56,235.12	87,286.15	143,521.27	25,046.44	2,596.08	115,878.75
BASE ADM	18	OFICIAL DE MANTENIMIENTO	14.00	793,076.40	968,630.61	1,761,707.01	297,419.63	30,371.52	1,433,915.86
BASE ADM	20	BIBLIOTECARIO	43.00	2,904,378.24	3,593,058.81	6,497,437.05	1,100,660.37	119,790.48	5,276,986.20
BASE ADM	22	ENCARGADO DE CLINICA	4.00	240,561.60	290,996.35	531,557.95	90,126.36	9,226.08	432,205.51
BASE ADM	23	TECNICO DE MANTENIMIENTO	1.00	52,649.28	64,466.14	117,115.42	19,743.26	1,988.16	95,384.00
BASE ADM	24	OPERADOR DE RADIO DIFUSION	5.00	253,708.32	244,521.16	498,229.48	84,365.63	7,897.44	405,966.41
BASE ADM	25	OFICIAL DE TRANSPORTE	19.00	1,094,482.08	1,271,518.66	2,366,000.74	427,368.44	40,973.76	1,897,658.54
BASE ADM	26	OFICIAL DE IMPRENTA	1.00	64,165.20	111,136.88	175,302.08	29,115.69	3,342.96	142,843.43
BASE ADM	27	REDACTOR	1.00	52,649.76	110,506.64	163,156.40	27,098.01	3,033.60	133,024.79
BASE ADM	28	LOCUTOR	7.00	405,406.32	577,153.36	982,559.68	174,797.13	17,592.48	790,170.07

UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA
TABULADOR DE SUELDOS PARA EL EJERCICIO 2016
GOBIERNO DEL ESTADO

PLAZA/PUESTO		NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCCIONES		
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD	TOTAL ANUAL NETO
BASE ADM	29	ENCARGADO DE ANFITEATRO	2.00	115,811.52	146,899.82	262,711.34	44,748.51	4,639.20	213,323.63
BASE ADM	30	SECRETARIA	152.00	11,674,840.32	14,991,032.14	26,665,872.46	4,708,524.83	513,139.68	21,444,207.95
BASE ADM	31	TECNICO BIBLIOTECARIO	5.00	385,382.40	615,139.45	1,000,521.85	176,224.62	19,652.16	804,645.07
BASE ADM	32	ENFERMERA	6.00	464,545.44	459,928.36	924,473.80	165,999.20	17,267.28	741,207.32
BASE ADM	35	MEDICO	7.00	620,914.56	815,843.56	1,436,758.12	254,429.63	29,546.64	1,152,781.85
BASE ADM	36	ARCHIVISTA	4.00	247,427.52	253,163.37	500,590.89	85,823.95	8,750.40	406,016.54
BASE ADM	37	MULTICOPISTA	6.00	333,200.16	343,541.44	676,741.60	116,484.76	11,394.24	548,862.60
BASE ADM	41	TEC PRENSISTA EN SISTEMA OFSET	1.00	167,167.92	93,749.34	260,917.26	45,487.59	5,500.80	209,928.87
BASE ADM	45	PROMOTOR DE USUARIOS	4.00	354,808.32	693,773.70	1,048,582.02	188,694.82	21,606.96	838,280.24
BASE ADM	46	ENCARGADO DE ARCHIVO	3.00	220,485.36	258,428.64	478,914.00	86,252.72	9,011.52	383,649.76
BASE ADM	50	PRODUCTOR DE PROGRMAS	1.00	52,649.76	69,761.81	122,411.57	21,693.56	2,098.08	98,619.93
BASE ADM	51	OP.EQUIPO ELECT.DE COMPUTACION	1.00	56,192.40	56,053.29	112,245.69	19,954.08	1,876.56	90,415.05
BASE ADM	52	TECNICO DE IMPRENTA	1.00	66,631.92	114,541.06	181,172.98	33,307.05	3,483.84	144,382.09
BASE ADM	56	ALMACENISTA	1.00	55,534.08	92,462.53	147,996.61	27,563.70	2,675.76	117,757.15
BASE ADM	58	OPERADOR DE EQ.DE COMPUTO "A"	1.00	77,076.48	68,489.74	145,566.22	26,552.92	2,684.40	116,328.90
BASE ADM	59	OFICINISTA ADMINISTRATIVO	2.00	143,022.48	260,163.82	403,186.30	75,368.20	7,919.52	319,898.58
BASE ADM	61	OPERADOR DE EQ.DE COMPUTO "B"	1.00	151,764.24	197,184.66	348,948.90	60,803.79	7,554.96	280,590.15
BASE ADM	71	OFICIAL DE CORRESPONDENCIA	1.00	55,093.44	73,388.03	128,481.47	21,736.01	2,248.80	104,496.66
CONFIANZA	72	REPORTERO	2.00	222,105.60	161,402.09	383,507.69	67,906.52	7,633.20	307,967.97
CONFIANZA	73	SECRETARIA EJECUTIVA	65.00	4,992,531.36	4,662,884.42	9,655,415.78	1,843,186.04	178,586.64	7,633,643.10
CONFIANZA	74	OFICIAL MAYOR	1.00	120,426.72	200,557.79	320,984.51	59,436.23	6,767.28	254,781.00
CONFIANZA	75	CAJERA GENERAL	1.00	80,805.84	70,710.22	151,516.06	28,813.45	2,830.08	119,872.53
CONFIANZA	76	SUPERVISOR DE PERSONAL	25.00	2,218,119.84	2,096,923.30	4,315,043.14	798,495.83	83,258.64	3,433,288.67
CONFIANZA	77	AUXILIAR CONTABLE	10.00	899,988.00	899,180.30	1,799,168.30	308,684.76	34,331.76	1,456,151.78
CONFIANZA	78	AUXILIAR ADMINISTRATIVO	1.00	82,361.28	69,691.15	152,052.43	25,604.88	2,546.40	123,901.15
EVENTUALES ADMV	3	AFANADORA	36.00	1,889,801.28	1,239,771.96	3,129,573.24	572,549.86	28,859.52	2,528,163.86
EVENTUALES ADMV	4	VELADOR	3.00	160,242.48	103,936.95	264,179.43	46,804.16	4,777.92	212,597.35
EVENTUALES ADMV	5	AUXILIAR DE SERVICIOS	251.00	13,105,452.96	8,628,019.58	21,733,472.54	3,987,770.43	322,987.44	17,422,714.67
EVENTUALES ADMV	10	AUXILIAR DE CLINICA	16.00	918,094.08	568,652.64	1,486,746.72	260,070.89	17,599.92	1,209,075.91
EVENTUALES ADMV	13	MECANOGRAFA	113.00	6,275,513.76	3,969,051.55	10,244,565.31	1,902,717.91	166,116.48	8,175,730.92
EVENTUALES ADMV	14	AUXILIAR BIBLIOTECARIO	43.00	2,310,648.00	1,492,885.61	3,803,533.61	718,426.09	36,650.16	3,048,457.36
EVENTUALES ADMV	15	OFICIAL DE SERVICIOS	1.00	55,093.20	35,024.54	90,117.74	17,557.95	1,642.80	70,916.99
EVENTUALES ADMV	24	OPERADOR DE RADIO DIFUSION	3.00	152,229.60	102,128.70	254,358.30	46,714.05	4,538.64	203,105.61
EVENTUALES ADMV	25	OFICIAL DE TRANSPORTE	10.00	576,040.80	355,911.60	931,952.40	166,974.56	17,176.80	747,801.04
EVENTUALES ADMV	30	SECRETARIA	1.00	76,808.40	39,924.88	116,733.28	23,174.39	2,352.72	91,206.17
EVENTUALES ADMV	32	ENFERMERA	1.00	77,424.24	40,063.84	117,488.08	23,387.77	-	94,100.31
EVENTUALES ADMV	35	MEDICO	2.00	177,404.16	85,217.72	262,621.88	48,526.53	2,767.20	211,328.15
EVENTUALES ADMV	37	MULTICOPISTA	17.00	936,584.40	595,417.18	1,532,001.58	276,969.21	19,713.60	1,235,318.77
EVENTUALES ADMV	73	SECRETARIA EJECUTIVA	4.00	307,233.60	159,699.52	466,933.12	91,230.69	7,058.16	368,644.27
JUBILADOS	1	JARDINERO	5.00	387,023.76	562,078.80	949,102.56	172,083.89	-	777,018.67
JUBILADOS	2	TC PI ASISTENTE B	2.00	201,572.16	243,738.82	445,310.98	81,863.45	-	363,447.53
JUBILADOS	3	AFANADORA	22.00	1,538,308.56	1,867,669.22	3,405,977.78	635,033.83	-	2,770,943.95
JUBILADOS	4	VELADOR	53.00	5,197,119.36	6,691,729.72	11,888,849.08	2,217,929.62	-	9,670,919.46

UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA
TABULADOR DE SUELDOS PARA EL EJERCICIO 2016
GOBIERNO DEL ESTADO

PLAZA/PUESTO		NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCCIONES		
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD	TOTAL ANUAL NETO
JUBILADOS	5	AUXILIAR DE SERVICIOS	47.00	5,329,786.32	6,457,926.15	11,787,712.47	1,911,861.37	-	9,875,851.10
JUBILADOS	6	TC PI ASOCIADO C	34.00	6,984,446.40	7,095,699.04	14,080,145.44	2,292,230.39	-	11,787,915.05
JUBILADOS	7	AUXILIAR DE MANTENIMIENTO	32.00	6,684,538.80	8,194,659.86	14,879,198.66	2,410,452.75	-	12,468,745.91
JUBILADOS	8	TC PI TITULAR B	34.00	8,998,753.68	10,201,701.40	19,200,455.08	3,172,712.29	-	16,027,742.79
JUBILADOS	9	TC PI TITULAR C	36.00	10,981,332.48	12,658,341.46	23,639,673.94	3,880,201.98	18,351.60	19,741,120.36
JUBILADOS	10	ASIGNATURA "A" (hom.)	12.00	1,129,012.32	1,480,200.52	2,609,212.84	425,321.61	-	2,183,891.23
JUBILADOS	11	ASIGNATURA "B" (hom.)	88.00	9,880,489.20	12,806,450.62	22,686,939.82	3,652,293.17	-	19,034,646.65
JUBILADOS	13	MECANOGRAFA	3.00	166,606.56	192,295.65	358,902.21	59,352.08	-	299,550.13
JUBILADOS	14	AUXILIAR BIBLIOTECARIO	1.00	53,736.24	76,711.11	130,447.35	22,716.24	-	107,731.11
JUBILADOS	15	OFICIAL DE SERVICIOS	52.00	2,899,347.60	4,014,645.93	6,913,993.53	1,205,535.26	-	5,708,458.27
JUBILADOS	16	TAQUIMECANOGRAFA	20.00	1,083,361.92	1,523,206.67	2,606,568.59	427,130.20	-	2,179,438.39
JUBILADOS	17	ASIGNATURA "B" NH	18.00	941,797.68	1,442,210.47	2,384,008.15	415,153.62	-	1,968,854.53
JUBILADOS	18	OFICIAL DE MANTENIMIENTO	22.00	1,400,020.80	1,924,992.87	3,325,013.67	612,524.72	-	2,712,488.95
JUBILADOS	20	BIBLIOTECARIO	12.00	810,524.16	1,013,246.19	1,823,770.35	344,569.28	1,007.04	1,478,194.03
JUBILADOS	21	TC PI ASISTENTE A NH	1.00	74,519.04	92,800.48	167,319.52	31,973.81	-	135,345.71
JUBILADOS	22	ENCARGADO DE CLINICA	6.00	665,857.92	456,885.53	1,122,743.45	217,115.42	-	905,628.03
JUBILADOS	23	TECNICO DE MANTENIMIENTO	2.00	105,298.56	106,067.75	211,366.31	39,652.66	-	171,713.65
JUBILADOS	24	OPERADOR DE RADIO DIFUSION	6.00	358,022.64	380,722.08	738,744.72	144,113.42	-	594,631.30
JUBILADOS	25	OFICIAL DE TRANSPORTE	4.00	230,417.28	316,305.46	546,722.74	107,735.58	-	438,987.16
JUBILADOS	27	REDACTOR	1.00	52,649.76	78,725.30	131,375.06	25,886.16	-	105,488.90
JUBILADOS	28	LOCUTOR	5.00	440,105.76	596,772.90	1,036,878.66	200,830.40	-	836,048.26
JUBILADOS	29	ENCARGADO DE ANFITEATRO	5.00	587,784.48	520,654.38	1,108,438.86	220,233.09	-	888,205.77
JUBILADOS	30	SECRETARIA	116.00	8,881,992.96	10,984,758.71	19,866,751.67	4,100,531.69	2,106.24	15,764,113.74
JUBILADOS	31	TECNICO BIBLIOTECARIO	11.00	772,019.52	1,081,470.25	1,853,489.77	382,588.73	-	1,470,901.04
JUBILADOS	32	ENFERMERA	11.00	789,885.36	868,313.51	1,658,198.87	342,417.96	-	1,315,780.91
JUBILADOS	33	TC TA ASOCIADO A NH	2.00	129,458.40	173,916.76	303,375.16	62,677.47	-	240,697.69
JUBILADOS	34	TC TA ASOCIADO B NH	1.00	67,829.28	85,658.05	153,487.33	31,713.67	-	121,773.66
JUBILADOS	35	MEDICO	10.00	853,168.56	1,038,929.66	1,892,098.22	391,015.18	899.28	1,500,183.76
JUBILADOS	37	MULTICOPISTA	1.00	55,533.36	80,488.80	136,022.16	28,112.41	-	107,909.75
JUBILADOS	38	ENCARGADO DEL CONMUTADOR	1.00	52,649.28	71,886.62	124,535.90	25,742.97	2,471.76	96,321.17
JUBILADOS	44	ENCARG.DE AREA SEC.EDITORIAL	1.00	66,631.92	96,779.18	163,411.10	33,785.31	-	129,625.79
JUBILADOS	45	PROMOTOR DE USUARIOS	5.00	443,510.40	610,949.24	1,054,459.64	217,505.33	-	836,954.31
JUBILADOS	46	ENCARGADO DE ARCHIVO	5.00	384,040.80	495,205.29	879,246.09	181,508.18	-	697,737.91
JUBILADOS	57	SECRET.AUX.SERVICIOS ESCOLARES	1.00	66,214.32	91,623.39	157,837.71	32,504.97	-	125,332.74
JUBILADOS	59	OFICINISTA ADMINISTRATIVO	2.00	141,386.88	198,420.27	339,807.15	69,949.80	-	269,857.35
JUBILADOS	60	OFICINISTA DE PERSONAL	2.00	177,404.16	229,089.63	406,493.79	83,381.95	-	323,111.84
JUBILADOS	69		30.00	4,039,902.72	1,506,609.38	5,546,512.10	1,143,268.29	-	4,403,243.81
JUBILADOS	71	OFICIAL DE CORRESPONDENCIA	3.00	166,161.60	235,777.50	401,939.10	83,061.96	-	318,877.14
JUBILADOS	73	SECRETARIA EJECUTIVA	29.00	2,227,436.88	2,714,276.89	4,941,713.77	1,020,082.03	-	3,921,631.74
JUBILADOS	75	CAJERA GENERAL	1.00	80,805.84	98,248.68	179,054.52	37,017.63	-	142,036.89
JUBILADOS	76	SUPERVISOR DE PERSONAL	5.00	465,562.08	571,345.72	1,036,907.80	214,287.55	-	822,620.25
JUBILADOS	77	AUXILIAR CONTABLE	7.00	629,991.60	782,572.27	1,412,563.87	291,110.30	-	1,121,453.57
JUBILADOS	78	AUXILIAR ADMINISTRATIVO	2.00	179,997.60	238,177.67	418,175.27	86,266.39	-	331,908.88

UNIVERSIDAD AUTONOMA "BENITO JUAREZ" DE OAXACA
TABULADOR DE SUELDOS PARA EL EJERCICIO 2016
GOBIERNO DEL ESTADO

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCCIONES		
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD	TOTAL ANUAL NETO
JUBILADOS 79	COORD.ACADEMICO	1.00	110,016.48	134,691.55	244,708.03	50,469.52	-	194,238.51
JUBILADOS 80	COORD.ADMINISTRATIVO	17.00	1,870,280.16	2,291,052.72	4,161,332.88	858,518.91	3,779.28	3,299,034.69
JUBILADOS 82	SUB-JEFE	5.00	550,082.40	695,552.70	1,245,635.10	257,005.00	-	988,630.10
JUBILADOS 83	JEFE	22.00	2,723,929.20	3,294,552.92	6,018,482.12	1,242,351.73	4,397.76	4,771,732.63
JUBILADOS 88	ASESOR ESPECIALIZADO EN INFORM	1.00	297,792.00	76,392.26	374,184.26	77,121.90	-	297,062.36
JUBILADOS 89	ADMINSTRATIVO "E"	1.00	142,228.32	48,287.52	190,515.84	39,354.92	-	151,160.92
JUBILADOS 92	ADMINISTRATIVO "B"	1.00	197,157.36	58,211.22	255,368.58	52,668.66	-	202,699.92
MAND.MED Y SUP 66	EX-DIRECTOR SUPERIOR	15.00	3,832,511.28	3,520,002.24	7,352,513.52	1,231,210.80	173,065.44	5,948,237.28
MAND.MED Y SUP 67	EX-DIRECTOR MEDIA SUPERIOR	8.00	1,845,912.72	2,326,651.54	4,172,564.26	709,333.54	93,605.52	3,369,625.20
MAND.MED Y SUP 79	COORD.ACADEMICO	41.00	4,510,675.68	2,961,133.33	7,471,809.01	1,303,933.55	188,850.72	5,979,024.74
MAND.MED Y SUP 80	COORD.ADMINISTRATIVO	50.00	5,556,066.24	5,303,971.08	10,860,037.32	1,833,442.39	247,583.04	8,779,011.89
MAND.MED Y SUP 82	SUB-JEFE	11.00	1,293,072.00	1,263,537.97	2,556,609.97	433,087.58	56,638.80	2,066,883.59
MAND.MED Y SUP 83	JEFE	22.00	3,075,473.04	3,557,610.41	6,633,083.45	1,124,648.15	154,090.08	5,354,345.22
MAND.MED Y SUP 88	ASESOR ESPECIALIZADO EN INFORM	17.00	2,150,285.76	1,777,626.95	3,927,912.71	662,165.50	87,128.88	3,178,618.33
MAND.MED Y SUP 89	ADMINSTRATIVO "E"	20.00	4,257,883.92	2,884,857.32	7,142,741.24	1,209,486.58	182,152.80	5,751,101.86
MAND.MED Y SUP 90	ADMINISTRATIVO "D"	34.00	9,461,309.28	4,840,784.21	14,302,093.49	2,583,373.42	389,361.84	11,329,358.23
MAND.MED Y SUP 91	DIRECTOR DE ESCUELA	12.00	2,789,664.00	2,344,720.38	5,134,384.38	852,763.14	113,690.16	4,167,931.08
MAND.MED Y SUP 92	ADMINISTRATIVO "B"	1.00	139,223.52	177,181.55	316,405.07	52,550.49	6,758.40	257,096.18
MAND.MED Y SUP 93	DIRECTOR DE FACULTAD	13.00	3,498,803.28	3,589,830.13	7,088,633.41	1,261,066.14	159,240.72	5,668,326.55

UNIVESIDAD AUTÓNOMA BENITO JUÁREZ DE OAXACA
ANALITICO DE PLAZAS 2016

NIVEL	CATEGORIA	PLAZAS	DE	HASTA
BASE ACAD 1	TC PI ASISTENTE A	10	3,484.68	3,484.68
BASE ACAD 2	TC PI ASISTENTE B	4	4,199.42	4,199.42
BASE ACAD 3	TC PI ASISTENTE C	7	4,668.64	4,668.64
BASE ACAD 4	TC PI ASOCIADO A	17	6,179.91	6,179.91
BASE ACAD 5	TC PI ASOCIADO B	26	6,975.43	6,976.13
BASE ACAD 6	TC PI ASOCIADO C	27	7,783.04	7,783.04
BASE ACAD 7	TC PI TITULAR A	85	8,927.19	10,712.64
BASE ACAD 8	TC PI TITULAR B	47	10,192.02	10,548.98
BASE ACAD 9	TC PI TITULAR C	14	12,170.73	12,170.74
BASE ACAD 10	ASIGNATURA "A" (hom.)	211	427.36	6,923.67
BASE ACAD 11	ASIGNATURA "B" (hom.)	223	499.34	6,990.74
BASE ACAD 16	ASIGNATURA "A" NH	34	579.53	3,380.56
BASE ACAD 17	ASIGNATURA "B" NH	40	201.47	4,029.44
BASE ACAD 18	ASIGNATURA "C" NH	1061	127.01	4,726.87
BASE ACAD 30	TC TA ASISTENTE A NH	1	2,043.94	2,043.94
BASE ACAD 68	AYUDANTE DE INVESTIGADOR	11	3,341.00	3,341.00
BASE ACAD 88	ASESOR ESPECIALIZADO EN INFORM	23	3,295.86	6,846.05
BASE ADM 1	JARDINERO	41	2,187.27	2,187.27
BASE ADM 3	AFANADORA	59	2,187.27	2,187.27
BASE ADM 4	VELADOR	95	2,225.59	2,225.59
BASE ADM 5	AUXILIAR DE SERVICIOS	185	2,175.53	2,175.53
BASE ADM 7	AUXILIAR DE MANTENIMIENTO	6	2,143.38	2,143.60
BASE ADM 8	AUXILIAR DE IMPRENTA	1	2,357.72	2,357.72
BASE ADM 10	AUXILIAR DE CLINICA	20	2,390.87	2,390.87

UNIVESIDAD AUTÓNOMA BENITO JUÁREZ DE OAXACA

ANALITICO DE PLAZAS 2016

NIVEL		CATEGORIA	PLAZAS	DE	HASTA
BASE ADM	11	AUXILIAR DE ANFITEATRO	1	2,314.08	2,314.08
BASE ADM	12	OFICIAL JARDINERO	1	2,314.08	2,314.08
BASE ADM	13	MECANOGRAFA	42	2,313.98	2,313.98
BASE ADM	14	AUXILIAR BIBLIOTECARIO	38	2,239.00	2,239.01
BASE ADM	15	OFICIAL DE SERVICIOS	41	2,295.56	2,313.92
BASE ADM	16	TAQUIMECANOGRAFA	34	2,381.50	2,381.50
BASE ADM	17	ENCUADERNADOR	1	2,343.13	2,343.13
BASE ADM	18	OFICIAL DE MANTENIMIENTO	14	2,328.08	2,779.81
BASE ADM	20	BIBLIOTECARIO	43	2,814.32	2,814.32
BASE ADM	22	ENCARGADO DE CLINICA	4	2,505.85	2,505.85
BASE ADM	23	TECNICO DE MANTENIMIENTO	1	2,193.72	2,193.72
BASE ADM	24	OPERADOR DE RADIO DIFUSION	5	2,113.98	2,114.30
BASE ADM	25	OFICIAL DE TRANSPORTE	19	2,400.18	2,400.18
BASE ADM	26	OFICIAL DE IMPRENTA	1	2,673.55	2,673.55
BASE ADM	27	REDACTOR	1	2,193.74	2,193.74
BASE ADM	28	LOCUTOR	7	2,413.09	2,413.14
BASE ADM	29	ENCARGADO DE ANFITEATRO	2	2,412.74	2,412.74
BASE ADM	30	SECRETARIA	152	3,200.34	3,200.34
BASE ADM	31	TECNICO BIBLIOTECARIO	5	3,211.52	3,211.52
BASE ADM	32	ENFERMERA	6	3,226.01	3,226.01
BASE ADM	35	MEDICO	7	3,695.92	3,695.92
BASE ADM	36	ARCHIVISTA	4	2,577.37	2,577.37
BASE ADM	37	MULTICOPISTA	6	2,313.89	2,313.89
BASE ADM	41	TEC PRENSISTA EN SISTEMA OFSET	1	6,965.33	6,965.33
BASE ADM	45	PROMOTOR DE USUARIOS	4	3,695.92	3,695.92
BASE ADM	46	ENCARGADO DE ARCHIVO	3	2,786.21	3,200.34
BASE ADM	50	PRODUCTOR DE PROGRMAS	1	2,193.74	2,193.74
BASE ADM	51	OP.EQUIPO ELECT.DE COMPUTACION	1	2,341.35	2,341.35
BASE ADM	52	TECNICO DE IMPRENTA	1	2,776.33	2,776.33
BASE ADM	56	ALMACENISTA	1	2,313.92	2,313.92
BASE ADM	58	OPERADOR DE EQ.DE COMPUTO "A"	1	3,211.52	3,211.52
BASE ADM	59	OFICINISTA ADMINISTRATIVO	2	2,758.93	3,200.34
BASE ADM	61	OPERADOR DE EQ.DE COMPUTO "B"	1	6,323.51	6,323.51
BASE ADM	71	OFICIAL DE CORRESPONDENCIA	1	2,295.56	2,295.56
CONFIANZA	72	REPORTERO	2	4,627.20	4,627.20
CONFIANZA	73	SECRETARIA EJECUTIVA	65	3,200.34	3,200.35
CONFIANZA	74	OFICIAL MAYOR	1	5,017.78	5,017.78
CONFIANZA	75	CAJERA GENERAL	1	3,366.91	3,366.91
CONFIANZA	76	SUPERVISOR DE PERSONAL	25	3,535.26	3,703.60
CONFIANZA	77	AUXILIAR CONTABLE	10	3,749.95	3,749.95
CONFIANZA	78	AUXILIAR ADMINISTRATIVO	1	3,431.72	3,431.72
EVENTUALES	ADMV 3	AFANADORA	36	2,187.27	2,187.27
EVENTUALES	ADMV 4	VELADOR	3	2,225.59	2,225.59
EVENTUALES	ADMV 5	AUXILIAR DE SERVICIOS	251	2,175.54	2,175.54
EVENTUALES	ADMV10	AUXILIAR DE CLINICA	16	2,390.87	2,390.87
EVENTUALES	ADMV13	MECANOGRAFA	113	2,313.98	2,313.98
EVENTUALES	ADMV14	AUXILIAR BIBLIOTECARIO	43	2,239.00	2,239.00
EVENTUALES	ADMV15	OFICIAL DE SERVICIOS	1	2,295.55	2,295.55
EVENTUALES	ADMV24	OPERADOR DE RADIO DIFUSION	3	2,114.30	2,114.30
EVENTUALES	ADMV25	OFICIAL DE TRANSPORTE	10	2,400.17	2,400.17
EVENTUALES	ADMV30	SECRETARIA	1	3,200.35	3,200.35
EVENTUALES	ADMV32	ENFERMERA	1	3,226.01	3,226.01
EVENTUALES	ADMV35	MEDICO	2	3,695.92	3,695.92
EVENTUALES	ADMV37	MULTICOPISTA	17	2,295.55	2,295.55
EVENTUALES	ADMV73	SECRETARIA EJECUTIVA	4	3,200.35	3,200.35
JUBILADOS	1	TC PI ASISTENTE A	5	2,187.27	3,484.68
JUBILADOS	2	TC PI ASISTENTE B	2	4,199.42	4,199.42
JUBILADOS	3	TC PI ASISTENTE C	22	2,187.27	8,238.04
JUBILADOS	4	TC PI ASOCIADO A	53	2,225.59	6,179.94
JUBILADOS	5	TC PI ASOCIADO B	47	2,175.53	11,922.16
JUBILADOS	6	TC PI ASOCIADO C	34	7,445.07	15,285.44

UNIVESIDAD AUTÓNOMA BENITO JUÁREZ DE OAXACA

ANALITICO DE PLAZAS 2016

NIVEL		CATEGORIA	PLAZAS	DE	HASTA
JUBILADOS	7	TC PI TITULAR A	32	2,143.60	15,355.67
JUBILADOS	8	TC PI TITULAR B	34	10,452.24	19,544.45
JUBILADOS	9	TC PI TITULAR C	36	12,169.91	22,880.97
JUBILADOS	10	ASIGNATURA "A" (hom.)	12	1,567.00	6,158.97
JUBILADOS	11	ASIGNATURA "B" (hom.)	88	332.90	9,743.35
JUBILADOS	13	MECANOGRAFA	3	2,313.98	2,313.98
JUBILADOS	14	AUXILIAR BIBLIOTECARIO	1	2,239.01	2,239.01
JUBILADOS	15	OFICIAL DE SERVICIOS	52	2,295.56	2,639.93
JUBILADOS	16	ASIGNATURA "A" NH	20	1,062.06	4,297.28
JUBILADOS	17	ASIGNATURA "B" NH	18	302.08	4,231.27
JUBILADOS	18	ASIGNATURA "C" NH	22	2,148.58	4,297.28
JUBILADOS	20	BIBLIOTECARIO	12	2,814.32	2,814.32
JUBILADOS	21	TC PI ASISTENTE A NH	1	3,104.96	3,104.96
JUBILADOS	22	TC PI ASISTENTE B NH	6	2,505.85	9,858.83
JUBILADOS	23	TECNICO DE MANTENIMIENTO	2	2,193.72	2,193.72
JUBILADOS	24	TC PI ASOCIADO A NH	6	2,114.30	4,346.11
JUBILADOS	25	OFICIAL DE TRANSPORTE	4	2,400.18	2,400.18
JUBILADOS	27	REDACTOR	1	2,193.74	2,193.74
JUBILADOS	28	TC PI TITULAR B NH	5	2,413.09	8,685.23
JUBILADOS	29	TC PI TITULAR C NH	5	2,412.74	9,356.92
JUBILADOS	30	SECRETARIA	116	2,043.94	3,200.34
JUBILADOS	31	TC TA ASISTENTE B NH	11	2,063.36	4,644.89
JUBILADOS	32	TC TA ASISTENTE C NH	11	2,141.39	4,282.95
JUBILADOS	33	TC TA ASOCIADO A NH	2	2,697.05	2,697.05
JUBILADOS	34	TC TA ASOCIADO B NH	1	2,826.22	2,826.22
JUBILADOS	35	TC TA ASOCIADO C NH	10	2,725.21	4,226.83
JUBILADOS	37	MULTICOPISTA	1	2,313.89	2,313.89
JUBILADOS	38	ENCARGADO DEL CONMUTADOR	1	2,193.72	2,193.72
JUBILADOS	44	ENCARG.DE AREA SEC.EDITORIAL	1	2,776.33	2,776.33
JUBILADOS	45	PROMOTOR DE USUARIOS	5	3,695.92	3,695.92
JUBILADOS	46	ENCARGADO DE ARCHIVO	5	3,200.34	3,200.34
JUBILADOS	57	SECRET.AUX.SERVICIOS ESCOLARES	1	2,758.93	2,758.93
JUBILADOS	59	OFICINISTA ADMINISTRATIVO	2	2,690.78	3,200.34
JUBILADOS	60	OFICINISTA DE PERSONAL	2	3,695.92	3,695.92
JUBILADOS	69	P E N S I O N I S T A S	30	1,310.28	17,865.81
JUBILADOS	71	OFICIAL DE CORRESPONDENCIA	3	2,295.56	2,313.92
JUBILADOS	73	SECRETARIA EJECUTIVA	29	3,200.34	3,200.35
JUBILADOS	75	CAJERA GENERAL	1	3,366.91	3,366.91
JUBILADOS	76	SUPERVISOR DE PERSONAL	5	3,703.60	4,584.02
JUBILADOS	77	AUXILIAR CONTABLE	7	3,749.95	3,749.95
JUBILADOS	78	AUXILIAR ADMINISTRATIVO	2	3,749.95	3,749.95
JUBILADOS	79	COORD.ACADEMICO	1	4,584.02	4,584.02
JUBILADOS	80	COORD.ADMINISTRATIVO	17	4,584.02	4,584.02
JUBILADOS	82	SUB-JEFE	5	4,584.02	4,584.02
JUBILADOS	83	JEFE	22	4,584.02	7,296.47
JUBILADOS	88	ASESOR ESPECIALIZADO EN INFORM	1	12,408.00	12,408.00
JUBILADOS	89	ADMINSTRATIVO "E"	1	5,926.18	5,926.18
JUBILADOS	92	ADMINISTRATIVO "B"	1	8,214.89	8,214.89
MAND.MED Y SUP	66	EX-DIRECTOR SUPERIOR	15	9,743.51	11,242.55
MAND.MED Y SUP	67	EX-DIRECTOR MEDIA SUPERIOR	8	9,060.65	9,743.51
MAND.MED Y SUP	79	COORD.ACADEMICO	41	4,584.02	4,584.02
MAND.MED Y SUP	80	COORD.ADMINISTRATIVO	50	4,584.02	6,452.02
MAND.MED Y SUP	82	SUB-JEFE	11	4,584.02	7,604.04
MAND.MED Y SUP	83	JEFE	22	5,017.78	9,154.26
MAND.MED Y SUP	88	ASESOR ESPECIALIZADO EN INFORM	17	2,182.13	8,557.56
MAND.MED Y SUP	89	ADMINSTRATIVO "E"	20	5,606.03	10,558.45
MAND.MED Y SUP	90	ADMINISTRATIVO "D"	34	11,119.27	13,531.39
MAND.MED Y SUP	91	DIRECTOR DE ESCUELA	12	9,377.76	9,743.51
MAND.MED Y SUP	92	ADMINISTRATIVO "B"	1	5,800.98	5,800.98
MAND.MED Y SUP	93	DIRECTOR DE FACULTAD	13	10,872.87	11,242.55

COMISION ESTATAL DE ARBITRAJE MEDICO DE OAXACA
TABULADOR DE SUELDOS CONFIANZA
EJERCICIO 2016

Plaza / Puesto	Nivel	Número de Plazas	Percepciones			Deducciones		Total Anual Neto (Liquido)
			Sueldo Base	Remuneraciones Adicionales*	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención**	
COMISIONADO PRESIDENTE		1	494,333.04	435,015.96	929,349.00	116,749.44	4,708.56	807,891.00
SUBCOMISION		2	277,430.40	885,079.20	1,162,509.60	208,121.28	8,379.84	946,008.48
DIRECTOR A		1	138,715.20	451,526.64	590,241.84	104,014.80	4,169.28	482,057.76
DIRECTOR B		1	51,105.60	272,692.92	323,798.52	13,028.16	1,410.00	309,360.36
CONSULTOR		4	429,287.04	1,249,752.96	1,679,040.00	259,262.40	12,627.84	1,407,149.76
JEFE DE DEPARTAMENTO		3	153,316.80	457,781.04	611,097.84	22,392.72	4,240.80	584,464.32
ANALISTA		1	47,455.20	90,882.72	138,337.92	0.00	1,309.20	137,028.72
SECRETARIA DE AREA		3	142,365.60	185,471.28	327,836.88	0.00	0.00	327,836.88
OFICIAL DE TRANSPORTE		1	47,455.20	65,295.36	112,750.56	0.00	0.00	112,750.56
RECEPCIONISTA		1	32,853.60	46,817.04	79,670.64	0.00	0.00	79,670.64
VIGILANTE		2	65,707.20	70,672.32	136,379.52	0.00	0.00	136,379.52
SUBTOTAL REMUNERACIONES CONF.			1,880,024.88	4,210,987.44	6,091,012.32	723,568.80	36845.52	5,330,598.00
CONSEJO GENERAL								
CONSEJERO		8	2,714,112.00	0.00	2,714,112.00	271,392.00	0.00	2,442,720.00
PRESTACIONES ANUALES								
CUOTAS AL IMSS PARA CONFIANZA					666,438.96			666,438.96
TOTAL SERVICIOS PERSONALES CONFIANZA		**28**	**4,594,136.88**	**4,210,987.44**	**9,471,563.28**	**994,960.80**	**36,845.52**	**8,439,756.96**

* Incluye bono por puntualidad, bono por asistencia, prestaciones de prevision social, subsidio para el empleo, prima vacacional y aguinaldo.
* *Conforme a plan de prevision social autorizado por la CONSAR

COMISION ESTATAL DE ARBITRAJE MEDICO DE OAXACA
ANALITICO DE PLAZAS
EJERCICIO 2016

Plaza / Puesto	Número de Plazas	Remuneraciones	
		De	Hasta
COMISIONADO PRESIDENTE	1	929,349.04	929,349.04
SUBCOMISION	2	581,254.80	581,254.80
DIRECTOR A	1	590,241.84	590,241.84
DIRECTOR B	1	323,798.52	323,798.52
CONSULTOR	4	419,760.00	419,760.00
JEFE DE DEPARTAMENTO	3	203,699.28	203,699.28
ANALISTA	1	138,337.92	138,337.92
SECRETARIA DE AREA	3	109,278.96	109,278.96
OFICIAL DE TRANSPORTE	1	112,750.56	112,750.56
RECEPCIONISTA	1	79,670.64	79,670.64
VIGILANTE	2	68,189.76	68,189.76
CONSEJERO	8	339,264.00	339,264.00
TOTAL DE PLAZAS	**28**		

Instituto de Acceso a la Información Pública
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TABULADOR DE SUELDOS Y SALARIOS 2016

PLAZA/PUESTOS	NIVEL	NUM DE PLAZAS	PERCEPCIONES				SUELDO BRUTO	DEDUCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES				OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
CONSEJERO	MANDO MEDIO Y SUPERIORES	1	1,163,522.07	9,432.00	91,824.00	103,302.00	1,368,080.07	314,545.20	16,114.86	1,037,420.01
CONSEJERO	MANDO MEDIO Y SUPERIORES	1	1,163,522.07	9,432.00	91,824.00	103,302.00	1,368,080.07	314,545.20	16,114.86	1,037,420.01
CONSEJERO	MANDO MEDIO Y SUPERIORES	1	1,163,522.07	9,432.00	91,824.00	103,302.00	1,368,080.07	314,545.20	16,114.86	1,037,420.01
SECRETARIO GENERAL DE ACUERDO	MANDO MEDIO Y SUPERIORES	1	401,424.66	9,432.00	31,680.00	35,640.00	478,176.66	79,984.32	12,854.65	385,337.69
DIRECTOR	MANDO MEDIO Y SUPERIORES	1	401,424.66	9,432.00	31,680.00	35,640.00	478,176.66	79,984.32	12,854.65	385,337.69
DIRECTOR	MANDO MEDIO Y SUPERIORES	1	401,424.66	9,432.00	31,680.00	35,640.00	478,176.66	79,984.32	12,854.65	385,337.69
DIRECTOR	MANDO MEDIO Y SUPERIORES	1	401,424.66	9,432.00	31,680.00	35,640.00	478,176.66	79,984.32	12,854.65	385,337.69
DIRECTOR	MANDO MEDIO Y SUPERIORES	1	401,424.66	9,432.00	31,680.00	35,640.00	478,176.66	79,984.32	12,854.65	385,337.69
CONTRALOR INTERNO	MANDO MEDIO Y SUPERIORES	1	401,424.66	9,432.00	31,680.00	35,640.00	478,176.66	79,984.32	12,854.65	385,337.69
SECRETARIA TECNICA	MANDO MEDIO Y SUPERIORES	1	401,424.66	9,432.00	31,680.00	35,640.00	478,176.66	79,984.32	12,854.65	385,337.69
SUBDIRECTORA	MANDO MEDIO Y SUPERIORES	1	241,325.56	9,432.00	21,425.69	21,425.69	293,608.93	39,783.60	7,614.56	246,210.77
COORDINADOR	MANDO MEDIO Y SUPERIORES	1	241,325.56	9,432.00	21,425.69	21,425.69	293,608.93	39,783.60	7,614.56	246,210.77
SECRETARIO DE ACUERDO	MANDO MEDIO Y SUPERIORES	1	183,381.73	9,432.00	16,281.17	16,281.17	225,376.08	27,054.00	5,718.14	192,603.94
SECRETARIO DE ACUERDO	MANDO MEDIO Y SUPERIORES	1	183,381.73	9,432.00	16,281.17	16,281.17	225,376.08	27,054.00	5,718.14	192,603.94
SECRETARIO DE ACUERDO	MANDO MEDIO Y SUPERIORES	1	183,381.73	9,432.00	16,281.17	16,281.17	225,376.08	27,054.00	5,718.14	192,603.94
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
JEFE DE DEPARTAMENTO "B"	MANDO MEDIO Y SUPERIORES	1	147,432.33	9,432.00	13,089.60	13,089.60	183,043.53	19,176.00	4,541.66	159,325.87
SECRETARIO ARTICULAR	MANDO MEDIO Y SUPERIORES	1	183,075.19	9,432.00	16,254.00	16,254.00	225,015.19	26,986.32	5,708.19	192,320.68
SECRETARIO ARTICULAR	MANDO MEDIO Y SUPERIORES	1	183,075.19	9,432.00	16,254.00	16,254.00	225,015.19	26,986.32	5,708.19	192,320.68
SECRETARIO ARTICULAR	MANDO MEDIO Y SUPERIORES	1	183,075.19	9,432.00	16,254.00	16,254.00	225,015.19	26,986.32	5,708.19	192,320.68
SECRETARIA "B"	CONTRATO CONFIANZA	1	109,231.30	9,432.00	9,697.88	9,697.88	138,059.06	11,142.00	3,291.28	123,625.78
AUDITOR	CONTRATO CONFIANZA	1	128,941.25	9,432.00	11,448.00	11,448.00	161,269.25	15,123.60	3,936.51	142,209.14

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TABULADOR DE SUELDOS Y SALARIOS 2016

PLAZA/PUESTOS	NIVEL	NUM DE PLAZAS	PERCEPCIONES				SUELDO BRUTO	DEDUCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES				OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
DISEÑADORA	CONTRATO CONFIANZA	1	111,796.77	9,432.00	9,925.68	9,925.68	141,080.12	11,613.60	3,375.23	126,091.29
CAPACITADOR	CONTRATO CONFIANZA	1	109,479.45	9,432.00	9,720.00	9,720.00	138,351.45	11,187.84	3,299.53	123,864.08
CAPACITADOR	CONTRATO CONFIANZA	1	109,479.45	9,432.00	9,720.00	9,720.00	138,351.45	11,187.84	3,299.53	123,864.08
CAPACITADOR	CONTRATO CONFIANZA	1	109,479.45	9,432.00	9,720.00	9,720.00	138,351.45	11,187.84	3,299.53	123,864.08
CAPACITADOR	CONTRATO CONFIANZA	1	109,479.45	9,432.00	9,720.00	9,720.00	138,351.45	11,187.84	3,299.53	123,864.08
JEFE DE DEPARTAMENTO "A"	CONTRATO CONFIANZA	1	102,180.82	9,432.00	9,072.00	9,072.00	129,756.82	9,846.00	3,060.55	116,850.27
JEFE DE DEPARTAMENTO "A"	CONTRATO CONFIANZA	1	102,180.82	9,432.00	9,072.00	9,072.00	129,756.82	9,846.00	3,060.55	116,850.27
JEFE DE DEPARTAMENTO "A"	CONTRATO CONFIANZA	1	102,180.82	9,432.00	9,072.00	9,072.00	129,756.82	9,846.00	3,060.55	116,850.27
JEFE DE DEPARTAMENTO "A"	CONTRATO CONFIANZA	1	102,180.82	9,432.00	9,072.00	9,072.00	129,756.82	9,846.00	3,060.55	116,850.27
JEFE DE DEPARTAMENTO "A"	CONTRATO CONFIANZA	1	102,180.82	9,432.00	9,072.00	9,072.00	129,756.82	9,846.00	3,060.55	116,850.27
JEFE DE DEPARTAMENTO "A"	CONTRATO CONFIANZA	1	102,180.82	9,432.00	9,072.00	9,072.00	129,756.82	9,846.00	3,060.55	116,850.27
ABOGADO AUXILIAR	CONTRATO CONFIANZA	1	125,291.93	9,432.00	11,124.00	11,124.00	156,971.93	14,323.92	3,817.05	138,830.96
ABOGADO AUXILIAR	CONTRATO CONFIANZA	1	125,291.93	9,432.00	11,124.00	11,124.00	156,971.93	14,323.92	3,817.05	138,830.96
ABOGADO AUXILIAR	CONTRATO CONFIANZA	1	125,291.93	9,432.00	11,124.00	11,124.00	156,971.93	14,323.92	3,817.05	138,830.96
ACTUARIO	CONTRATO CONFIANZA	1	101,830.49	9,432.00	9,040.85	9,040.85	129,344.19	9,781.44	3,049.11	116,513.64
AUXILIAR "B"	CONTRATO CONFIANZA	1	97,903.82	9,432.00	8,692.19	8,692.19	124,720.20	9,089.04	2,920.69	112,710.47
AUXILIAR "B"	CONTRATO CONFIANZA	1	97,903.82	9,432.00	8,692.19	8,692.19	124,720.20	9,089.04	2,920.69	112,710.47
AUXILIAR "B"	CONTRATO CONFIANZA	1	97,903.82	9,432.00	8,692.19	8,692.19	124,720.20	9,089.04	2,920.69	112,710.47
AUXILIAR "B"	CONTRATO CONFIANZA	1	97,903.82	9,432.00	8,692.19	8,692.19	124,720.20	9,089.04	2,920.84	112,710.32
AUXILIAR "B"	CONTRATO CONFIANZA	1	97,903.82	9,432.00	8,692.19	8,692.19	124,720.20	9,089.04	2,920.69	112,710.47
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
SECRETARIA "A"	CONTRATO CONFIANZA	1	64,074.67	9,432.00	5,688.90	5,688.90	84,884.47	4,654.08	1,813.39	78,417.00
SECRETARIA "A"	CONTRATO CONFIANZA	1	64,074.67	9,432.00	5,688.90	5,688.90	84,884.47	4,654.08	1,813.39	78,417.00
OFICIAL DE PARTES	CONTRATO CONFIANZA	1	68,121.76	9,432.00	6,048.00	6,048.00	89,649.76	5,105.52	1,945.82	82,598.42
CHOFER "A"	CONTRATO CONFIANZA	1	78,704.78	9,432.00	6,987.60	6,987.60	102,111.98	6,286.80	2,292.08	93,533.10
CHOFER "A"	CONTRATO CONFIANZA	1	78,704.78	9,432.00	6,987.60	6,987.60	102,111.98	6,286.80	2,292.08	93,533.10
CHOFER "A"	CONTRATO CONFIANZA	1	78,704.78	9,432.00	6,987.60	6,987.60	102,111.98	6,286.80	2,292.08	93,533.10
ASISTENTE	CONTRATO CONFIANZA	1	54,597.40	9,432.00	4,847.43	4,847.43	73,724.26	3,595.92	1,529.33	68,599.01
ASISTENTE	CONTRATO CONFIANZA	1	54,597.40	9,432.00	4,847.43	4,847.43	73,724.26	3,595.92	1,529.33	68,599.01
AUXILIAR "A"	CONTRATO CONFIANZA	1	77,850.84	9,432.00	6,912.00	6,912.00	101,106.84	6,191.76	2,264.31	92,650.77
TOTALES		**69**	**13,262,183.90**	**650,808.00**	**1,115,312.89**	**1,177,466.89**	**16,205,771.68**	**2,311,422.72**	**349,489.75**	**13,544,859.21**

Instituto de Acceso a la Información Pública y Protección de Datos Personales del Estado de Oaxaca
ANALITICO DE PLAZAS

PLAZA / PUESTO	NUMERO DE PLAZAS	REMUNERACION	
		DE	HASTA
CONSEJEROS	3	-	1,352,356.80
SECRETARIO GENERAL DE ACUERDO	1	-	472,752.00
SECRETARIA TÉCNICA	1	-	472,752.00
DIRECTORES	4	-	472,752.00
CONTRALOR INTERNO	1	-	472,752.00
SUBDIRECTOR	1	-	290,347.78
COORDINADOR	1	-	290,347.78
SECRETARIOS DE ACUERDO	3	-	222,897.95
JEFE DE DEPARTAMENTO "B"	12	-	181,051.20
SECRETARIO PARTICULAR	3	-	222,541.20
SECRETARIAS "B"	1	-	136,582.96
AUDITOR	1	-	159,526.80
DISEÑADORA	1	-	139,569.35
CAPACITADOR	4	-	136,872.00
JEFE DE DEPARTAMENTO "A"	6	-	128,376.00
ABOGADO AUXILIAR	3	-	155,278.80
ACTUARIO	1	-	127,968.11
AUXILIAR "B"	5	-	123,397.17
AUXILIAR "A"	9	-	100,054.80
SECRETARIA "A"	2	-	84,018.60
OFICIAL DE PARTES	1	-	88,729.00
CHOFER A	3	-	72,986.46
ASISTENTE	2	-	72,986.46
TOTALES	**69**		

SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA
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TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2016

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
INTENDENTE	1	40	1,778,358.00	2,191,767.02	3,970,125.02		90,458.28	3,879,666.74
AUXILIAR DE ALIMENTACION	2	2	87,744.00	102,034.67	189,778.67	63.60	4,237.92	185,477.15
CHOFER	2	1	43,872.00	51,181.13	95,053.13	39.60	2,118.96	92,894.57
AUXILIAR DE OFICINA	2	54	2,369,088.00	2,760,547.80	5,129,635.80	1,993.00	201,111.84	4,926,530.96
AUXILIAR DE OFICINA	3	3	135,036.00	154,820.30	289,856.30	416.80	6,492.24	282,947.26
CHOFER	3	1	45,012.00	51,627.77	96,639.77	140.40	2,164.08	94,335.29
AUXILIAR DE DESARROLLO MATERNO INFANTIL	3	9	408,348.00	464,334.50	872,682.50	1,218.40	19,725.84	851,738.26
ADMINISTRATIVO	3	7	315,084.00	361,271.97	676,355.97	974.40	41,812.56	633,569.01
CAPTURISTA DE DATOS	4	7	323,148.00	364,846.77	687,994.77	1,275.60	15,851.28	670,867.89
ADMINISTRATIVO	5	1	47,052.00	52,356.70	99,408.70	271.00	2,243.52	96,894.18
ALMACENISTA	6	1	48,372.00	52,803.83	101,175.83	312.40	2,297.76	98,565.67
ALMACENISTA	7	1	50,292.00	53,414.90	103,706.90	439.00	33,846.24	69,421.66
TECNICO	7	53	2,665,476.00	2,838,180.30	5,503,656.30	23,694.20	351,871.92	5,128,090.18
SECRETARIA EJECUTIVA DE DIRECTOR	7	1	50,292.00	53,547.70	103,839.70	449.20	2,370.24	101,020.26
AUXILIAR DE ANALISTA	9	8	445,152.00	443,150.67	888,302.67	7,836.80	20,609.28	859,856.59
OPERADOR DE COMPUTADORA	9	1	55,644.00	55,393.83	111,037.83	979.60	2,576.16	107,482.07
TECNICO	9	12	667,728.00	717,490.80	1,385,218.80	11,295.56	151,754.76	1,222,168.48
TECNICO ADMINISTRATIVO	9	1	55,644.00	55,393.83	111,037.83	979.60	2,576.16	107,482.07
OFICIAL ADMINISTRATIVO	9	1	49,152.00	37,567.47	86,719.47	7.80	5,179.56	81,532.11
AUXILIAR DE ANALISTA	10	3	180,432.00	170,311.00	350,743.00	5,796.60	8,232.48	336,713.92
TECNICO	10	1	60,144.00	56,770.33	116,914.33	1,932.20	2,744.16	112,237.97
TECNICO ADMINISTRATIVO	11	2	127,200.00	115,675.87	242,875.87	4,769.60	43,295.52	194,810.75
ABOGADO	12	10	678,960.00	592,555.80	1,271,515.80	34,527.80	30,376.80	1,206,611.20
ANALISTA	12	15	1,018,440.00	1,007,639.00	2,026,079.00	3,448.40	54,280.80	1,968,349.80
MEDICO GENERAL	12	2	135,792.00	118,385.60	254,177.60	6,897.00	6,075.36	241,205.24
PEDAGOGA FORMATIVA	12	3	203,688.00	177,757.20	381,445.20	10,357.60	9,113.04	361,974.56
PSICOLOGO	12	6	407,376.00	355,425.40	762,801.40	20,709.20	18,226.08	723,866.12
TECNICO	12	1	67,896.00	59,282.60	127,178.60	3,454.60	3,037.68	120,686.32
ANALISTA	13	1	76,884.00	71,526.03	148,410.03	5,175.80	3,649.92	139,584.31
JEFE	15	46	3,905,400.00	3,097,161.27	7,002,561.27	293,402.60	602,710.08	6,106,448.59
JEFE DE OFICINA	15	39	3,311,100.00	2,604,213.50	5,915,313.50	245,526.20	146,001.36	5,523,785.94
AUXILIAR 1A	1A	17	1,445,748.00	1,027,342.03	2,473,090.03	80,995.00	60,966.96	2,331,128.07
AUXILIAR DE OFICINA 1A	1A	9	765,396.00	548,251.30	1,313,647.30	43,393.00	32,181.84	1,238,072.46
AUXILIAR 2A	2A	1	86,844.00	70,562.57	157,406.57	5,681.60	3,901.92	147,823.05
AUXILIAR 3A.	3A	22	1,961,256.00	1,408,340.67	3,369,596.67	192,265.00	230,919.36	2,946,412.31
AUXILIAR DE OFICINA 3A	3A	10	891,480.00	613,656.07	1,505,136.07	87,151.40	37,346.40	1,380,638.27
OFICIAL DE TRANSPORTE 3A.	3A	1	89,148.00	74,702.57	163,850.57	8,815.00	104,334.24	50,701.33
AUXILIAR 3B.	3B	2	179,832.00	143,920.47	323,752.47	17,914.00	8,059.20	297,779.27
AUXILIAR 3C.	3C	3	272,664.00	215,701.00	488,365.00	27,405.00	12,167.52	448,792.48
AUXILIAR TECNICO 4A.	4A	52	4,770,480.00	3,719,665.07	8,490,145.07	481,930.60	211,958.64	7,796,255.83
OFICIAL ADMINISTRATIVO 4A.	4A	14	1,284,360.00	996,762.53	2,281,122.53	129,952.00	129,675.12	2,021,495.41
AUXILIAR TECNICO 4B.	4B	4	368,880.00	296,066.13	664,946.13	37,584.00	16,549.20	610,812.93
OFICIAL ADMINISTRATIVO 4B.	4B	1	92,220.00	80,943.83	173,163.83	9,380.00	4,353.36	159,430.47
OFICIAL ADMINISTRATIVO 5A.	5A	30	2,794,320.00	2,161,653.60	4,955,973.60	285,987.40	225,955.08	4,444,031.12
OFICIAL ADMINISTRATIVO 5C.	5C	1	94,800.00	74,197.47	168,997.47	9,854.00	4,233.60	154,909.87
OFICIAL ADMINISTRATIVO 6A.	6A	41	3,919,272.00	3,169,875.53	7,089,147.53	410,407.80	316,280.40	6,362,459.33
OFICIAL ADMINISTRATIVO 6B	6B	1	96,708.00	83,356.57	180,064.57	10,204.40	4,550.40	165,309.77
OFICIAL ADMINISTRATIVO 7A.	7A	20	1,985,040.00	1,576,594.40	3,561,634.40	215,070.00	89,882.88	3,256,681.52

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TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2016

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
OFICIAL ADMINISTRATIVO 7B.	7B	1	100,524.00	84,559.37	185,083.37	11,000.20	4,134.72	169,948.45
OFICIAL ADMINISTRATIVO 7C.	7C	9	914,652.00	680,054.30	1,594,706.30	101,473.60	40,217.52	1,453,015.18
OFICIAL ADMINISTRATIVO 8A.	8A	29	2,984,448.00	2,387,329.87	5,371,777.87	336,112.00	225,421.44	4,810,244.43
OFICIAL ADMINISTRATIVO 8C.	8C	6	634,320.00	517,041.20	1,151,361.20	72,966.80	65,055.60	1,013,338.80
OFICIAL ADMINISTRATIVO 9A.	9A	8	856,416.00	604,772.27	1,461,188.27	99,408.00	4,847.76	1,356,932.51
OFICIAL ADMINISTRATIVO 9C.	9C	31	3,543,300.00	2,785,007.70	6,328,307.70	432,323.00	218,556.96	5,677,427.74
ENFERMERA 10A.	10A	4	469,824.00	340,083.33	809,907.33	58,562.40	148,660.08	602,684.85
TECNICO 10A.	10A	71	8,339,376.00	6,384,365.87	14,723,741.87	1,042,802.60	676,953.12	13,003,986.15
TRABAJADOR SOCIAL 10A.	10A	1	117,456.00	88,506.53	205,962.53	14,640.60	5,291.04	186,030.89
ENFERMERA 10B.	10B	1	120,204.00	87,787.70	207,991.70	15,409.20	5,348.88	187,233.62
TECNICO 10B.	10B	7	841,428.00	671,189.30	1,512,617.30	108,624.40	250,234.56	1,153,758.34
AUXILIAR CONTABLE 11A.	11A	1	125,712.00	94,712.20	220,424.20	16,877.60	5,704.80	197,841.80
TECNICO 11A	11A	42	5,279,904.00	4,029,369.60	9,309,273.60	709,827.80	239,697.84	8,359,747.96
TRABAJADOR SOCIAL 11A.	11A	4	502,848.00	367,864.40	870,712.40	67,488.00	22,509.36	780,715.04
TECNICO 11C	11C	2	258,384.00	195,125.07	453,509.07	35,460.80	11,772.00	406,276.27
TECNICO 12A.	12A	59	7,795,788.00	5,833,711.83	13,629,499.83	1,090,389.00	351,837.72	12,187,273.11
TECNICO 12C.	12C	4	559,776.00	421,983.47	981,759.47	81,476.00	25,683.12	874,600.35
ABOGADO 13A.	13A	2	285,984.00	211,805.60	497,789.60	42,232.00	13,038.48	442,519.12
ANALISTA 13A	13A	23	3,288,816.00	2,349,740.80	5,638,556.80	485,140.40	224,263.68	4,929,152.72
CONTADOR 13A.	13A	4	571,968.00	411,335.20	983,303.20	84,592.20	25,725.12	872,985.88
EDUCADORA 13A.	13A	1	142,992.00	103,445.80	246,437.80	21,116.00	6,448.80	218,873.00
MEDICO OFICIAL 13A.	13A	10	1,429,920.00	1,009,719.20	2,439,639.20	211,366.00	63,791.04	2,164,482.16
ODONTOLOGO 13A.	13A	1	142,992.00	96,073.00	239,065.00	21,116.00	6,237.60	211,711.40
PSICOLOGO 13A.	13A	6	857,952.00	601,014.00	1,458,966.00	126,696.00	38,129.76	1,294,140.24
TECNICO ESPECIALIZADO 13A.	13A	46	6,577,632.00	4,844,222.20	11,421,854.20	972,171.40	350,354.16	10,099,328.64
ANALISTA 13B.	13B	2	292,200.00	204,959.93	497,159.93	43,758.80	13,020.00	440,381.13
MEDICO OFICIAL 13B.	13B	5	730,500.00	527,256.23	1,257,756.23	34,796.20	32,982.00	1,189,978.03
TECNICO ESPECIALIZADO 13B	13B	6	876,600.00	664,334.20	1,540,934.20	131,606.60	40,314.96	1,369,012.64
ABOGADO 13C.	13C	9	1,342,332.00	997,848.30	2,340,180.30	204,939.00	305,149.92	1,830,091.38
CONTADOR 13C.	13C	2	298,296.00	228,123.80	526,419.80	45,424.60	13,858.32	467,136.88
MEDICO GENERAL 13C	13C	5	745,740.00	538,845.50	1,284,585.50	113,262.20	32,914.80	1,138,408.50
MEDICO OFICIAL 13C	13C	20	2,982,960.00	2,133,929.60	5,116,889.60	452,536.00	333,549.12	4,330,804.48
PSICOLOGO 13C.	13C	1	149,148.00	106,536.70	255,684.70	22,626.80	6,713.52	226,344.38
TECNICO ESPECIALIZADO 13C.	13C	25	3,728,700.00	2,775,845.90	6,504,545.90	567,804.00	267,194.88	5,669,547.02
DELEGADO REGIONAL	17A	8	661,440.00	1,043,515.47	1,704,955.47	118,190.40	46,630.32	1,540,134.75
JEFE DE DEPARTAMENTO	17A	35	2,893,800.00	4,771,280.27	7,665,080.27	512,286.20	220,222.20	6,932,571.87
SECRETARIO DE ACUERDOS	17A	1	82,680.00	128,922.93	211,602.93	14,815.80	79,978.80	116,808.33
ASESOR	18A	2	166,320.00	465,630.00	631,950.00	38,938.60	6,567.36	586,444.04
COORDINADOR	18A	1	83,160.00	226,401.00	309,561.00	19,575.20	8,555.52	281,430.28
JEFE DE UNIDAD	18A	13	1,081,080.00	2,448,277.00	3,529,357.00	250,423.40	97,073.76	3,181,859.84
SECRETARIO EJECUTIVO	18A	1	83,160.00	198,561.00	281,721.00	19,375.20	6,567.36	255,778.44
SUBPROCURADOR	18A	2	1,164,240.00	314,130.00	1,478,370.00	38,724.80	13,134.72	1,426,510.48
SECRETARIA TECNICA	19A	1	83,400.00	235,172.93	318,572.93	21,372.80	10,688.40	286,511.73
DIRECTOR	20A	7	585,480.00	2,776,949.47	3,362,429.47	171,315.20	94,169.04	3,096,945.23
PROCURADOR	20A	1	83,640.00	396,707.07	480,347.07	24,473.60	13,452.72	442,420.75
SUBDIRECTOR GENERAL	21A	1	94,620.00	422,799.57	517,419.57	30,062.00	14,514.60	472,842.97
DIRECTOR GENERAL	22B	1	218,760.00	725,112.93	943,872.93	90,741.80	15,720.96	837,410.17

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ANALITICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
INTENDENTE	40	7,052.70	7,052.70
AUXILIAR DE ALIMENTACION	2	7,136.00	7,136.00
CHOFER	2	7,136.00	7,234.90
AUXILIAR DE OFICINA	57	7,136.00	7,234.90
AUXILIAR DE DESARROLLO MATERNO INFANTIL	9	7,234.90	7,234.90
ADMINISTRATIVO	8	7,234.90	7,374.30
CAPTURISTA DE DATOS	7	7,330.30	7,330.30
ALMACENISTA	2	7,490.10	7,613.20
TECNICO	67	7,613.20	9,168.00
SECRETARIA EJECUTIVA DE DIRECTOR	1	7,613.20	7,613.20
AUXILIAR DE ANALISTA	11	8,081.00	8,476.00
OPERADOR DE COMPUTADORA	1	8,081.00	8,081.00
TECNICO ADMINISTRATIVO	3	8,081.00	8,780.00
OFICIAL ADMINISTRATIVO	1	6,600.90	6,600.90
ABOGADO	10	9,168.00	9,168.00
ANALISTA	16	9,168.00	10,009.00
MEDICO GENERAL	2	9,168.00	9,168.00
PEDAGOGA FORMATIVA	3	9,168.00	9,168.00
PSICOLOGO	6	9,168.00	9,168.00
JEFE	46	10,824.00	10,824.00
JEFE DE OFICINA	39	10,824.00	10,824.00
AUXILIAR 1A	17	10,230.00	11,813.20
AUXILIAR DE OFICINA 1A	9	10,230.00	11,813.20
AUXILIAR 2A	1	10,391.00	12,007.60
AUXILIAR 3A.	22	10,600.00	12,259.90
AUXILIAR DE OFICINA 3A	10	10,600.00	12,259.90
OFICIAL DE TRANSPORTE 3A.	1	10,600.00	12,259.90
AUXILIAR 3B.	2	10,667.00	12,340.80
AUXILIAR 3C.	3	10,756.00	12,448.20
AUXILIAR TECNICO 4A.	52	10,832.00	12,540.00
OFICIAL ADMINISTRATIVO 4A.	14	10,832.00	12,540.00
AUXILIAR TECNICO 4B.	4	10,875.00	12,591.90
OFICIAL ADMINISTRATIVO 4B.	1	10,875.00	12,591.90
OFICIAL ADMINISTRATIVO 5A.	30	10,957.00	12,691.00
OFICIAL ADMINISTRATIVO 5C.	1	11,107.00	12,872.00
OFICIAL ADMINISTRATIVO 6A.	41	11,178.00	12,957.70
OFICIAL ADMINISTRATIVO 6B	1	11,277.00	13,077.30
OFICIAL ADMINISTRATIVO 7A.	20	11,507.00	13,354.70
OFICIAL ADMINISTRATIVO 7B.	1	11,620.00	13,491.40
OFICIAL ADMINISTRATIVO 7C.	9	11,720.00	13,611.90
OFICIAL ADMINISTRATIVO 8A.	29	11,834.00	13,749.80
OFICIAL ADMINISTRATIVO 8C.	6	12,086.00	14,054.00
OFICIAL ADMINISTRATIVO 9A.	8	12,205.00	14,197.90
OFICIAL ADMINISTRATIVO 9C.	31	12,856.00	14,984.10
ENFERMERA 10A.	4	13,140.00	15,326.40
TECNICO 10A.	71	13,140.00	15,326.40

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UNIDAD DE RECURSOS HUMANOS
ANALITICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TRABAJADOR SOCIAL 10A.	1	13,140.00	15,326.40
ENFERMERA 10B.	1	13,387.00	15,624.70
TECNICO 10B.	7	13,387.00	15,624.70
AUXILIAR CONTABLE 11A.	1	13,882.00	16,222.40
TECNICO 11A	42	13,882.00	16,222.40
TRABAJADOR SOCIAL 11A.	4	13,882.00	16,222.40
TECNICO 11C	2	14,193.00	16,598.20
TECNICO 12A.	59	14,458.00	16,917.80
TECNICO 12C.	4	15,158.00	17,763.40
ABOGADO 13A.	2	15,433.00	18,095.20
ANALISTA 13A	23	15,433.00	18,095.20
CONTADOR 13A.	4	15,433.00	18,095.20
EDUCADORA 13A.	1	15,433.00	18,095.20
MEDICO OFICIAL 13A.	10	15,433.00	18,095.20
ODONTOLOGO 13A.	1	15,433.00	18,095.20
PSICOLOGO 13A.	6	15,433.00	18,095.20
TECNICO ESPECIALIZADO 13A.	46	15,433.00	18,095.20
ANALISTA 13B.	2	15,710.00	18,429.80
MEDICO OFICIAL 13B.	5	15,710.00	18,429.80
TECNICO ESPECIALIZADO 13B	6	15,710.00	18,429.80
ABOGADO 13C.	9	15,984.00	18,760.60
CONTADOR 13C.	2	15,984.00	18,760.60
MEDICO GENERAL 13C	5	15,984.00	18,760.60
MEDICO OFICIAL 13C	20	15,984.00	18,760.60
PSICOLOGO 13C.	1	15,984.00	18,760.60
TECNICO ESPECIALIZADO 13C.	25	15,984.00	18,760.60
DELEGADO REGIONAL	8	17,572.00	17,572.00
JEFE DE DEPARTAMENTO	35	17,572.00	20,790.00
SECRETARIO DE ACUERDOS	1	17,572.00	17,572.00
ASESOR	2	23,162.00	30,892.00
COORDINADOR	1	24,045.00	24,045.00
JEFE DE UNIDAD	13	23,162.00	29,525.00
SECRETARIO EJECUTIVO	1	21,725.00	21,725.00
SUBPROCURADOR	2	23,162.00	23,162.00
SECRETARIA TECNICA	1	30,412.00	30,412.00
DIRECTOR	7	44,893.00	44,893.00
PROCURADOR	1	44,893.00	44,893.00
SUBDIRECTOR GENERAL	1	48,967.00	48,967.00
DIRECTOR GENERAL	1	90,166.00	90,166.00

COBAO

COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS
EJERCICIO 2016

Plaza/ Puesto	Nivel	Num de Plazas	Percepciones			Deducciones		Total Anual Neto
			Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
BASE	NIVEL 10	60	5,047,920.00	5,220,626.50	10,268,546.50	578,664.00	626,760.00	11,473,970.50
BASE	NIVEL 11	67	5,926,766.40	6,315,690.54	12,242,456.94	792,197.28	757,866.48	13,792,520.70
BASE	NIVEL 12	100	9,302,760.00	11,654,592.43	20,957,352.43	1,396,008.00	1,225,008.00	23,578,368.43
BASE	NIVEL 13	102	10,006,567.20	12,346,863.80	22,353,431.00	1,650,392.64	1,365,053.76	25,368,877.40
BASE	NIVEL 14	89	9,370,418.40	11,262,892.27	20,633,310.67	1,649,825.04	1,289,246.88	23,572,382.59
BASE	NIVEL 15	78	8,813,188.80	11,780,360.91	20,593,549.71	1,690,416.00	1,237,335.84	23,521,301.55
BASE	NIVEL 16	131	15,838,686.00	18,932,051.35	34,770,737.35	3,059,552.16	2,159,424.96	39,989,714.47
BASE	NIVEL 16A	86	11,245,910.40	14,742,531.96	25,988,442.36	2,408,749.92	1,602,056.16	29,999,248.44
BASE	NIVEL 16B	106	14,992,300.80	19,781,828.45	34,774,129.25	3,369,070.08	2,164,944.00	40,308,143.33
BASE	NIVEL 16C	86	13,156,142.40	17,660,740.37	30,816,882.77	3,145,308.96	1,936,259.04	35,898,450.77
BASE	NIVEL 16D	159	25,296,645.60	35,114,297.04	60,410,942.64	6,326,660.88	3,711,250.80	70,448,854.32
BASE	NIVEL 3	11	655,894.80	652,427.12	1,308,321.92	9,131.76	69,339.60	1,386,793.28
BASE	NIVEL 4	73	4,551,170.40	3,983,208.88	8,534,379.28	74,039.52	474,143.76	9,082,562.56
BASE	NIVEL 5	71	4,641,440.40	3,714,567.50	8,356,007.90	105,341.28	487,752.96	8,949,102.14
BASE	NIVEL 6	56	3,850,358.40	2,948,996.63	6,799,355.03	130,972.80	408,791.04	7,339,118.87
BASE	NIVEL 7	36	2,609,625.60	2,518,898.67	5,128,524.27	131,976.00	281,534.40	5,542,034.67
BASE	NIVEL 8	41	3,126,020.40	2,847,077.62	5,973,098.02	205,055.76	353,954.64	6,532,108.42
BASE	NIVEL 9	50	4,003,020.00	4,271,059.84	8,274,079.84	406,512.00	486,876.00	9,167,467.84
BASE	PROFR. ASOC. B 1/2 T	14	1,908,792.48	1,760,899.16	3,669,691.64	288,613.92	215,423.04	4,173,728.60
BASE	PROFR. ASOC. C 1/2 T	125	15,824,730.00	17,331,049.08	33,155,779.08	2,868,660.00	2,043,180.00	38,067,619.08
BASE	PROFR. ASOC. C 3/4 T	75	12,973,716.00	15,430,223.62	28,403,939.62	2,976,840.00	1,748,880.00	33,129,659.62
BASE	PROFR. ASOC. C T. C.	14	2,653,963.20	3,249,750.67	5,903,713.87	646,013.76	346,311.84	6,896,039.47
BASE	PROFR. TITULAR A 1/2 T	101	13,783,979.04	17,772,616.89	31,556,595.93	2,843,570.16	1,869,340.32	36,269,506.41
BASE	PROFR. TITULAR A 3/4 T	113	21,522,540.48	25,932,555.95	47,455,096.43	5,168,122.80	2,816,873.04	55,440,092.27
BASE	PROFR. TITULAR A T. C.	98	21,476,347.20	24,304,985.60	45,781,332.80	5,251,522.08	2,551,449.60	53,584,304.48
BASE	PROFR. TITULAR B 1/2 T	33	5,114,237.04	6,913,074.31	12,027,311.35	1,276,205.04	737,811.36	14,041,327.75
BASE	PROFR. TITULAR B 3/4 T	48	10,847,784.96	14,215,078.11	25,062,863.07	3,048,814.08	1,261,416.96	29,373,094.11
BASE	PROFR. TITULAR B T. C.	102	26,458,596.00	34,478,032.27	60,936,628.27	7,801,678.08	2,669,960.16	71,408,266.51
BASE	PROFR. TITULAR C 1/2 T	9	1,520,652.96	2,399,887.11	3,920,540.07	420,303.60	232,575.84	4,573,419.51
BASE	PROFR. TITULAR C 3/4 T	13	3,348,240.48	4,918,470.78	8,266,711.26	1,110,501.60	348,572.64	9,725,785.50
BASE	PROFR. TITULAR C T. C.	84	25,542,820.80	36,950,912.42	62,493,733.22	9,047,747.52	2,184,940.80	73,726,421.54
BASE	DOCENTE	302	29,716,365.12	27,856,814.32	57,573,179.44	3,477,010.56	3,298,202.40	64,348,392.40
BASE	TEC. DOC. ASOC. C 1/2 T	28	2,466,387.84	4,011,705.18	6,478,093.02	447,296.64	373,282.56	7,298,672.22
BASE	TEC. DOC. ASOC. C 3/4 T	6	722,075.04	1,217,529.49	1,939,604.53	181,651.68	118,285.92	2,239,542.13
BASE	TECNICO DOCENTE	151	6,225,524.64	9,714,109.70	15,939,634.34	222,586.08	778,942.56	16,941,162.98

COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS
EJERCICIO 2016

CONFIANZA	JEFE DE MATERIA	25	4,661,190.00	1,651,784.74	6,312,974.74	638,754.00	434,586.00	7,386,314.74
INTERINOS	DOCENTE	187	8,196,165.12	3,355,205.04	11,551,370.16	555,838.80	868,697.28	12,975,906.24
INTERINOS	NIVEL 2	1	57,189.60	6,348.27	63,537.87	2,382.00	1,620.48	67,540.35
INTERINOS	NIVEL 3	12	715,521.60	279,463.79	994,985.39	14,667.84	71,236.80	1,080,890.03
INTERINOS	NIVEL 4	19	1,184,551.20	438,153.76	1,622,704.96	35,143.92	112,809.84	1,770,658.72
INTERINOS	NIVEL 5	12	784,468.80	305,801.93	1,090,270.73	28,782.72	80,058.24	1,199,111.69
INTERINOS	NIVEL 6	8	550,051.20	209,376.76	759,427.96	21,037.44	44,666.88	825,132.28
INTERINOS	PROFR. TITULAR C T. C.	1	304,081.20	96,380.20	400,461.40	52,681.68	26,813.28	479,956.36
INTERINOS	TECNICO DOCENTE	54	761,464.80	526,801.65	1,288,266.45	3,006.72	80,870.40	1,372,143.57
MANDOS MEDIOS	COORDINADOR	5	1,611,630.00	677,637.93	2,289,267.93	199,120.80	91,165.20	2,579,553.93
MANDOS MEDIOS	DIRECTOR DE AREA	2	1,095,055.20	473,997.06	1,569,052.26	260,174.40	53,626.56	1,882,853.22
MANDOS MEDIOS	DIRECTOR DE PLANTEL A	45	15,671,394.00	7,222,176.70	22,893,570.70	2,584,893.60	1,019,228.40	26,497,692.70
MANDOS MEDIOS	DIRECTOR DE PLANTEL B	29	11,614,395.60	4,888,550.29	16,502,945.89	1,952,405.28	645,386.88	19,100,738.05
MANDOS MEDIOS	DIRECTOR DE PLANTEL C	7	3,223,936.80	1,516,150.37	4,740,087.17	634,507.44	161,711.76	5,536,306.37
MANDOS MEDIOS	DIRECTOR GRAL.DEL SIST.	1	1,035,417.60	409,657.38	1,445,074.98	294,548.16	26,813.28	1,766,436.42
MANDOS MEDIOS	INVEST. EDUC. CEA	16	3,022,444.80	1,639,724.16	4,662,168.96	371,182.08	258,328.32	5,291,679.36
MANDOS MEDIOS	JEFE DE DEPARTAMENTO	32	9,016,934.40	3,439,073.40	12,456,007.80	1,331,097.60	722,173.44	14,509,278.84
MANDOS MEDIOS	SUB-DIR DE PLANTEL B	43	12,658,615.20	4,446,451.14	17,105,066.34	1,708,248.96	851,874.72	19,665,190.02
MANDOS MEDIOS	SUB-DIR. DE PLANTEL C	19	6,432,404.40	1,897,612.32	8,330,016.72	808,611.12	325,565.76	9,464,193.60
MANDOS MEDIOS	SUBDIRECTOR DE AREA	6	2,012,937.12	955,881.36	2,968,818.48	380,417.76	160,879.68	3,510,115.92
BASE	PROFR. ASOC. B 3/4 T	1	157,683.60	134,284.26	291,967.86	23,707.57	17,695.46	333,370.90
							TOTAL	**1,044,149,747.25**

Proyección de cuotas patronales: Issste, Fovissste, Rcv, Fondo de Ahorro patronal e Impuesto sobre nominas: 114,933,394.55

COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS
ANALÍTICO DE PLAZAS

Plaza /puesto	Número de Plazas	Remuneraciones De	Hasta
BASE DOCENTE	1,316	2,239,542.13	73,726,421.54
BASE ADMINISTRATIVO	1,403	333,370.90	70,448,854.32
MANDOS MEDIOS Y SUPERIORES	205	1,766,436.42	26,497,692.70
CONFIANZA	25	7,386,314.74	7,386,314.74
INTERINO DOCENTE	242	479,956.36	12,975,906.24
INTERINO ADMINISTRATIVO	52	67,540.35	1,770,658.72

COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA
DIRECCION DE ADMINISTRACION
TABULADOR DE SUELDOS
EJERCICIO 2016

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NUM DE PLAZA	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	3	59	3,511,481.51	7,226,360.38	10,737,841.88	1,042,270.51	194,644.88	9,500,926.49
ALMACENISTA	BASE	4	2	124,460.80	300,703.08	425,163.87	38,863.62	6,974.36	379,325.89
CHOFER	BASE	4	1	62,230.40	176,168.84	238,399.23	20,234.08	3,572.63	214,592.53
OFICIAL DE MANTENIMIENTO	BASE	4	8	497,843.18	1,059,326.76	1,557,169.95	152,646.53	27,598.37	1,376,925.04
TAQUIMECANOGRAFA	BASE	4	48	2,987,059.10	6,336,232.97	9,323,292.08	949,740.71	169,196.75	8,204,354.61
VIGILANTE	BASE	4	57	3,547,132.69	8,086,005.86	11,633,138.54	1,227,887.67	211,579.40	10,193,671.47
BIBLIOTECARIO	BASE	6	24	1,647,248.73	3,588,294.17	5,235,542.91	571,945.81	94,937.64	4,568,659.46
OPERADOR DE EQUIPO TIPOGRAFICO ESPECIALIZADO	BASE	6	1	68,635.36	210,227.26	278,862.63	27,341.70	4,329.64	247,191.29
CAPTURISTA	BASE	8	37	2,815,989.49	5,816,414.86	8,632,404.35	982,569.58	157,100.25	7,492,734.52
ENCARGADO DE ORDEN	BASE	8	33	2,511,558.20	5,034,752.19	7,546,310.39	850,254.55	137,337.52	6,558,718.32
LABORATORISTA	BASE	8	21	1,598,264.31	3,384,507.36	4,982,771.66	570,075.24	90,485.77	4,322,210.66
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	8	37	2,815,989.49	5,771,876.32	8,587,865.81	974,746.14	156,267.00	7,456,852.67
ENFERMERA	BASE	9	5	399,589.46	863,688.27	1,263,277.73	143,552.83	22,377.19	1,097,347.71
TRABAJADOR SOCIAL	BASE	10	21	1,763,603.56	3,834,355.74	5,597,959.30	678,738.06	101,995.08	4,817,226.17
ANALISTA ESPECIALIZADO	BASE	13	15	1,468,975.25	2,933,390.34	4,402,365.60	553,784.56	80,181.43	3,768,399.60
PROGRAMADOR	BASE	13	19	1,860,701.99	3,869,299.31	5,730,001.30	730,960.55	104,650.16	4,894,390.58
JEFE DE OFICINA	BASE	14	54	5,675,497.07	11,365,252.75	17,040,749.82	2,233,538.17	312,838.42	14,494,373.23
TECNICO ESPECIALIZADO	BASE	14	9	945,916.18	2,586,952.94	3,532,869.11	379,841.78	52,928.14	3,100,099.20
COOR. DE TECNICOS ESPECIALIZADOS	BASE	16	6	720,662.40	770,598.85	1,491,261.25	169,896.97	26,600.58	1,294,763.71
DOCENTE CON ACTIVIDADES COMPLEMENTARIAS	BASE		35	2,415,374.67	4,235,816.56	6,651,191.23	724,467.85	120,593.41	5,806,129.97
DOCENTE CON ACTIVIDADES DE ORIENTACION EDUCATIVA	BASE		3	349,646.58	572,376.28	922,022.87	114,703.51	16,364.62	790,954.73
DOCENTE HORAS CLASE	BASE		161	20,267,445.00	30,271,870.65	50,539,315.65	6,484,577.69	911,214.22	43,143,523.75
ENCARGADO DE LA SALA DE COMPUTO MOD "B"	BASE		14	1,300,128.76	2,425,015.94	3,725,144.69	448,403.02	67,603.94	3,209,137.73
ENCARGADO DE LA SALA DE COMPUTO MOD "C"	BASE		46	4,912,608.85	8,701,938.79	13,614,547.64	1,738,764.95	249,852.08	11,625,930.61
OFICIAL DE SERVICIOS	BASE		52	3,235,980.70	6,422,183.79	9,658,164.49	951,856.11	175,092.24	8,531,216.13
PROFESOR CECYTE I ASOCIADO "B", 3/4 TIEMPO	BASE		97	14,687,516.48	26,005,300.34	40,692,816.82	5,803,857.12	736,771.13	34,152,188.58
PROFESOR CECYTE I ASOCIADO "B",1/2 TIEMPO	BASE		79	10,168,273.30	18,245,682.36	28,413,955.66	3,780,267.62	507,628.21	24,126,059.83
PROFESOR CECYTE II	BASE		2	109,429.56	317,399.81	426,829.37	41,044.32	7,192.61	378,592.45
PROFESOR CECYTE II ASOCIADO "C", 1/2 TIEMPO	BASE		70	10,430,188.09	18,532,735.94	28,962,924.02	4,084,354.91	519,720.44	24,358,848.68
PROFESOR CECYTE II ASOCIADO "C", 3/4 TIEMPO	BASE		226	39,034,505.16	70,240,263.59	109,274,768.75	16,716,859.80	2,010,459.06	90,547,449.89
PROFESOR CECYTE II ASOCIADO "C", TIEMPO COMPLETO	BASE		10	1,979,160.99	3,567,304.13	5,546,465.12	906,661.16	102,234.93	4,537,569.03

COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA
DIRECCION DE ADMINISTRACION
TABULADOR DE SUELDOS
EJERCICIO 2016

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NUM DE PLAZA	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
PROFESOR CECYTE III TITULAR "A" 1/2 TIEMPO	BASE		8	1,429,682.76	2,585,349.08	4,015,031.84	626,886.95	73,768.68	3,314,376.22
PROFESOR CECYTE III TITULAR "A" 3/4 TIEMPO	BASE		43	8,638,149.11	16,282,560.88	24,920,709.99	3,989,735.69	446,497.98	20,484,476.32
PROFESOR CECYTE III TITULAR "A" TIEMPO COMPLETO	BASE		8	1,827,280.23	3,259,846.21	5,087,126.45	884,073.71	93,826.09	4,109,226.64
PROFESOR CECYTE IV TITULAR "B" 3/4 TIEMPO	BASE		4	952,404.57	1,787,371.93	2,739,776.50	486,435.08	50,279.91	2,203,061.51
SUBDIRECTOR DE PLANTEL	BASE		23	7,485,291.81	6,361,139.88	13,846,431.69	2,350,447.43	255,245.79	11,240,738.47
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	10	6	484,514.38	746,811.23	1,231,325.62	114,137.65	20,661.80	1,096,526.16
SECRETARIA DE DIRECTOR GENERAL	CONFIANZA	13	1	94,167.12	204,022.85	298,189.97	20,715.51	3,623.90	273,850.56
INGENIERO EN SISTEMAS	CONFIANZA	16	3	360,331.20	483,302.37	843,633.57	88,330.37	13,660.49	741,642.72
SUPERVISOR	CONFIANZA	16	7	840,779.35	998,633.07	1,839,412.42	206,853.79	31,954.31	1,600,604.33
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA		6	923,749.92	977,063.41	1,900,813.33	231,736.85	33,186.99	1,635,889.49
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA		15	2,655,781.02	2,491,800.88	5,147,581.90	694,001.48	94,249.69	4,359,330.73
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA		43	8,755,272.83	7,973,821.36	16,729,094.19	2,375,248.96	307,497.28	14,046,347.96
COORDINADOR DE PLANTEL	CONFIANZA		94	29,614,180.93	25,184,939.74	54,799,120.67	9,240,569.31	1,015,453.25	44,543,098.10
DIRECTOR DE PLANTEL "A"	CONFIANZA		10	4,261,277.16	3,554,728.16	7,816,005.32	1,451,030.39	143,516.27	6,221,458.66
DIRECTOR DE PLANTEL "B"	CONFIANZA		30	13,282,482.06	10,842,712.50	24,125,194.56	4,569,497.40	446,959.61	19,108,737.56
RESPONSABLE DEL CENTRO "A"	CONFIANZA		6	1,239,953.18	1,206,444.65	2,446,397.84	336,470.40	43,394.13	2,066,533.31
RESPONSABLE DEL CENTRO "B"	CONFIANZA		16	3,802,487.33	3,420,253.24	7,222,740.57	1,064,692.78	131,913.35	6,026,134.44
RESPONSABLE DEL CENTRO "C"	CONFIANZA		44	12,025,456.34	10,371,699.18	22,397,155.52	3,509,589.27	413,454.95	18,474,111.30
AUXILIAR DE SERVICIOS Y MANTENIMIENTO (INTERINO)	INTERINO O CONTRATO	3	9	532,553.45	612,943.09	1,145,496.54	68,561.48	18,804.18	1,058,130.88
TAQUIMECANOGRAFA (INTERINO)	CONTRATO	4	3	185,621.87	176,881.06	362,502.93	24,696.45	6,530.06	331,276.43
VIGILANTE (INTERINO)	CONTRATO	4	8	494,991.65	572,989.68	1,067,981.32	66,029.14	17,437.93	984,514.25
CAPTURISTA (INTERINO)	CONTRATO	8	3	227,014.00	187,071.79	414,085.79	31,863.74	7,495.10	374,726.96
ENCARGADO DE ORDEN (INTERINO)	CONTRATO	8	1	75,671.33	163,208.48	238,879.81	10,746.69	2,514.29	225,618.83
ANALISTA ESPECIALIZADO (INTERINO)	CONTRATO	13	1	97,367.83	167,335.05	264,702.88	14,833.32	2,997.41	246,872.16
JEFE DE OFICINA (INTERINO)	CONTRATO	14	2	208,998.79	244,168.90	453,167.69	33,840.54	6,439.37	412,887.78
DOCENTE HORAS CLASE (INTERINO)	CONTRATO		126	14,134,944.30	8,599,972.51	22,734,916.81	2,212,953.10	412,889.41	20,109,074.30
ENCARGADO DE LA SALA DE COMPUTO MOD "C" (INTERINO)	INTERINO O CONTRATO		1	105,170.08	169,737.31	274,907.39	16,625.79	3,188.32	255,093.28
OFICIAL DE SERVICIOS (INTERINO)	CONTRATO		9	551,533.70	608,572.44	1,160,106.14	70,483.77	19,077.50	1,070,544.86
DIRECTOR DE AREA	MMYS		5	2,086,224.66	3,904,453.81	5,990,678.47	1,248,506.61	109,786.70	4,632,385.16
DIRECTOR GENERAL	MMYS		1	553,955.60	1,679,906.75	2,233,862.35	516,227.01	39,837.67	1,677,797.67
JEFE DE DEPARTAMENTO	MMYS		11	3,219,901.15	5,238,649.71	8,458,550.86	1,564,294.64	155,453.45	6,738,802.77
SUBDIRECTOR DE AREA	MMYS		3	1,041,689.00	1,841,849.25	2,883,538.25	551,509.61	51,824.30	2,280,204.34
TOTAL GENERAL			**1,802**	**266,101,976.03**	**385,652,536.89**	**651,754,512.91**	**92,766,332.02**	**11,853,742.23**	**547,134,438.65**

COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA
DIRECCION DE ADMINISTRACION
TABULADOR DE SUELDOS
EJERCICIO 2016

PLAZA/PUESTO	RELACION LABORAL	NUMERO DE PLAZA	REMUNERACIONES	
			DE	HASTA
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	59	10,737,841.88	10,737,841.88
ALMACENISTA	BASE	2	425,163.87	425,163.87
CHOFER	BASE	1	238,399.23	238,399.23
OFICIAL DE MANTENIMIENTO	BASE	8	1,557,169.95	1,557,169.95
TAQUIMECANOGRAFA	BASE	48	9,323,292.08	9,323,292.08
VIGILANTE	BASE	57	11,633,138.54	11,633,138.54
BIBLIOTECARIO	BASE	24	5,235,542.91	5,235,542.91
OPERADOR DE EQUIPO TIPOGRAFICO ESPECIALIZADO	BASE	1	278,862.63	278,862.63
CAPTURISTA	BASE	37	8,632,404.35	8,632,404.35
ENCARGADO DE ORDEN	BASE	33	7,546,310.39	7,546,310.39
LABORATORISTA	BASE	21	4,982,771.66	4,982,771.66
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	37	8,587,865.81	8,587,865.81
ENFERMERA	BASE	5	1,263,277.73	1,263,277.73
TRABAJADOR SOCIAL	BASE	21	5,597,959.30	5,597,959.30
ANALISTA ESPECIALIZADO	BASE	15	4,402,365.60	4,402,365.60
PROGRAMADOR	BASE	19	5,730,001.30	5,730,001.30
JEFE DE OFICINA	BASE	54	17,040,749.82	17,040,749.82
TECNICO ESPECIALIZADO	BASE	9	3,532,869.11	3,532,869.11
COOR. DE TECNICOS ESPECIALIZADOS	BASE	6	1,491,261.25	1,491,261.25
DOCENTE CON ACTIVIDADES COMPLEMENTARIAS	BASE	35	6,651,191.23	6,651,191.23
DOCENTE CON ACTIVIDADES DE ORIENTACION EDUCATIVA	BASE	3	922,022.87	922,022.87
DOCENTE HORAS CLASE	BASE	161	50,539,315.65	50,539,315.65
ENCARGADO DE LA SALA DE COMPUTO MOD "B"	BASE	14	3,725,144.69	3,725,144.69
ENCARGADO DE LA SALA DE COMPUTO MOD "C"	BASE	46	13,614,547.64	13,614,547.64
OFICIAL DE SERVICIOS	BASE	52	9,658,164.49	9,658,164.49
PROFESOR CECYTE I ASOCIADO "B", 3/4 TIEMPO	BASE	97	40,692,816.82	40,692,816.82
PROFESOR CECYTE I ASOCIADO "B",1/2 TIEMPO	BASE	79	28,413,955.66	28,413,955.66
PROFESOR CECYTE II	BASE	2	426,829.37	426,829.37
PROFESOR CECYTE II ASOCIADO "C", 1/2 TIEMPO	BASE	70	28,962,924.02	28,962,924.02
PROFESOR CECYTE II ASOCIADO "C", 3/4 TIEMPO	BASE	226	109,274,768.75	109,274,768.75
PROFESOR CECYTE II ASOCIADO "C", TIEMPO COMPLETO	BASE	10	5,546,465.12	5,546,465.12
PROFESOR CECYTE III TITULAR "A" 1/2 TIEMPO	BASE	8	4,015,031.84	4,015,031.84
PROFESOR CECYTE III TITULAR "A" 3/4 TIEMPO	BASE	43	24,920,709.99	24,920,709.99
PROFESOR CECYTE III TITULAR "A" TIEMPO COMPLETO	BASE	8	5,087,126.45	5,087,126.45

COLEGIO DE ESTUDIOS CIENTIFICOS Y TECNOLOGICOS DEL ESTADO DE OAXACA
DIRECCION DE ADMINISTRACION
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PROFESOR CECYTE IV TITULAR "B" 3/4 TIEMPO	BASE	4	2,739,776.50	2,739,776.50
SUBDIRECTOR DE PLANTEL	BASE	23	13,846,431.69	13,846,431.69
SECRETARIA DE DIRECTOR DE AREA	CONFIANZA	6	1,231,325.62	1,231,325.62
SECRETARIA DE DIRECTOR GENERAL	CONFIANZA	1	298,189.97	298,189.97
INGENIERO EN SISTEMAS	CONFIANZA	3	843,633.57	843,633.57
SUPERVISOR	CONFIANZA	7	1,839,412.42	1,839,412.42
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA	6	1,900,813.33	1,900,813.33
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	15	5,147,581.90	5,147,581.90
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	43	16,729,094.19	16,729,094.19
COORDINADOR DE PLANTEL	CONFIANZA	94	54,799,120.67	54,799,120.67
DIRECTOR DE PLANTEL "A"	CONFIANZA	10	7,816,005.32	7,816,005.32
DIRECTOR DE PLANTEL "B"	CONFIANZA	30	24,125,194.56	24,125,194.56
RESPONSABLE DEL CENTRO "A"	CONFIANZA	6	2,446,397.84	2,446,397.84
RESPONSABLE DEL CENTRO "B"	CONFIANZA	16	7,222,740.57	7,222,740.57
RESPONSABLE DEL CENTRO "C"	CONFIANZA	44	22,397,155.52	22,397,155.52
AUXILIAR DE SERVICIOS Y MANTENIMIENTO (INTERINO)	INTERINO O CONTRATO	9	1,145,496.54	1,145,496.54
TAQUIMECANOGRAFA (INTERINO)	INTERINO O CONTRATO	3	362,502.93	362,502.93
VIGILANTE (INTERINO)	INTERINO O CONTRATO	8	1,067,981.32	1,067,981.32
CAPTURISTA (INTERINO)	INTERINO O CONTRATO	3	414,085.79	414,085.79
ENCARGADO DE ORDEN (INTERINO)	INTERINO O CONTRATO	1	238,879.81	238,879.81
ANALISTA ESPECIALIZADO (INTERINO)	INTERINO O CONTRATO	1	264,702.88	264,702.88
JEFE DE OFICINA (INTERINO)	INTERINO O CONTRATO	2	453,167.69	453,167.69
DOCENTE HORAS CLASE (INTERINO)	INTERINO O CONTRATO	126	22,734,916.81	22,734,916.81
ENCARGADO DE LA SALA DE COMPUTO MOD "C" (INTERINO)	INTERINO O CONTRATO	1	274,907.39	274,907.39
OFICIAL DE SERVICIOS (INTERINO)	INTERINO O CONTRATO	9	1,160,106.14	1,160,106.14
DIRECTOR DE AREA	MMYS	5	5,990,678.47	5,990,678.47
DIRECTOR GENERAL	MMYS	1	2,233,862.35	2,233,862.35
JEFE DE DEPARTAMENTO	MMYS	11	8,458,550.86	8,458,550.86
SUBDIRECTOR DE AREA	MMYS	3	2,883,538.25	2,883,538.25
Total general		1802	651,754,512.91	651,754,512.91

COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA
GOBIERNO CONSTITUCIONAL DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS PERSONAL DE BASE

EJERCICIO FISCAL 2016

PLAZA/PUESTO	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
		SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE	SEGURIDAD SOCIAL DE RETENCION	
CHOFER	2	114,377.37	90,024.25	204,401.63		26,602.28	177,799.34
INTENDENTE	25	744,157.20	585,711.98	1,329,869.18		173,078.64	1,156,790.53
PROFESOR ASOCIADO B	222	21,690,635.95	17,072,286.94	38,762,922.88	1,794,714.48	5,801,615.18	31,166,593.23
PROFESOR ASOCIADO C	1	77,966.96	61,366.31	139,333.26	2,694.72	18,133.82	118,504.72
SECRETARIA(O)	27	1,286,326.21	1,012,442.89	2,298,769.11		299,178.18	1,999,590.93
VELADOR	2	59,532.58	46,856.96	106,389.53		13,846.29	92,543.24
VIGILANTE	1	57,188.69	45,012.13	102,200.81		13,301.14	88,899.67
S U M A S	**280**	**24,030,184.95**	**18,913,701.45**	**42,943,886.40**	**1,797,409.20**	**6,345,755.54**	**34,800,721.67**

COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA
GOBIERNO CONSTITUCIONAL DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS PERSONAL DE CONTRATO

EJERCICIO FISCAL 2016

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
INTENDENTE		4	117,115.63	83,212.76	200,328.39		33,426.22	166,902.17
PROFESOR ASOCIADO B		88	8,478,527.90	3,244,175.46	11,722,703.36	696,305.28	2,067,465.35	8,958,932.73
PROFESOR ASOCIADO C		28	1,702,215.65	793,821.04	2,496,036.69	1,236.48	485,832.90	2,008,967.32
SECRETARIA(O)		8	374,865.41	200,106.67	574,972.07		106,991.11	467,980.96
VELADOR		1	29,278.91	20,803.19	50,082.10		8,356.55	41,725.54
S U M A S		**129**	**10,702,003.50**	**4,342,119.11**	**15,044,122.61**	**697,541.76**	**2,702,072.13**	**11,644,508.72**

COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA
GOBIERNO CONSTITUCIONAL DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS PERSONAL DE CONFIANZA

EJERCICIO FISCAL 2016

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
CHOFER		2	114,365.84	88,220.48	202,586.32		32,641.59	169,944.74
COORDINADOR ACADEMICO		4	284,144.76	188,677.24	472,822.00	4,425.60	81,098.83	387,297.57
INTENDENTE		3	171,548.77	132,330.72	303,879.48		48,962.38	254,917.10
JEFE DE OFICINA		1	139,303.96	62,244.15	201,548.11	25,398.96	39,759.27	136,389.89
TAQUIMECANOGRAFA		1	57,182.92	44,110.24	101,293.16		16,320.79	84,972.37
TECNICO ESPECIALIZADO		25	2,245,663.93	1,282,964.63	3,528,628.56	162,035.00	640,943.40	2,725,650.15
VIGILANTE		3	171,548.77	132,330.72	303,879.48		48,962.38	254,917.10
S U M A S		**39**	**3,183,758.95**	**1,930,878.17**	**5,114,637.12**	**191,859.56**	**908,688.64**	**4,014,088.92**

COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA
GOBIERNO CONSTITUCIONAL DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS PERSONAL DE MANDOS MEDIOS Y SUPERIORES
EJERCICIO FISCAL 2016

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
DIRECTOR GENERAL		**1**	**556,589.88**	**160,130.02**	**716,719.90**	**117,762.96**	**99,951.09**	**499,005.85**
DIRECTOR ADMINISTRATIVO		1	392,534.10	122,211.14	514,745.24	70,753.68	70,490.34	373,501.22
DIRECTORES DE AREA		3	1,142,235.11	358,458.87	1,500,693.97	204,222.96	205,119.88	1,091,351.14
DIRECTOR(A) DE PLANTEL		45	9,667,684.53	3,651,272.64	13,318,957.17	1,404,226.80	1,736,099.91	10,178,630.46
JEFE DE UNIDAD		2	611,429.15	204,288.39	815,717.54	102,048.48	109,799.00	603,870.06
SUBDIRECTOR ACADEMICO		1	290,538.58	98,636.50	389,175.08	47,575.44	52,174.23	289,425.41
JEFE DE DEPARTAMENTO		13	3,076,442.69	1,120,351.56	4,196,794.25	464,184.24	552,460.30	3,180,149.71
JEFE DE DEPARTAMENTO	B	2	550,762.42	190,266.24	741,028.66	88,261.92	98,904.61	553,862.12
S U M A S		**68**	**16,288,216.45**	**5,905,615.36**	**22,193,831.81**	**2,499,036.48**	**2,924,999.37**	**16,769,795.97**

COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA
GOBIERNO CONSTITUCIONAL DEL ESTADO DE OAXACA
ANALITICO DE PLAZAS

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
DIRECTOR GENERAL	1		716,719.90
DIRECTOR ADMINISTRATIVO	1		514,745.24
DIRECTORES DE AREA	3		500,231.32
SUBDIRECTOR ACADEMICO	1		389,175.08
JEFE DE DEPARTAMENTO B	2		370,514.33
JEFE DE UNIDAD	2		407,858.77
DIRECTOR(A) DE PLANTEL	45		295,976.83
JEFE DE DEPARTAMENTO	13		322,830.33
JEFE DE OFICINA	1		201,548.11
PROFESOR ASOCIADO B	310	133,212.54	174,590.16
COORDINADOR ACADEMICO	4		96,824.39
TECNICO ESPECIALIZADO	25	101,293.16	150,347.13
PROFESOR ASOCIADO C	29	71,748.83	139,319.22
CHOFER	4	101,293.16	102,190.51
VIGILANTE	4	101,293.16	102,190.51
SECRETARIA(O)	35	58,497.62	85,131.02
VELADOR	3	41,725.54	53,189.41
INTENDENTE	32	41,725.54	84,972.37
TAQUIMECANOGRAFA	1		84,972.37
	516		

INSTITUTO TECNOLOGICO SUPERIOR DE SAN MIGUEL EL GRANDE
TABULADOR DE SUELDOS Y SALARIOS 2016

PLAZA/ PUESTO	NIVEL	NUM. DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
MANDOS MEDIOS Y SUPERIORES								
DIRECTOR GENERAL		1	412,114.08	86,253.63	498,367.71	86,146.88	15,117.68	397,103.15
SUBDIRECTOR DE AREA		2	318,651.60	69,224.34	387,875.94	59,403.44	10,881.04	317,591.46
JEFE DE DIVISION		3	275,408.32	61,346.22	336,754.54	49,823.36	9,662.08	277,269.10
JEFE DE DEPARTAMENTO		5	195,253.90	46,743.59	241,997.49	32,211.92	7,050.16	202,735.41
CONTRATO								
INGENIERO EN SISTEMAS	16	1	97,586.76	49,766.48	147,353.24	11,191.84	3,898.96	132,262.44
TECNICO ESPECIALIZADO	14	2	88,364.46	48,086.35	136,450.81	9,656.08	3,566.56	123,228.17
COORDINADOR DE PROMOCIONES	13	1	84,077.58	47,305.35	131,382.93	8,979.76	3,427.12	118,976.05
ANALISTA ESPECIALIZADO	13	2	84,077.58	47,305.35	131,382.93	8,979.76	3,427.12	118,976.05
MEDICO GENERAL	13	1	84,077.58	47,305.35	131,382.93	8,979.76	3,427.12	118,976.05
PSICOLOGO	13	2	84,077.58	47,305.35	131,382.93	8,979.76	3,427.12	118,976.05
JEFE DE OFICINA	12	1	80,018.76	46,565.92	126,584.68	8,272.00	3,294.64	115,018.04
PROGRAMADOR	12	2	80,018.76	46,565.92	126,584.68	8,272.00	3,294.64	115,018.04
SECRETARIA DE DIRECTOR GENERAL	12	1	80,018.76	46,565.92	126,584.68	8,272.00	3,294.64	115,018.04
ANALISTA TECNICO	10	3	72,579.48	45,210.62	117,790.10	4,431.28	3,052.24	110,306.58
SECRETARIA DE SUBDIRECTOR	8	2	65,743.68	43,965.26	109,708.94	3,693.04	2,831.68	103,184.22
CAPTURISTA	7	4	62,538.96	43,381.42	105,920.38	2,860.72	2,742.40	100,317.26
CHOFER DE DIRECTOR	7	1	62,538.96	43,381.42	105,920.38	2,860.72	2,742.40	100,317.26
LABORATORISTA	6	4	59,534.40	42,834.05	102,368.45	2,538.40	2,658.64	97,171.41
SECRETARIA DE JEFE DE DPTO	5	5	56,727.58	42,322.70	99,050.28	2,237.20	2,580.64	94,232.44
BIBLIOTECARIO	4	1	54,065.52	41,837.72	95,903.24	1,951.36	2,506.48	91,445.40
TECNICO EN MANTENIMIENTO	4	2	54,065.52	41,837.72	95,903.24	1,951.36	2,506.48	91,445.40
ALMACENISTA	3	2	51,677.22	41,187.61	92,864.83	1,332.40	2,463.76	89,068.67
INTENDENTE	3	4	51,677.22	41,187.61	92,864.83	1,332.40	2,463.76	89,068.67
VIGILANTE	1	4	47,949.33	40,723.47	88,672.80	-	2,359.84	86,312.96
PROFESOR TITULAR "A"		1	212,720.28	77,618.85	290,339.13	38,508.72	8,695.92	243,134.49
PROFESOR ASOCIADO "A"		5	146,458.39	63,683.56	210,141.95	28,109.92	6,648.56	175,383.47
PROFESOR ASOCIADO "B"		3	164,232.00	67,606.79	231,838.79	31,015.44	7,247.12	193,576.23
PROFESOR ASIGNATURA "A" (H/S/M)		285 HRS	1,044,810.00	143,839.85	1,188,649.85	351,206.72	63,525.92	773,917.21
PROFESOR ASIGNATURA "B" (H/S/M)		480 HRS	2,006,208.00	695,484.60	2,701,692.60	622,961.48	72,031.25	2,006,699.87

COSTO HORA "A"	$ 305.50
COSTO HORA "B"	$ 348.30

INSTITUTO TECNOLOGICO SUPERIOR DE SAN MIGUEL EL GRANDE
TABULADOR DE SUELDOS Y SALARIOS 2016
ANALITICO DE PLAZAS

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	REMUNERACIONES DE	HASTA
MANDOS MEDIOS Y SUPERIORES				
DIRECTOR GENERAL		1	498,367.71	397,103.15
SUBDIRECTOR DE AREA		2	387,875.94	317,591.46
JEFE DE DIVISION		3	336,754.54	277,269.10
JEFE DE DEPARTAMENTO		5	241,997.49	202,735.41
CONTRATO				
INGENIERO EN SISTEMAS	16	1	147,353.24	132,262.44
TECNICO ESPECIALIZADO	14	2	136,450.81	123,228.17
COORDINADOR DE PROMOCIONES	13	1	131,382.93	118,976.05
ANALISTA ESPECIALIZADO	13	2	131,382.93	118,976.05
MEDICO GENERAL	13	1	131,382.93	118,976.05
PSICOLOGO	13	2	131,382.93	118,976.05
JEFE DE OFICINA	12	1	126,584.68	115,018.04
PROGRAMADOR	12	2	126,584.68	115,018.04
SECRETARIA DE DIRECTOR GENERAL	12	1	126,584.68	115,018.04
ANALISTA TECNICO	10	3	117,790.10	110,306.58
SECRETARIA DE SUBDIRECTOR	8	2	109,708.94	103,184.22
CAPTURISTA	7	4	105,920.38	100,317.26
CHOFER DE DIRECTOR	7	1	105,920.38	100,317.26
LABORATORISTA	6	4	102,368.45	97,171.41
SECRETARIA DE JEFE DE DPTO	5	5	99,050.28	94,232.44
BIBLIOTECARIO	4	1	95,903.24	91,445.40
TECNICO EN MANTENIMIENTO	4	2	95,903.24	91,445.40
ALMACENISTA	3	2	92,864.83	89,068.67
INTENDENTE	3	4	92,864.83	89,068.67
VIGILANTE	1	4	88,672.80	86,312.96
PROFESOR TITULAR "A"		1	290,339.13	243,134.49
PROFESOR ASOCIADO "A"		5	210,141.95	175,383.47
PROFESOR ASOCIADO "B"		3	231,838.79	193,576.23
PROFESOR ASIGNATURA "A" (H/S/M)		285 HRS	1,188,649.85	773,917.21
PROFESOR ASIGNATURA "B" (H/S/M)		480 HRS	2,701,692.60	2,006,699.87

COSTO HORA "A"	$305.50
COSTO HORA "B"	$348.30

INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDO , PERSONAL DE BASE

EJERCICIO 2016

PLAZA/PUESTO	NIVEL	NUM. DE PLAZA	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES	SEGURIDAD SOCIAL	
ASESOR	13	695	76,887.12	79,184.86	156,071.98	11,222.88	4,568.4	140,280.70
ASESOR	13		76,887.12	82,184.86	159,071.98	11,760.48	4,654.3	142,657.18
ASESOR	13		76,887.12	85,184.86	162,071.98	12,298.20	4,740.2	145,033.54
ASESOR	13A		83,288.64	79,184.86	162,473.50	12,101.28	4,748.8	145,623.46
ASESOR	13A		83,288.64	82,184.86	165,473.50	12,638.88	4,834.7	147,999.94
ASESOR	13A		83,288.64	85,184.86	168,473.50	13,193.52	4,921.0	150,359.02
ASESOR	13B		102,084.24	79,184.86	181,269.10	14,983.44	5,278.0	161,007.70
ASESOR	13B		102,084.24	82,184.86	184,269.10	15,624.24	5,364.2	163,280.62
ASESOR	13B		102,084.24	85,184.86	187,269.10	16,265.04	5,450.4	165,553.66
ASESOR	13C		114,862.44	79,184.86	194,047.30	17,071.92	5,638.2	171,337.18
ASESOR	13C		114,862.44	82,184.86	197,047.30	17,712.72	5,724.5	173,610.10
ASESOR	13C		114,862.44	85,184.86	200,047.30	18,353.52	5,810.3	175,883.50
ASESOR	13D		127,628.04	79,184.86	206,812.90	19,158.00	5,997.8	181,657.06
ASESOR	13D		127,628.04	82,184.86	209,812.90	19,798.80	6,083.8	183,930.34
ASESOR	13D		127,628.04	85,184.86	212,812.90	20,439.60	6,169.9	186,203.38
ASESOR	13E		151,524.96	79,184.86	230,709.82	23,063.40	6,671.0	200,975.38
ASESOR	13E		151,524.96	82,184.86	233,709.82	23,704.08	6,757.2	203,248.54
ASESOR	13E		151,524.96	85,184.86	236,709.82	24,344.88	6,843.0	205,521.94
ANALISTA	13	81	87,853.08	69,328.42	157,181.50	11,768.88	4,576.6	140,836.06
ANALISTA	13		87,853.08	72,328.42	160,181.50	12,306.48	4,779.4	143,095.66
ANALISTA	13		87,853.08	75,328.42	163,181.50	12,844.08	4,865.4	145,472.02
TECNICO	*10A*	2	68,709.48	62,346.17	131,055.65	7,660.80	3,864.4	119,530.49
TECNICO	*10A*		68,709.48	65,346.17	134,055.65	8,140.80	3,950.3	121,964.57
TECNICO	10A		68,709.48	68,346.17	137,055.65	8,620.80	4,036.6	124,398.29
ADMINISTRATIVO	4A	9	52,741.92	54,932.30	107,674.22	1,816.92	3,121.1	102,736.22
ADMINISTRATIVO	4A		52,741.92	57,932.30	110,674.22	2,636.40	3,207.2	104,830.58
ADMINISTRATIVO	4A		52,741.92	60,932.30	113,674.22	2,962.80	3,293.2	107,418.26
AUXILIAR DE OFICINA	3A	5	51,429.00	51,305.45	102,734.45	1,323.60	3,018.1	98,392.73
AUXILIAR DE OFICINA	3A		51,429.00	54,305.45	105,734.45	1,650.00	3,104.0	100,980.41
AUXILIAR DE OFICINA	3A		51,429.00	57,305.45	108,734.45	1,976.40	3,189.8	103,568.21

INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDO, PERSONAL DE CONTRATO

EJERCICIO 2016

PLAZA/PUESTO	NIVEL	NUM. DE PLAZA	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES	SEGURIDAD SOCIAL	
ASESOR	13	13	76,887.12	73,704.00	150,591.12	10,917.84	4,395.84	135,277.44
ASESOR	13		76,887.12	76,104.00	152,991.12	10,917.84	4,464.60	137,608.68
ASESOR	13		76,887.12	78,504.00	155,391.12	10,917.84	4,533.36	139,939.92
ASESOR	13A		83,288.64	73,704.00	156,992.64	11,796.24	4,575.60	140,620.80
ASESOR	13A		83,288.64	76,104.00	159,392.64	11,796.24	4,644.36	142,952.04
ASESOR	13A		83,288.64	78,504.00	161,792.64	11,796.24	4,713.24	145,283.16
ASESOR	13B		102,084.24	73,704.00	175,788.24	14,619.84	5,102.76	156,065.64
ASESOR	13B		102,084.24	76,104.00	178,188.24	14,619.84	5,171.76	158,396.64
ASESOR	13B		102,084.24	78,504.00	180,588.24	14,619.84	5,240.52	160,727.88
ASESOR	13C		114,862.44	73,704.00	188,566.44	16,708.32	5,461.32	166,396.80
ASESOR	13C		114,862.44	76,104.00	190,966.44	16,708.32	5,530.20	168,727.92
ASESOR	13C		114,862.44	78,504.00	193,366.44	16,708.32	5,598.96	171,059.16
ASESOR	13D		127,628.04	73,704.00	201,332.04	18,794.40	5,819.52	176,718.12
ASESOR	13D		127,628.04	76,104.00	203,732.04	18,794.40	5,888.16	179,049.48
ASESOR	13D		127,628.04	78,504.00	206,132.04	18,794.40	5,957.28	181,380.36
ASESOR	13E		151,524.96	73,704.00	225,228.96	22,699.68	6,489.72	196,039.56
ASESOR	13E		151,524.96	76,104.00	227,628.96	22,699.68	6,558.60	198,370.68
ASESOR	13E		151,524.96	78,504.00	230,028.96	22,699.68	6,627.36	200,701.92
ANALISTA	13	6	80,288.16	64,560.00	144,848.16	10,108.08	4,258.32	130,481.76
ANALISTA	13		80,288.16	66,960.00	147,248.16	10,108.08	4,327.20	132,812.88
ANALISTA	13		80,288.16	69,360.00	149,648.16	10,108.08	4,396.08	135,144.00
ADMINISTRATIVO	4A	2	48,190.44	51,528.00	99,718.44	1,136.40	2,707.80	95,874.24
ADMINISTRATIVO	4A		48,190.44	53,928.00	102,118.44	1,136.40	2,776.56	98,205.48
ADMINISTRATIVO	4A		48,190.44	56,328.00	104,518.44	1,136.40	2,845.32	100,536.72
AUXILIAR DE OFICINA	3A	2	46,990.08	48,012.00	95,002.08	292.56	2,562.72	92,146.80
AUXILIAR DE OFICINA	3A		46,990.08	50,412.00	97,402.08	292.56	2,631.60	94,477.92
AUXILIAR DE OFICINA	3A		46,990.08	52,812.00	99,802.08	292.56	2,700.36	96,809.16

INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDO, PERSONAL DE CONFIANZA

EJERCICIO 2016

CATEGORIA	NIVEL	NUM. DE PLAZA	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES	SEGURIDAD SOCIAL	
DIRECTOR DE PLANTEL	15	262	84,902.16	92,856.00	177,758.16	15,630.96	5,232.96	156,894.24
DIRECTOR DE PLANTEL	15		84,902.16	95,256.00	180,158.16	16,143.60	5,301.96	158,712.60
DIRECTOR DE PLANTEL	15		84,902.16	97,656.00	182,558.16	16,656.24	5,370.96	160,530.96
DIRECTOR DE PLANTEL	15A		120,747.60	92,856.00	213,603.60	21,488.64	6,238.80	185,876.16
DIRECTOR DE PLANTEL	15A		120,747.60	95,256.00	216,003.60	22,001.28	6,307.56	187,694.76
DIRECTOR DE PLANTEL	15A		120,747.60	97,656.00	218,403.60	22,514.04	6,376.20	189,513.36
DIRECTOR DE PLANTEL	15B		146,303.76	92,856.00	239,159.76	25,665.84	6,955.80	206,538.12
DIRECTOR DE PLANTEL	15B		146,303.76	95,256.00	241,559.76	26,178.48	7,024.56	208,356.72
DIRECTOR DE PLANTEL	15B		146,303.76	97,656.00	243,959.76	26,691.12	7,093.44	210,175.20
DIRECTOR DE PLANTEL	15C		159,069.48	92,856.00	251,925.48	27,751.92	7,314.00	216,859.56
DIRECTOR DE PLANTEL	15C		159,069.48	95,256.00	254,325.48	28,264.56	7,382.88	218,678.04
DIRECTOR DE PLANTEL	15C		159,069.48	97,656.00	256,725.48	28,777.20	7,451.52	220,496.76

INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDO , PERSONAL DE CONTRATO CONFIANZA

EJERCICIO 2016

PLAZA/PUESTO	NIVEL	NUM. DE PLAZA	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES	SEGURIDAD SOCCIAL	
JEFE DE OFICINA	15	15	88,640.88	81,324.00	169,964.88	14,342.64	5,045.16	150,577.08
JEFE DE OFICINA	15		88,640.88	83,724.00	172,364.88	14,342.64	5,114.16	152,908.08
JEFE DE OFICINA	15		88,640.88	86,124.00	174,764.88	14,342.64	5,182.92	155,239.32
VERIFICADOR REGIONAL	14A	16	85,527.36	72,840.00	158,367.36	12,320.16	4,990.80	141,056.40
VERIFICADOR REGIONAL	14A		85,527.36	75,240.00	160,767.36	12,320.16	4,936.92	143,510.28
VERIFICADOR REGIONAL	14A		85,527.36	77,640.00	163,167.36	12,320.16	5,006.04	145,841.16
ANALISTA	13	1	80,288.16	64,560.00	144,848.16	10,108.08	5,061.24	129,678.84
ANALISTA	13		80,288.16	66,960.00	147,248.16	10,108.08	5,130.00	132,010.08
ANALISTA	13		80,288.16	69,360.00	149,648.16	10,108.08	5,199.00	134,341.08
AUX. DE OFICINA	3A	1	46,990.08	48,012.00	95,002.08	292.56	4,343.76	90,365.76
AUX. DE OFICINA	3A		46,990.08	50,412.00	97,402.08	292.56	4,412.64	92,696.88
AUX. DE OFICINA	3A		46,990.08	52,812.00	99,802.08	292.56	4,481.28	95,028.24

INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDO , PERSONAL DE MANDOS MEDIOS Y SUPERIORES

EJERCICIO 2016

CATEGORIA	NUM. DE PLAZA	NUM. DE PLAZA	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
						OBLIGACIONES FISCALES	SEGURIDAD SOCIAL	
DIRECTOR GENERAL	1	22B	192,669.00	193,416.00	386,085.00	79,027.20	16,482.72	290,575.08
DIRECTOR DE AREA 0		20A	83,640.00	79,512.00	163,152.00	21,770.88	6,702.24	134,678.88
DIRECTOR DE AREA 1	3	20A	83,640.00	81,912.00	165,552.00	22,240.56	6,770.88	136,540.56
JEFE DE DEPARTAMENTO		17A	82,680.00	36,276.00	118,956.00	12,448.80	4,993.80	101,513.40
JEFE DE DEPARTAMENTO		17A	82,680.00	38,676.00	121,356.00	12,899.28	5,062.68	103,394.04
JEFE DE DEPARTAMENTO	13	17A	82,680.00	41,076.00	123,756.00	13,351.68	5,131.44	105,272.88

TABULADOR MENSUAL DE RDL PARA EL AÑO 2015

CATEGORIAS	NUM. DE PLAZA	NIVEL	PERCEPCIONES	DEDUCCIONES	TOTAL ANUAL NETO
			RDL GRAVADO	OBLIGACIONES FISCALES	
DIRECTOR GENERAL	1	22B	141,048.00	30,128.64	110,919.36
DIRECTOR DE AREA	3	20A	56,052.00	8,299.32	47,752.68
JEFE DE DEPARTAMENTO	13	17A	40,968.00	4,959.12	36,008.88

INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDO , PERSONAL DE HONORARIOS

EJERCICIO 2016

CATEGORIA	NIVEL	NUM. DE PLAZA	SALARIO NOMINAL MENSUAL	PERCEPCIONES	SUELDO BRUTO	DEDUCCIONES	TOTAL ANUAL NETO
				SUELDO BASE		OBLIGACIONES FISCALES	
ASESOR	13	20	10,045.00	120,540.00	120,540.00	12,542.52	107,997.48
ENLACE	15	2	15,121.00	181,452.00	181,452.00	25,448.76	156,003.24
EXPERTOS	15	2	15,121.00	181,452.00	181,452.00	25,448.76	156,003.24
LIDER	17A	1	16,482.00	197,784.00	197,784.00	28,937.28	168,846.72

INSTITUTO TECNOLOGICO SUPERIOR DE TEPOSCOLULA
TABULADOR DE SUELDOS Y SALARIOS DE MMYS 2016
EJERCICIO 2016

PLAZA/PUESTO	Nivel	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
Director General	ITS001	1	407,595.90	84,175.10	491,771.00	113,217.54	82,237.08	296,316.38
Subdirector de Area	ITS002	3	945,443.88	74,312.30	1,019,756.18	287,963.03	64,578.35	667,214.80
Jefe de la División	ITS003	4	1,089,523.44	60,530.94	1,150,054.38	334,870.39	56,410.08	758,773.91
Jefe del Departamento	ITS004	8	1,544,871.36	46,669.18	1,591,540.54	493,805.40	41,269.56	1,056,465.58
		TOTAL	**3,987,434.58**	**265,687.52**	**4,253,122.10**	**1,229,856.36**	**244,495.07**	**2,778,770.67**

INSTITUTO TECNOLOGICO SUPERIOR DE TEPOSCOLULA
TABULADOR DE SUELDOS Y SALARIOS DE CONTRATO 2016
EJERCICIO 2016

PLAZA/`PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
Técnico Especializado	CF33118	2	174,786.96	28,183.42	202,970.38	34,104.52	21,078.93	147,786.93
Analista Especializado	P01002	2	166,303.08	29,104.69	195,407.77	32,337.90	20,268.84	142,801.04
Psicólogo	P16004	1	83,151.54	27,441.66	110,593.20	12,971.96	20,268.84	77,352.40
iIngeniero en Sistemas	P01002	1	96,514.20	32,942.70	129,456.90	16,931.77	22,820.99	89,704.14
Analista Técnico	P01001	3	215,339.76	26,888.78	242,228.54	43,275.22	18,096.88	180,856.44
Secretaria de Director General	CF53455	1	79,140.18	26,740.22	105,880.40	12,033.18	19,502.27	74,344.95
Jefe de Oficina	A01001	1	79,140.18	26,740.22	105,880.40	12,033.18	19,502.27	74,344.95
Secretario de Subdirector	CF34280	2	130,039.80	26,402.90	156,442.70	23,235.65	16,811.69	116,395.36
Capturista	T006027	4	247,401.36	23,716.86	271,118.22	50,496.35	16,247.17	204,374.70
Chofer de Director	S13008	1	61,850.34	24,953.89	86,804.23	8,650.18	16,247.17	61,906.87
Bibliotecaria	T05003	2	106,945.20	22,251.90	129,197.10	16,871.08	14,755.67	97,570.35
Laboratorista	T16005	1	59,843.64	24,374.75	84,218.39	8,317.13	15,718.23	60,183.03
Secretaria de Jefe de Departamento	CF34004	5	280,520.70	22,712.06	303,232.76	58,691.99	15,224.23	229,316.54
Técnico en Mantenimiento	S08011	2	106,945.20	23,321.35	130,266.55	17,120.90	14,755.67	98,389.98
Almacenista	A030041	1	51,108.24	21,838.46	72,946.70	6,865.33	14,334.25	51,747.12
Intendente	S06002	4	204,432.96	21,838.46	226,271.42	39,547.64	14,334.25	172,389.53
Vigilante	S14001	2	94,845.24	21,193.98	116,039.22	14,056.81	13,894.76	88,087.65
Profesor Asignatura "B"	E13002	7	792,119.16	32,196.24	824,315.40	221,118.05	26,000.42	577,196.93
Profesor Asignatura "A"	E13001	37	3,536,357.88	26,170.40	3,562,528.28	1,208,986.27	22,641.41	2,330,900.60
			6,566,785.62	**489,012.93**	**7,055,798.55**	**1,837,645.11**	**342,503.94**	**4,875,649.50**

INSTITUTO TECNOLOGICO SUPERIOR DE TEPOSCOLULA
TABULADOR DE SUELDOS Y SALARIOS DE BASE 2016
EJERCICIO 2016

PLAZA/PUESTO	NIVEL	NUNERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
PROFESOR ASOCIADO "A"	**E13010**	**2**	304,459.68	61,814.36	366,274.04	71,281.07	32,993.57	261,999.40
PROFESOR ASOCIADO "B"	E13011	**2**	394,804.20	94,839.80	489,644.00	93,414.49	36,465.12	359,764.39
TOTAL			699,263.88	156,654.16	855,918.04	164,695.56	69,458.69	621,763.79

UNIVERSIDAD DE CHALCATONGO
TABULADOR DE SUELDOS Y SALARIOS
PARA EL EJERCICIO FISCAL 2016

FUNCIONARIOS

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
RECTOR	N/A	0	1,974.26	722,578.21	3,696.00	60,214.61	786,488.82	172,624.28	10,686.49	7,504.56	190,815.33	595,673.49

JEFES DE DEPARTAMENTO

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
VICE-RECTOR	N/A	2	1,284.46	470,114.10	3,696.00	39,176.02	512,986.11	96,884.53	8,184.53	5,798.07	110,867.13	402,118.99
ABOGADO GENERAL	N/A	0	840.64	307,673.03	3,696.00	25,639.32	337,008.35	53,671.96	5,246.15	3,794.63	62,712.74	274,295.60
AUDITOR INTERNO	N/A	0	646.55	236,635.75	3,696.00	19,719.57	260,051.31	37,235.58	3,961.16	2,918.51	44,115.25	215,936.06
SRIO. PART. RECTOR	N/A	0	646.55	236,635.75	3,696.00	19,719.57	260,051.31	37,235.58	3,961.16	2,918.51	44,115.25	215,936.06
JEFE DE DEPARTAMENTO "C"	N/A	0	771.16	282,244.53	3,696.00	23,520.28	309,460.81	47,690.90	4,786.17	3,481.02	55,958.09	253,502.72
JEFE DE DEPARTAMENTO "B"	N/A	5	646.55	236,635.75	3,696.00	19,719.57	260,051.31	37,235.58	3,961.16	2,918.51	44,115.25	215,936.06
JEFE DE DEPARTAMENTO "A"	N/A	0	583.49	213,556.25	3,696.00	17,796.28	235,048.53	32,306.48	3,543.68	2,633.86	38,484.02	196,564.51

PERSONAL DE CONFIANZA

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
JEFE DE AREA "C"	N/A	0	484.09	177,178.42	3,696.00	14,764.81	195,639.23	24,536.41	2,885.64	2,185.20	**29,607.26**	166,031.97
JEFE DE AREA "B"	N/A	0	444.87	162,821.99	3,696.00	13,568.44	180,086.43	21,469.51	2,625.95	2,008.14	**26,103.60**	153,982.83
JEFE DE AREA "A"	N/A	0	324.94	118,927.35	3,696.00	9,910.57	132,533.92	12,254.21	1,831.95	1,466.77	**15,552.93**	116,980.99

UNIVERSIDAD DE CHALCATONGO

TABULADOR DE SUELDOS Y SALARIOS

EJERCICIO FISCAL 2016

PERSONAL ACADEMICO

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
TITULAR "C"	N/A	0	1,339.52	490,264.74	3,696.00	40,855.23	534,815.98	102,930.12	8,549.03	6,046.60	117,525.74	417,290.23
TITULAR "B"	N/A	0	1,145.31	419,185.14	3,696.00	34,931.96	457,813.09	81,606.96	7,263.28	5,169.95	94,040.18	363,772.91
TITULAR "A"	N/A	0	898.08	328,695.56	3,696.00	27,391.19	359,782.75	58,615.72	5,626.42	4,053.91	68,296.05	291,486.69
ASOCIADO "C"	N/A	2	749.92	274,469.53	3,696.00	22,872.37	301,037.90	45,861.63	4,645.53	3,385.12	53,892.29	247,145.61
ASOCIADO "B"	N/A	10	601.64	220,201.18	3,696.00	18,350.03	242,247.21	33,725.41	3,663.88	2,715.81	40,105.10	202,142.10
ASOCIADO "A"	N/A	0	453.51	165,983.62	3,696.00	13,831.91	183,511.53	22,144.18	2,683.14	2,047.13	26,874.45	156,637.08

PLAZA/ PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
TECNICO	N/A	3	355.57	130,139.08	3,696.00	10,844.88	144,679.96	14,488.25	2,034.76	1,605.05	18,128.05	126,551.91

PERSONAL OPERATIVO

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
CHOFER "C"	N/A	0	536.81	196,474.12	3,696.00	16,372.78	216,542.90	28,657.15	3,234.68	2,423.18	34,315.02	182,227.88
CHOFER "B"	N/A	0	360.21	131,836.29	3,696.00	10,986.31	146,518.60	14,850.99	2,065.46	1,625.98	18,542.43	127,976.18
CHOFER "A"	N/A	1	268.39	98,230.71	3,696.00	8,185.86	110,112.57	8,640.51	1,457.57	1,211.51	11,309.59	98,802.98
SECRETARIA "C"	N/A	0	283.22	103,656.70	3,696.00	8,638.02	115,990.72	9,517.25	1,555.72	1,278.43	12,351.40	103,639.32
SECRETARIA "B"	N/A	0	240.77	88,123.64	3,696.00	7,343.61	99,163.25	7,057.45	1,274.74	1,086.86	9,419.05	89,744.20
SECRETARIA "A"	N/A	6	209.82	76,793.40	3,696.00	6,399.42	86,888.82	5,825.00	1,069.79	947.12	7,841.91	79,046.92
AUXILIAR ADMINISTRATIVO	N/A	1	209.82	76,793.40	3,696.00	6,399.42	86,888.82	5,825.00	1,069.79	947.12	7,841.91	79,046.92
ENFERMERA	N/A	0	209.82	76,793.40	3,696.00	6,399.42	86,888.82	5,825.00	1,069.79	947.12	7,841.91	79,046.92
OFICIAL DE MANTENIMIENTO	N/A	2	230.92	84,517.60	3,696.00	7,043.11	95,256.71	6,665.22	1,209.51	1,042.38	8,917.11	86,339.60
VELADOR	N/A	0	230.92	84,517.60	3,696.00	7,043.11	95,256.71	6,665.22	1,209.51	1,042.38	8,917.11	86,339.60
AUXILIAR GENERAL	N/A	3	183.01	66,982.60	3,696.00	5,581.86	76,260.46	4,757.80	917.91	826.12	6,501.83	69,758.64
INTENDENTE	N/A	2	163.65	59,897.50	3,696.00	4,991.44	68,584.94	3,986.47	820.82	738.74	5,546.03	63,038.91
JARDINERO	N/A	3	163.65	59,897.50	3,696.00	4,991.44	68,584.94	3,986.47	820.82	738.74	5,546.03	63,038.91

NOTAS:

*** ADICIONAL A LOS TRES JEFES DE CARRERA SE LES OTORGA UNA COMPENSACION ANUAL A CADA UNO DE: $25,221.06**

UNIVERSIDAD DE CHALCATONGO
ANALITICO DE PLAZAS

FUNCIONARIOS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	0	786,488.82	786,488.82

JEFES DE DEPARTAMENTO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
VICE-RECTOR	2	512,986.11	512,986.11
ABOGADO GENERAL	0	337,008.35	337,008.35
AUDITOR INTERNO	0	260,051.31	260,051.31
SRIO. PART. RECTOR	0	260,051.31	260,051.31
JEFE DE DEPARTAMENTO "C"	0	309,460.81	309,460.81
JEFE DE DEPARTAMENTO "B"	5	260,051.31	260,051.31
JEFE DE DEPARTAMENTO "A"	0	235,048.53	235,048.53

PERSONAL DE CONFIANZA

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
JEFE DE AREA "C"	0	195,639.23	195,639.23
JEFE DE AREA "B"	0	180,086.43	180,086.43
JEFE DE AREA "A"	0	132,533.92	132,533.92

PERSONAL ACADEMICO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TITULAR "C"	0	534,815.98	534,815.98
TITULAR "B"	0	457,813.09	457,813.09
TITULAR "A"	0	359,782.75	359,782.75
ASOCIADO "C"	2	301,037.90	301,037.90
ASOCIADO "B"	10	242,247.21	242,247.21
ASOCIADO "A"	0	183,511.53	183,511.53

PERSONAL TECNICO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TECNICO	3	144,679.96	144,679.96

PERSONAL OPERATIVO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CHOFER "C"	0	216,542.90	216,542.90
CHOFER "B"	0	146,518.60	146,518.60
CHOFER "A"	1	110,112.57	110,112.57
SECRETARIA "C"	0	115,990.72	115,990.72
SECRETARIA "B"	0	99,163.25	99,163.25
SECRETARIA "A"	6	86,888.82	86,888.82
AUXILIAR ADMINISTRATIVO	1	86,888.82	86,888.82
ENFERMERA	0	86,888.82	86,888.82
OFICIAL DE MANTENIMIENTO	2	95,256.71	95,256.71
VELADOR	0	95,256.71	95,256.71
AUXILIAR GENERAL	3	76,260.46	76,260.46
INTENDENTE	2	68,584.94	68,584.94
JARDINERO	3	68,584.94	68,584.94

UNIVERSIDAD DE LA CAÑADA

TABULADOR DE SUELDOS Y SALARIOS

EJERCICIO 2016

Plaza/Puesto	Nivel	Número de Plazas	Percepciones			Deducciones		Total Anual Neto
			Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales	Seguridad Social de Retención	
RECTOR	N/A	0	720,207.65	63,713.06	783,920.71	185,007.69	18,130.40	580,782.61
VICE-RECTOR	N/A	2	468,576.30	42,743.87	511,320.17	96,423.67	13,975.06	400,921.44
ABOGADO GENERAL	N/A	0	306,661.98	29,251.06	335,913.04	53,433.84	9,035.77	273,443.42
AUDITOR INTERNO	N/A	1	235,857.32	23,350.70	259,208.01	37,069.81	6,875.84	215,262.37
SECRETARIO PARTICULAR DEL RECTOR	N/A	1	235,857.32	23,350.70	259,208.01	37,069.81	6,875.84	215,262.37
JEFE DE DEPARTAMENTO "C"	N/A	0	281,323.88	27,139.56	308,463.44	47,474.32	8,262.82	252,726.30
JEFE DE DEPARTAMENTO "B"	N/A	7	235,857.32	23,350.70	259,208.01	37,069.81	6,875.84	215,262.37
JEFE DE DEPARTAMENTO "A"	N/A	0	212,857.27	21,434.04	234,291.31	32,157.00	6,174.21	195,960.11
JEFE DE AREA "C"	N/A	1	176,589.94	18,411.77	195,001.71	24,410.30	5,067.85	165,523.57
JEFE DE AREA "B"	N/A	4	162,279.15	17,219.21	179,498.36	21,353.51	4,631.29	153,513.56
JEFE DE AREA "A"	N/A	1	118,534.75	13,573.86	132,108.60	12,183.34	3,296.84	116,628.42
TITULAR "C"	N/A	0	488,664.48	44,417.88	533,082.36	102,450.12	14,587.86	416,044.38
TITULAR "B"	N/A	1	417,805.44	38,512.98	456,318.42	81,192.41	12,426.27	362,699.74
TITULAR "A"	N/A	9	327,612.58	30,996.94	358,609.52	58,361.42	9,674.88	290,573.21
ASOCIADO "C"	N/A	11	273,568.19	26,493.26	300,061.45	3,804.18	8,026.23	288,231.04
ASOCIADO "B"	N/A	19	219,474.48	21,985.47	241,459.94	33,570.43	6,376.07	201,513.44

UNIVERSIDAD DE LA CAÑADA

TABULADOR DE SUELDOS Y SALARIOS

EJERCICIO 2016

Plaza/Puesto	Nivel	Número de Plazas	Percepciones			Deducciones		Total Anual Neto
			Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de retención	Seguridad Social de Retención	
ASOCIADO "A"	N/A	2	165,441.47	17,482.73	182,924.20	22,028.98	4,727.76	156,167.46
TECNICO	N/A	5	129,707.20	14,372.89	144,080.10	14,396.14	3,637.67	126,046.29
CHOFER "C"	N/A	0	195,820.06	19,882.27	215,702.34	28,517.85	5,654.48	181,530.01
CHOFER "B"	N/A	0	131,394.06	14,513.46	145,907.52	14,756.45	3,689.12	127,461.94
CHOFER "A"	N/A	2	97,908.07	11,722.97	109,631.04	8,589.27	2,667.61	98,374.16
SECRETARIA "C"	N/A	0	103,313.84	12,173.45	115,487.30	9,455.75	2,832.52	103,199.02
SECRETARIA "B"	N/A	0	87,834.03	10,883.47	98,717.50	4,414.66	2,360.30	91,942.54
SECRETARIA "A"	N/A	4	76,543.88	9,942.63	86,486.52	2,755.13	2,015.89	81,715.50
AUXILIAR ADMINISTRATIVO	N/A	10	76,543.88	9,942.63	86,486.52	2,755.13	2,015.89	81,715.50
ENFERMERA	N/A	1	76,543.88	9,942.63	86,486.52	2,755.13	2,015.89	81,715.50
OFICIAL DE MANTENIMIENTO	N/A	4	84,240.64	10,584.03	94,824.67	3,592.54	2,250.68	88,981.45
VELADOR	N/A	1	84,240.64	10,584.03	94,824.67	3,592.54	2,250.68	88,981.45
AUXILIAR GENERAL	N/A	0	66,756.22	9,127.00	75,883.21	1,197.15	1,742.90	72,943.16
INTENDENTES	N/A	4	59,691.05	8,716.43	68,407.48	-	1,558.44	66,849.05
JARDINEROS	N/A	10	59,691.05	8,716.43	68,407.48	-	1,558.44	66,849.05

UNIVERSIDAD DE LA CAÑADA
ANALITICO DE PLAZAS

Plaza/Puesto	Número de Plazas	Remuneraciones	
		De	Hasta
RECTOR *	0	783,920.71	783,920.71
VICE-RECTORES	2	511,320.17	511,320.17
ABOGADO GENERAL	0	335,913.04	335,913.04
AUDITOR INTERNO	1	259,208.01	259,208.01
SRIO. PART. RECTOR	1	259,208.01	259,208.01
JEFE DE DEPARTAMENTO "C"	0	308,463.44	308,463.44
JEFE DE DEPARTAMENTO "B"	7	259,208.01	259,208.01
JEFE DE DEPARTAMENTO "A"	0	234,291.31	234,291.31
JEFE DE ÁREA "C"	1	195,001.71	195,001.71
JEFE DE ÁREA "B"	4	179,498.36	179,498.36
JEFE DE ÁREA "A"	1	132,108.60	132,108.60
TITULAR "C"	0	533,082.36	533,082.36
TITULAR "B"	1	456,318.42	456,318.42
TITULAR "A"	9	358,609.52	358,609.52
ASOCIADO "C"	14	300,061.45	300,061.45
ASOCIADO "B"	16	241,459.94	241,459.94
ASOCIADO "A"	2	182,924.20	182,924.20
TÉCNICO	5	144,080.10	144,080.10
CHOFER "C"	0	215,702.34	215,702.34
CHOFER "B"	0	145,907.52	145,907.52
CHOFER "A"	2	109,631.04	109,631.04
SECRETARIA "C"	0	115,487.30	115,487.30
SECRETARIA "B"	0	98,717.50	98,717.50
SECRETARIA "A"	4	86,486.52	86,486.52
AUXILIAR ADMINISTRATIVO	10	86,486.52	86,486.52
ENFERMERA	1	86,486.52	86,486.52
OFICIAL DE MANTENIMIENTO	4	94,824.67	94,824.67
VELADOR	1	94,824.67	94,824.67
AUXILIAR GENERAL	0	75,883.21	75,883.21
INTENDENTE	4	68,407.48	68,407.48
JARDINERO	10	68,407.48	68,407.48

UNIVERSIDAD DE LA COSTA
TABULADOR DE SUELDOS
EJERCICIO 2016

FUNCIONARIOS

PLAZA/PUESTO	MODALIDAD	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
* RECTOR	N/A	0	1,974.25	722,575.50	3,696.00	60,214.38	786,485.88	172,623.47	10,686.49	7,504.56	190,814.51	595,671.37

JEFES DE DEPARTAMENTO

PLAZA/PUESTO	MODALIDAD	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
VICE-RECTOR	MMYS CONFIANZA	2	1,284.46	470,112.36	3,696.00	39,175.87	512,984.23	96,884.53	8,207.03	5,814.02	110,905.58	402,078.65
ABOGADO GENERAL	N/A	0	840.64	307,674.24	3,696.00	25,639.42	337,009.66	53,671.96	5,260.62	3,805.10	62,737.68	274,271.98
AUDITOR INTERNO	N/A	0	646.54	236,633.64	3,696.00	19,719.39	260,049.03	37,235.58	3,972.03	2,926.52	44,134.13	215,914.90
SRIO. PART. RECTOR	N/A	0	646.54	236,633.64	3,696.00	19,719.39	260,049.03	37,235.58	3,972.03	2,926.52	44,134.13	215,914.90
JEFE DE DEPARTAMENTO "C"	N/A	0	771.16	282,244.56	3,696.00	23,520.29	309,460.85	47,690.90	4,799.36	3,490.60	55,980.86	253,479.99
JEFE DE DEPARTAMENTO "B"	MMYS CONFIANZA	5	646.54	236,633.64	3,696.00	19,719.39	260,049.03	37,235.58	3,972.03	2,926.52	44,134.13	215,914.90
JEFE DE DEPARTAMENTO "A"	N/A	0	583.49	213,557.34	3,696.00	17,796.37	235,049.71	32,306.48	3,553.46	2,641.13	38,501.07	196,548.64

UNIVERSIDAD DE LA COSTA
TABULADOR DE SUELDOS
EJERCICIO 2016

PERSONAL DE CONFIANZA

PLAZA/PUESTO	MODALIDAD	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
JEFE DE AREA "C"	N/A	0	484.10	177,180.60	3,696.00	14,764.99	195,641.59	24,536.41	2,906.47	2,191.24	29,634.13	166,007.46
JEFE DE AREA "B"	N/A	0	444.87	162,822.42	3,696.00	13,568.48	180,086.90	21,469.51	2,646.03	2,013.67	26,129.21	153,957.69
JEFE DE AREA "A"	N/A	0	324.94	118,928.04	3,696.00	9,910.63	132,534.67	12,254.21	1,837.01	1,470.82	15,562.03	116,972.64

PERSONAL ACADEMICO

PLAZA/PUESTO	MODALIDAD	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
TITULAR "C"	N/A	0	1,339.52	490,264.32	3,696.00	40,855.20	534,815.52	102,930.12	8,585.40	6,063.24	117,578.76	417,236.75
TITULAR "B"	N/A	0	1,145.32	419,187.12	3,696.00	34,932.12	457,815.24	81,606.96	7,296.16	5,184.21	94,087.32	363,727.92
TITULAR "A"	N/A	0	898.07	328,693.62	3,696.00	27,391.03	359,780.65	58,615.72	5,654.72	4,065.05	68,335.49	291,445.15
ASOCIADO "C"	CONTRATO	4	749.91	274,467.06	3,696.00	22,872.16	301,035.22	45,861.63	2,893.63	2,191.24	50,946.51	250,088.71
ASOCIADO "B"	CONTRATO	10	601.64	220,200.24	3,696.00	18,349.95	242,246.19	33,725.41	2,633.20	2,013.67	38,372.28	203,873.91
ASOCIADO "A"	N/A	0	453.50	165,981.00	3,696.00	13,831.69	183,508.69	22,144.18	1,837.01	1,470.82	25,452.01	158,056.69

UNIVERSIDAD DE LA COSTA
TABULADOR DE SUELDOS
EJERCICIO 2016

PERSONAL OPERATIVO

PLAZA/PUESTO	MODALIDAD	NÚMERO DE PLAZAS	CUOTA DIARIA	P E R C E P C I O N E S			SUELDO BRUTO	D E D U C C I O N E S			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
CHOFER "C"	N/A	0	536.81	196,472.46	3,696.00	16,372.64	216,541.10	28,657.15	3,243.56	2,429.83	34,330.55	182,210.55
CHOFER "B"	N/A	0	360.21	131,836.86	3,696.00	10,986.36	146,519.22	14,850.99	2,071.16	1,630.47	18,552.61	127,966.61
CHOFER "A"	CONTRATO	1	268.39	98,230.74	3,696.00	8,185.86	110,112.60	8,640.51	1,461.59	1,214.85	11,316.95	98,795.66
SECRETARIA "C"	N/A	0	283.21	103,654.86	3,696.00	8,637.87	115,988.73	9,517.25	1,572.81	1,281.93	12,372.00	103,616.73
SECRETARIA "B"	N/A	0	240.77	88,121.82	3,696.00	7,343.46	99,161.28	7,057.45	1,291.06	1,089.83	9,438.34	89,722.93
SECRETARIA "A"	CONTRATO	3	209.82	76,794.12	3,696.00	6,399.48	86,889.60	5,825.00	1,085.59	949.74	7,860.33	79,029.28
AUXILIAR ADMINISTRATIVO	CONTRATO	3	209.82	76,794.12	3,696.00	6,399.48	86,889.60	5,825.00	1,085.59	949.74	7,860.33	79,029.28
ENFERMERA	N/A	0	209.82	76,794.12	3,696.00	6,399.48	86,889.60	5,825.00	1,085.59	949.74	7,860.33	79,029.28
OFICIAL DE MANTENIMIENTO	CONTRATO	2	230.92	84,516.72	3,696.00	7,043.03	95,255.75	6,665.22	1,225.67	1,045.24	8,936.13	86,319.62
VELADOR	N/A	0	232.26	85,007.16	3,696.00	7,083.90	95,787.06	6,718.58	1,221.73	1,051.31	8,991.61	86,795.45
AUXILIAR GENERAL	N/A	0	183.02	66,985.32	3,696.00	5,582.09	76,263.41	4,757.80	920.47	828.43	6,506.70	69,756.71
INTENDENTE	CONTRATO	2	163.65	59,895.90	3,696.00	4,991.31	68,583.21	3,986.47	823.06	740.75	5,550.28	63,032.93
JARDINERO	CONTRATO	1	163.65	59,895.90	3,696.00	4,991.31	68,583.21	3,986.47	823.06	740.75	5,550.28	63,032.93
TOTAL DE PLAZAS AUTORIZADAS		35										

NOTAS:

Se tiene a 3 jefes de carrera, quienes reciben una compensación

La gratificación anual es de 30 días al año y la prima vacacional es del 25% de las vacaciones.

UNIVERSIDAD DE LA COSTA
ANALITICO DE PLAZAS

FUNCIONARIOS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	0	786,485.88	786,485.88

JEFES DE DEPARTAMENTO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
VICE-RECTOR	2	512,984.23	512,984.23
ABOGADO GENERAL	0	337,009.66	337,009.66
AUDITOR INTERNO	0	260,049.03	260,049.03
SRIO. PART. RECTOR	0	260,049.03	260,049.03
JEFE DE DEPARTAMENTO "C"	0	309,460.85	309,460.85
JEFE DE DEPARTAMENTO "B"	5	260,049.03	260,049.03
JEFE DE DEPARTAMENTO "A"	0	235,049.71	235,049.71

PERSONAL DE CONFIANZA

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
JEFE DE AREA "C"	0	195,641.59	195,641.59
JEFE DE AREA "B"	0	180,086.90	180,086.90
JEFE DE AREA "A"	0	132,534.67	132,534.67

PERSONAL ACADEMICO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TITULAR "C"	0	534,815.52	534,815.52
TITULAR "B"	0	457,815.24	457,815.24
TITULAR "A"	0	359,780.65	359,780.65
ASOCIADO "C"	4	301,035.22	301,035.22
ASOCIADO "B"	10	242,246.19	242,246.19
ASOCIADO "A"	0	183,508.69	183,508.69

PERSONAL TECNICO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TECNICO	2	**144,679.46**	**144,679.46**

PERSONAL OPERATIVO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CHOFER "C"	0	216,541.10	216,541.10
CHOFER "B"	0	146,519.22	146,519.22
CHOFER "A"	1	110,112.60	110,112.60
SECRETARIA "C"	0	115,988.73	115,988.73
SECRETARIA "B"	0	99,161.28	99,161.28
SECRETARIA "A"	3	86,889.60	86,889.60
AUXILIAR ADMINISTRATIVO	3	86,889.60	86,889.60
ENFERMERA	0	86,889.60	86,889.60
OFICIAL DE MANTENIMIENTO	2	95,255.75	95,255.75
VELADOR	0	95,787.06	95,787.06
AUXILIAR GENERAL	0	76,263.41	76,263.41
INTENDENTE	2	68,583.21	68,583.21
JARDINERO	1	68,583.21	68,583.21
TOTAL	185		

UNIVERSIDAD DE LA SIERRA JUÁREZ
TABULADOR DE SUELDOS
EJERCICIO FISCAL 2016

FUNCIONARIOS

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
* RECTOR	N/A	0	1,974.25	722,575.50	3,696.00	60,214.38	786,485.88	172,623.47	10,686.49	7,504.56	190,814.51	595,671.37

JEFES DE DEPARTAMENTO

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
VICE-RECTOR	N/A	2	1,284.46	470,112.36	3,696.00	39,175.87	512,984.23	96,884.53	8,207.03	5,814.02	110,905.58	402,078.65
ABOGADO GENERAL	N/A	0	840.64	307,674.24	3,696.00	25,639.42	337,009.66	53,671.96	5,260.62	3,805.10	62,737.68	274,271.98
AUDITOR INTERNO	N/A	1	646.54	236,633.64	3,696.00	19,719.39	260,049.03	37,235.58	3,972.03	2,926.52	44,134.13	215,914.90
SRIO. PART. RECTOR	N/A	1	646.54	236,633.64	3,696.00	19,719.39	260,049.03	37,235.58	3,972.03	2,926.52	44,134.13	215,914.90
JEFE DE DEPARTAMENTO "C"	N/A	0	771.16	282,244.56	3,696.00	23,520.29	309,460.85	47,690.90	4,799.36	3,490.60	55,980.86	253,479.99
JEFE DE DEPARTAMENTO "B"	N/A	8	646.54	236,633.64	3,696.00	19,719.39	260,049.03	37,235.58	3,972.03	2,926.52	44,134.13	215,914.90
JEFE DE DEPARTAMENTO "A"	N/A	0	583.49	213,557.34	3,696.00	17,796.37	235,049.71	32,306.48	3,553.46	2,641.13	38,501.07	196,548.64

PERSONAL DE CONFIANZA

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
JEFE DE AREA "C"	N/A	0	484.10	177,180.60	3,696.00	14,764.99	195,641.59	24,536.41	2,906.47	2,191.24	29,634.13	166,007.46
JEFE DE AREA "B"	N/A	1	444.87	162,822.42	3,696.00	13,568.48	180,086.90	21,469.51	2,646.03	2,013.67	26,129.21	153,957.69
JEFE DE AREA "A"	N/A	1	324.94	118,928.04	3,696.00	9,910.63	132,534.67	12,254.21	1,837.01	1,470.82	15,562.03	116,972.64

PERSONAL ACADEMICO

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
TITULAR "C"	N/A	0	1,339.52	490,264.32	3,696.00	40,855.20	534,815.52	102,930.12	8,585.40	6,063.24	117,578.76	417,236.75
TITULAR "B"	N/A	5	1,145.32	419,187.12	3,696.00	34,932.12	457,815.24	81,606.96	7,296.16	5,184.21	94,087.32	363,727.92
TITULAR "A"	N/A	14	898.07	328,693.62	3,696.00	27,391.03	359,780.65	58,615.72	5,654.72	4,065.05	68,335.49	291,445.15
ASOCIADO "C"	N/A	13	749.91	274,467.06	3,696.00	22,872.16	301,035.22	45,861.63	2,893.63	2,191.24	50,946.51	250,088.71
ASOCIADO "B"	N/A	20	601.64	220,200.24	3,696.00	18,349.95	242,246.19	33,725.41	2,633.20	2,013.67	38,372.28	203,873.91
ASOCIADO "A"	N/A	0	453.50	165,981.00	3,696.00	13,831.69	183,508.69	22,144.18	1,837.01	1,470.82	25,452.01	158,056.69

UNIVERSIDAD DE LA SIERRA JUÁREZ

TABULADOR DE SUELDOS

EJERCICIO FISCAL 2016

PERSONAL TECNICO

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
TECNICO	N/A	12	355.57	130,138.62	3,696.00	10,844.84	**144,679.46**	14,488.25	2,040.35	1,609.46	**18,138.06**	**126,541.40**

PERSONAL OPERATIVO

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	CUOTA DIARIA	PERCEPCIONES			SUELDO BRUTO	DEDUCCIONES			TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	DESPENSA	FONDO DE AHORRO PATRONAL		I. S. R.	I. M. S. S.	CESANTIA Y VEJEZ		
CHOFER "C"	N/A	0	536.81	196,472.46	3,696.00	16,372.64	216,541.10	28,657.15	3,243.56	2,429.83	34,330.55	182,210.55
CHOFER "B"	N/A	1	360.21	131,836.86	3,696.00	10,986.36	146,519.22	14,850.99	2,071.16	1,630.47	18,552.61	127,966.61
CHOFER "A"	N/A	1	268.39	98,230.74	3,696.00	8,185.86	110,112.60	8,640.51	1,461.59	1,214.85	11,316.95	98,795.66
SECRETARIA "C"	N/A	0	283.21	103,654.86	3,696.00	8,637.87	115,988.73	9,517.25	1,572.81	1,281.93	12,372.00	103,616.73
SECRETARIA "B"	N/A	0	240.77	88,121.82	3,696.00	7,343.46	99,161.28	7,057.45	1,291.06	1,089.83	9,438.34	89,722.93
SECRETARIA "A"	N/A	3	209.82	76,794.12	3,696.00	6,399.48	86,889.60	5,825.00	1,085.59	949.74	7,860.33	79,029.28
AUXILIAR ADMINISTRATIVO	N/A	9	209.82	76,794.12	3,696.00	6,399.48	86,889.60	5,825.00	1,085.59	949.74	7,860.33	79,029.28
ENFERMERA	N/A	1	209.82	76,794.12	3,696.00	6,399.48	86,889.60	5,825.00	1,085.59	949.74	7,860.33	79,029.28
OFICIAL DE MANTENIMIENTO	N/A	5	230.92	84,516.72	3,696.00	7,043.03	95,255.75	6,665.22	1,225.67	1,045.24	8,936.13	86,319.62
VELADOR	N/A	0	232.26	85,007.16	3,696.00	7,083.90	95,787.06	6,718.58	1,221.73	1,051.31	8,991.61	86,795.45
AUXILIAR GENERAL	N/A	5	183.02	66,985.32	3,696.00	5,582.09	76,263.41	4,757.80	920.47	828.43	6,506.70	69,756.71
INTENDENTE	N/A	6	163.65	59,895.90	3,696.00	4,991.31	68,583.21	3,986.47	823.06	740.75	5,550.28	63,032.93
JARDINERO	N/A	7	163.65	59,895.90	3,696.00	4,991.31	68,583.21	3,986.47	823.06	740.75	5,550.28	63,032.93

NOTAS:

A los jefes de carrera se les otorga una compensación mensual por $2,106.89.

A todo el personal iniciando el 6to. años de servicio se le otorga quinquenio del 2% sobre la cuota diaria, mismo que va incrementando en 2% hasta los 10 años y que se mantendra en 10% por 4 años y a los 15 a 19 años incrementará en 2% mas para llegar a 12%, 20 a 24 años 14%, y asi sicesivamente...hasta llegar a los 35 años de labores en adelante con 20% de quinquenio

Aguinaldo anual es de 30 días al año y prima cacacional el 25% de vacaciones.

UNIVERSIDAD DE LA SIERRA JUÁREZ
ANALITICO DE PLAZAS

FUNCIONARIOS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	0	786,485.88	786,485.88

JEFES DE DEPARTAMENTO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
VICE-RECTOR	2	512,984.23	512,984.23
ABOGADO GENERAL	0	337,009.66	337,009.66
AUDITOR INTERNO	1	260,049.03	260,049.03
SRIO. PART. RECTOR	1	260,049.03	260,049.03
"C"	0	309,460.85	309,460.85
"B"	8	260,049.03	260,049.03
"A"	0	235,049.71	235,049.71

PERSONAL DE CONFIANZA

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
JEFE DE AREA "C"	0	195,641.59	195,641.59
JEFE DE AREA "B"	1	180,086.90	180,086.90
JEFE DE AREA "A"	1	132,534.67	132,534.67

PERSONAL ACADEMICO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TITULAR "C"	0	534,815.52	534,815.52
TITULAR "B"	5	457,815.24	457,815.24
TITULAR "A"	14	359,780.65	359,780.65
ASOCIADO "C"	13	301,035.22	301,035.22
ASOCIADO "B"	20	242,246.19	242,246.19
ASOCIADO "A"	0	183,508.69	183,508.69

PERSONAL TECNICO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TECNICO	12	144,679.46	144,679.46

PERSONAL OPERATIVO

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CHOFER "C"	0	216,541.10	216,541.10
CHOFER "B"	1	146,519.22	146,519.22
CHOFER "A"	1	110,112.60	110,112.60
SECRETARIA "C"	0	115,988.73	115,988.73
SECRETARIA "B"	0	99,161.28	99,161.28
SECRETARIA "A"	3	86,889.60	86,889.60
AUXILIAR ADMINISTRATIVO	9	86,889.60	86,889.60
ENFERMERA	1	86,889.60	86,889.60
OFICIAL DE MANTENIMIENTO	5	95,255.75	95,255.75
VELADOR	0	95,787.06	95,787.06
AUXILIAR GENERAL	3	76,263.41	76,263.41
INTENDENTE	6	68,583.21	68,583.21
JARDINERO	7	68,583.21	68,583.21

Universidad de la Sierra Sur
Tabulador de Sueldos 2016

Plaza/ Puesto	Nivel	Percepciones			Deducciones		Total Anual Neto
		Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
RECTOR	N/A	1,127,206.35	97,629.49	1,224,835.84	304,100.97	18,191.04	902,543.82
VICERRECTOR	N/A	470,113.73	42,871.99	512,985.72	96,884.90	13,466.10	402,634.72
ABOGADO GENERAL	N/A	307,674.67	29,335.45	337,010.12	53,672.03	8,702.50	274,635.59
AUDITOR INTERNO	N/A	236,633.16	23,415.35	260,048.51	37,235.53	6,619.18	216,193.81
SRIO. PART. RECTOR	N/A	236,633.16	23,415.35	260,048.51	37,235.53	6,619.18	216,193.81
JEFE DE DEPARTAMENTO "C"	N/A	282,245.35	27,216.35	309,461.70	47,691.05	7,956.78	253,813.88
JEFE DE DEPARTAMENTO "B"	N/A	236,633.16	23,415.35	260,048.51	37,235.53	6,619.18	216,193.81
JEFE DE DEPARTAMENTO "A"	N/A	213,557.46	21,492.38	235,049.85	32,306.56	5,942.47	196,800.82
JEFE DE AREA "C"	N/A	177,178.70	18,460.83	195,639.53	24,536.05	4,875.65	166,227.83
JEFE DE AREA "B"	N/A	162,820.84	17,264.35	180,085.19	21,469.21	4,454.60	154,161.37
JEFE DE AREA "A"	N/A	118,928.60	13,606.68	132,535.28	12,253.92	3,167.44	117,113.92
TITULAR "C"	N/A	490,265.12	44,551.26	534,816.38	102,930.31	14,057.05	417,829.02
TITULAR "B"	N/A	419,188.19	38,628.21	457,816.40	81,607.23	11,972.69	364,236.48
TITULAR "A"	N/A	328,695.87	31,087.21	359,783.08	58,616.21	9,318.96	291,847.91
ASOCIADO "C"	N/A	274,468.18	26,568.26	301,036.43	45,861.86	7,728.71	247,445.87
ASOCIADO "B"	N/A	220,201.12	22,046.02	242,247.14	33,725.64	6,137.30	202,384.20
ASOCIADO "A"	N/A	165,981.30	17,527.72	183,509.02	22,144.29	4,547.28	156,817.45
TECNICO	N/A	130,137.81	14,540.77	144,678.58	14,488.12	3,496.15	126,694.31
TECNICO 1/2 TIEMPO	N/A	65,068.90	9,118.39	74,187.29	7,244.06	1,748.08	65,195.15
CHOFER "C"	N/A	196,472.08	20,068.61	216,540.69	28,657.12	5,441.44	182,442.13
CHOFER "B"	N/A	131,838.08	14,682.46	146,520.55	14,851.30	3,546.02	128,123.23
CHOFER "A"	N/A	98,230.14	11,881.81	110,111.95	8,640.80	2,560.45	98,910.70
SECRETARIA "C"	N/A	103,657.63	12,334.10	115,991.73	9,517.36	2,719.61	103,754.76
SECRETARIA "B"	N/A	88,122.96	11,039.55	99,162.51	4,446.09	2,264.05	92,452.36
SECRETARIA "A"	N/A	76,795.67	10,095.61	86,891.29	2,782.52	1,931.87	82,176.89
AUXILIAR ADMINISTRATIVO	N/A	76,795.67	10,095.61	86,891.29	2,782.52	1,931.87	82,176.89
ENFERMERA	N/A	76,795.67	10,095.61	86,891.29	2,782.52	1,931.87	82,176.89
OFICIAL DE MANTENIMIENTO	N/A	84,517.75	10,739.12	95,256.86	3,622.69	2,158.33	89,475.85
VELADOR	N/A	84,517.75	10,739.12	95,256.86	3,622.69	2,158.33	89,475.85
AUXILIAR GENERAL	N/A	66,983.68	9,277.95	76,261.63	1,221.90	1,681.18	73,358.55
INTENDENTE	N/A	59,899.21	8,687.58	68,586.79	88.23	1,503.37	66,995.19
JARDINERO	N/A	59,899.21	8,687.58	68,586.79	88.23	1,503.37	66,995.19
GINECOLOGO	N/A	328,695.87	31,087.21	359,783.08	55,399.06	9,318.96	295,065.07
PEDIATRA	N/A	328,695.87	31,087.21	359,783.08	55,399.06	9,318.96	295,065.07
ANESTESIOLOGO	N/A	328,695.87	31,087.21	359,783.08	55,399.06	9,318.96	295,065.07
MEDICO GENERAL	N/A	220,201.12	22,046.02	242,247.14	31,768.32	6,137.30	204,341.52
ENFERMERA "C"	N/A	165,981.30	17,527.72	183,509.02	20,668.92	4,547.28	158,292.82
ENFERMERA "B"	N/A	130,137.81	14,540.77	144,678.58	13,331.35	3,496.15	127,851.07
ENFERMERA "A"	N/A	88,122.96	11,039.55	99,162.51	3,615.95	2,264.05	93,282.51
PARAMEDICO	N/A	130,137.81	14,540.77	144,678.58	13,331.35	3,496.15	127,851.07
COCINERA	N/A	66,983.68	9,277.95	76,261.63	918.62	1,681.18	73,661.83

NOTAS:

1) FONDO DE AHORRO: El importe de esta prestación patronal es del 8.3333% sobre el sueldo base

2) ISR: Cuando en la columna de ISR aparece (-) es bonificación por concepto de Subsidio para el empleo, se aplicó la tarifa del ART. 113 LISR para retenciones mensuales. Este importe se encuentra sujeto a variaciones, de acuerdo a la tarifa y tabla que publique la S.H.CP. en forma anual.

3) IMSS: Este importe tiene variaciones a partir de la publicación de los salarios minimos generales.

4) CESANTIA Y VEJEZ: Este importe tiene un tope de 25 VSMDF

Universidad de la Sierra Sur
Analítico de Plazas 2016

Plaza/puesto	MANDOS MEDIOS Y SUPERIORES	CONFIANZA	BASE	CONTRATO	TOTAL DE PLAZAS	Remuneraciones	
						De	Hasta
RECTOR	1	0	0	0	1	1,224,835.84	1,224,835.84
VICERRECTOR	2	0	0	0	2	512,985.72	512,985.72
ABOGADO GENERAL	1	0	0	0	1	337,010.12	337,010.12
AUDITOR INTERNO	1	0	0	0	1	260,048.51	260,048.51
SRIO. PART. RECTOR	1	0	0	0	1	260,048.51	260,048.51
JEFE DE DEPARTAMENTO "C"	0	0	0	0	0	309,461.70	309,461.70
JEFE DE DEPARTAMENTO "B"	7	0	0	0	7	260,048.51	260,048.51
JEFE DE DEPARTAMENTO "A"	1	0	0	0	1	235,049.85	235,049.85
JEFE DE AREA "C"	0	5	0	0	5	195,639.53	195,639.53
JEFE DE AREA "B"	0	4	0	0	4	180,085.19	180,085.19
JEFE DE AREA "A"	0	1	0	0	1	132,535.28	132,535.28
TITULAR "C"	0	0	0	0	0	534,816.38	534,816.38
TITULAR "B"	0	0	4	0	4	457,816.40	457,816.40
TITULAR "A"	0	0	16	13	29	359,783.08	359,783.08
ASOCIADO "C"	0	0	67	15	82	301,036.43	301,036.43
ASOCIADO "B"	0	0	20	11	31	242,247.14	242,247.14
ASOCIADO "A"	0	0	3	5	8	183,509.02	183,509.02
TECNICO	0	0	13	36	49	144,678.58	144,678.58
TECNICO 1/2 TIEMPO	0	0	0	4	4	74,187.29	74,187.29
CHOFER "C"	0	0	0	0	0	216,540.69	216,540.69
CHOFER "B"	0	0	2	1	3	146,520.55	146,520.55
CHOFER "A"	0	0	0	0	0	110,111.95	110,111.95
SECRETARIA "C"	0	0	0	0	0	115,991.73	115,991.73
SECRETARIA "B"	0	0	0	0	0	99,162.51	99,162.51
SECRETARIA "A"	0	0	17	3	20	86,891.29	86,891.29
AUXILIAR ADMINISTRATIVO	0	0	6	2	8	86,891.29	86,891.29
ENFERMERA	0	0	0	0	0	86,891.29	86,891.29
OFICIAL DE MANTENIMIENTO	0	0	5	1	6	95,256.86	95,256.86
VELADOR	0	0	0	0	0	95,256.86	95,256.86
AUXILIAR GENERAL	0	0	7	0	7	76,261.63	76,261.63
INTENDENTE	0	0	17	2	19	68,586.79	68,586.79
JARDINERO	0	0	8	1	9	68,586.79	68,586.79
GINECOLOGO	0	0	0	0	0	359,783.08	359,783.08
PEDIATRA	0	0	0	0	0	359,783.08	359,783.08
ANESTESIOLOGO	0	0	0	0	0	359,783.08	359,783.08
MEDICO GENERAL	0	1	0	8	9	242,247.14	242,247.14
ENFERMERA "C"	0	0	0	0	0	183,509.02	183,509.02
ENFERMERA "B"	0	0	0	4	4	144,678.58	144,678.58
ENFERMERA "A"	0	1	0	4	5	99,162.51	99,162.51
PARAMEDICO	0	0	0	0	0	144,678.58	144,678.58
COCINERA	0	0	0	0	0	76,261.63	76,261.63

UNIVERSIDAD DEL ISTMO

TABULADOR DE SUELDOS 2016

Mandos Superiores, Medios y personal de Confianza

	Número de plazas	Percepción Anual			Sueldo Bruto 2016	Deducción Anual			Total Deducción 2016	Percepción Anual Neta 2016
		Sueldo base anual	Despensa	Fondo de Ahorro Patronal		IMSS	Cesantía y Vejez	ISR		
Rector	0	722,577.83	3,696.00	60,214.58	786,488.41	10,196.96	7,162.39	172,624.13	189,983.48	596,504.93
Vicerrector	2	470,072.46	3,696.00	39,172.55	512,941.01	8,218.26	5,813.28	96,872.51	110,904.05	402,036.96
Abogado General	1	307,674.81	3,696.00	25,639.46	337,010.27	5,272.70	3,804.94	53,672.06	62,749.71	274,260.56
Auditor Interno	1	236,634.16	3,696.00	19,719.43	260,049.59	3,984.17	2,926.40	37,228.30	44,138.87	215,910.72
Secretario Particular	1	236,634.16	3,696.00	19,719.43	260,049.59	3,984.17	2,926.40	37,228.30	44,138.87	215,910.72
Jefe de departamento "C"	0	282,243.66	3,696.00	23,520.21	309,459.87	4,811.44	3,490.44	47,690.65	55,992.53	253,467.34
Jefe de departamento "B"	12	236,634.16	3,696.00	19,719.43	260,049.59	3,984.17	2,926.40	37,228.30	44,138.87	215,910.72
Jefe de departamento "A"	0	213,558.14	3,696.00	17,796.44	235,050.58	3,565.62	2,641.02	32,299.26	38,505.91	196,544.67
Jefe de área "C"	4	177,179.12	3,696.00	14,764.87	195,639.99	2,905.78	2,191.13	24,528.70	29,625.62	166,014.37
Jefe de área "B"	3	162,822.69	3,696.00	13,568.50	180,087.20	2,645.39	2,013.59	21,462.17	26,121.15	153,966.05
Jefe de área "A"	7	118,926.60	3,696.00	9,910.51	132,533.11	1,840.06	1,464.51	12,163.26	15,467.83	117,065.28

Personal Académico

	Número de plazas	Percepción Anual			Sueldo Bruto 2016	Deducción Anual			Total Deducción 2016	Percepción Anual Neta 2016
		Sueldo base anual	Despensa	Fondo de Ahorro Patronal		IMSS	Cesantía y Vejez	ISR		
Titular "C"	0	490,263.51	3,696.00	40,855.13	534,814.64	8,584.48	6,062.98	102,929.83	117,577.29	417,237.35
Titular "B"	10	419,185.01	3,696.00	34,931.94	457,812.96	7,295.27	5,183.96	81,606.28	94,085.51	363,727.45
Titular "A"	26	328,693.47	3,696.00	27,391.01	359,780.48	5,653.94	4,064.88	58,615.65	68,334.46	291,446.02
Asociado "C"	35	274,468.62	3,696.00	22,872.29	301,036.91	4,670.41	3,394.29	45,861.96	53,926.67	247,110.25
Asociado "B"	70	220,201.84	3,696.00	18,350.08	242,247.92	4,048.27	2,970.10	33,718.36	40,736.72	201,511.20
Asociado "A"	0	165,982.31	3,696.00	13,831.80	183,510.11	2,702.70	2,052.66	22,137.06	26,892.42	156,617.68

UNIVERSIDAD DEL ISTMO

TABULADOR DE SUELDOS 2016

Personal Técnico

	Número de plazas	Percepción Anual			Sueldo Bruto 2016	Deducción Anual			Total Deducción 2016	Percepción Anual Neta 2016
		Sueldo base anual	Despensa	Fondo de Ahorro Patronal		IMSS	Cesantía y Vejez	ISR		
Técnico	26	130,139.14	3,696.00	10,844.88	144,680.02	2,052.57	1,609.40	14,480.96	18,142.94	126,537.08
Técnico asistente	2	91,588.92	3,696.00	7,632.38	102,917.30	1,353.35	1,132.66	7,578.20	10,066.21	92,851.08
Técnico de medio tiempo	0	65,074.02	3,696.00	5,422.81	74,192.83	894.17	804.76	1,014.13	2,717.06	71,475.77

Personal Administrativo y Operativo

	Número de plazas	Percepción Anual			Sueldo Bruto 2016	Deducción Anual			Total Deducción 2016	Percepción Anual Neta 2016
		Sueldo base anual	Despensa	Fondo de Ahorro Patronal		IMSS	Cesantía y Vejez	ISR		
Chofer "C"	0	196,475.76	3,696.00	16,372.91	216,544.67	3,255.78	2,429.77	28,650.47	34,336.02	182,208.65
Chofer "B"	1	131,835.12	3,696.00	10,986.22	146,517.34	2,083.34	1,630.37	14,843.23	18,558.94	123,889.07
Chofer "A"	4	98,232.72	3,696.00	8,186.03	110,114.75	1,473.86	1,214.82	8,641.21	11,333.89	95,536.09
Secretaria "C"	0	103,655.13	3,696.00	8,637.89	115,989.02	1,572.21	1,281.88	9,516.91	12,377.00	100,205.38
Secretaria "B"	11	88,121.95	3,696.00	7,343.47	99,161.42	1,290.47	1,089.78	4,445.98	6,834.24	86,634.96
Secretaria "A"	12	76,791.67	3,696.00	6,399.28	86,886.95	1,084.96	949.66	2,782.09	4,826.72	76,318.85
Auxiliar Administrativo	6	76,791.67	3,696.00	6,399.28	86,886.95	1,084.96	949.66	2,782.09	4,828.72	76,318.85
Enfermera	2	76,791.67	3,696.00	6,399.28	86,886.95	1,084.96	949.66	2,782.09	4,830.72	76,318.85
Velador	0	84,517.79	3,696.00	7,043.12	95,256.91	1,225.10	1,045.21	3,622.69	5,909.00	83,353.41
Oficial de Mantenimiento	8	84,519.07	3,696.00	7,043.23	95,258.29	1,225.12	1,045.23	3,622.83	5,911.18	83,354.57
Auxiliar general	25	66,982.95	3,696.00	5,581.89	76,260.84	920.40	828.36	1,221.82	2,990.59	67,365.66
Jardinero/ Aux de Mantto	1	59,898.82	3,696.00	4,991.55	68,586.37	823.06	740.75	88.19	1,674.00	60,885.58
Intendente	8	59,898.82	3,696.00	4,991.55	68,586.37	823.06	740.75	88.19	1,676.00	60,885.58

Honorarios

	Número de plazas	Percepción Anual			Sueldo Bruto 2016	Deducción Mensual			Total Deducción 2016	Percepción Anual Neta 2016
		Sueldo base anual	Despensa	Fondo de Ahorro Patronal		IMSS	Cesantía y Vejez	ISR		
Honorarios	2									

* El cálculo del ISR y subsidio se determino con tablas de 2015. La determinación de las coutas y aportaciones de IMSS y de CV, se realizó con tablas y porcentajes de 2015

* Este tabulador incluye incremento del 4 %

UNIVERSIDAD DEL ISTMO

ANALITICO DE PLAZAS

Mandos Superiores, Medios y personal de Confianza

	Número de plazas	Remuneraciones	
		De	Hasta
Rector	0	786,488.41	786,488.41
Vicerrector	2	512,941.01	512,941.01
Abogado General	1	337,010.27	337,010.27
Auditor Interno	1	260,049.59	260,049.59
Secretario Particular	1	260,049.59	260,049.59
Jefe de departamento "C"	0	309,459.87	309,459.87
Jefe de departamento "B"	12	260,049.59	260,049.59
Jefe de departamento "A"	0	235,050.58	235,050.58
Jefe de área "C"	4	195,639.99	195,639.99
Jefe de área "B"	3	180,087.20	180,087.20
Jefe de área "A"	7	132,533.11	132,533.11

Personal Académico

	Número de plazas	Remuneraciones	
		De	Hasta
Titular "C"	0	534,814.64	534,814.64
Titular "B"	9	457,812.96	457,812.96
Titular "A"	26	359,780.48	359,780.48
Asociado "C"	35	301,036.91	301,036.91
Asociado "B"	71	242,247.92	242,247.92
Asociado "A"	0	183,510.11	183,510.11

Personal Técnico

	Número de plazas	Remuneraciones	
		De	Hasta
Técnico	26	144,680.02	144,680.02
Técnico asistente	2	102,917.30	102,917.30
Técnico de medio tiempo	0	74,192.83	74,192.83

Personal Administrativo y Operativo

	Número de plazas	Remuneraciones	
		De	Hasta
Chofer "C"	0	216,544.67	216,544.67
Chofer "B"	1	146,517.34	146,517.34
Chofer "A"	4	110,114.75	110,114.75
Secretaria "C"	0	115,989.02	115,989.02
Secretaria "B"	11	99,161.42	99,161.42
Secretaria "A"	12	86,886.95	86,886.95
Auxiliar Administrativo	6	86,886.95	86,886.95
Enfermera	2	86,886.95	86,886.95
Velador	0	95,256.91	95,256.91
Oficial de Mantenimiento	8	95,258.29	95,258.29
Auxiliar general	25	76,260.84	76,260.84
Jardinero/ Aux de Mantto	1	68,586.37	68,586.37
Intendente	8	68,586.37	68,586.37

Honorarios

	Número de plazas	Remuneraciones	
		De	Hasta
Honorarios asimilables a salarios	2		

TOTAL DE PLAZAS **280**

UNIVERSIDAD DEL MAR
TABULADOR DE SUELDOS Y SALARIOS 2016

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
TITULAR C	N/A	9	490,275.74	44,552.15	534,827.89	112,130.30	15,952.82	406,744.77
TITULAR B	N/A	15	419,202.64	38,629.41	457,832.05	89,000.51	13,361.92	355,469.62
TITULAR A	N/A	42	328,743.54	31,091.19	359,834.73	63,135.83	10,389.15	286,309.75
ASOCIADO C	N/A	82	274,468.08	26,568.25	301,036.33	51,033.17	8,856.19	241,146.97
ASOCIADO B	N/A	114	220,223.08	22,047.85	242,270.93	32,877.03	6,380.32	203,013.58
ASOCIADO A	N/A	6	165,962.85	17,526.18	183,489.03	21,318.72	4,729.56	157,440.75
TECNICO	N/A	33	130,137.01	14,540.71	144,677.72	13,690.02	3,639.86	127,347.84
TECNICO ASISTENTE	N/A	57	91,585.79	11,328.12	102,913.91	4,515.85	2,466.89	95,931.17
RECTOR	N/A	0	722,576.52	63,910.47	786,486.99	171,919.62	17,662.11	596,905.27
VICE-RECTOR	N/A	3	470,117.04	42,872.26	512,989.31	112,665.41	15,023.56	385,300.35
ABOGADO GENERAL	N/A	1	307,675.12	29,335.49	337,010.61	179,515.88	9,040.81	148,453.93
JEFE DE DEPARTAMENTO "C"	N/A	0	282,244.56	27,216.29	309,460.85	46,975.08	8,440.61	254,045.15
JEFE DE DEPARTAMENTO "B"	N/A	14	236,651.50	23,416.88	260,068.38	36,174.99	6,880.12	217,013.26
SECRETARIO PARTICULAR	N/A	3	236,651.50	23,416.88	260,068.38	38,393.00	7,142.05	214,533.34
AUDITOR INTERNO	N/A	1	236,651.50	23,416.88	260,068.38	36,820.91	6,880.19	216,367.29
JEFE DE DEPARTAMENTO "A"	N/A	9	213,558.07	21,492.43	235,050.51	31,457.33	6,181.41	197,411.77
JEFE DE AREA "C"	N/A	20	177,176.50	18,460.65	195,637.15	23,707.41	5,070.70	166,859.04
PATRON DE BARCO	N/A	1	177,176.50	18,460.65	195,637.15	23,707.41	5,070.32	166,859.42
JEFE DE AREA "B"	N/A	9	162,826.37	17,264.81	180,091.18	18,315.19	4,634.16	157,141.83
JEFE DE AREA "A"	N/A	1	118,927.16	13,606.56	132,533.72	12,127.21	3,364.52	117,041.99
CHOFER "C"	N/A	0	196,474.95	20,068.85	216,543.80	28,061.38	5,781.22	182,701.20
MOTORISTA DE BARCO	N/A	1	137,133.17	15,123.72	152,256.89	15,177.73	3,941.13	133,138.03
CHOFER "B"	N/A	2	131,834.66	14,682.18	146,516.84	17,041.38	4,129.04	125,346.42
SECRETARIA "C"	N/A	0	103,655.88	12,333.96	115,989.84	9,097.53	2,903.11	103,989.20
CHOFER "A"	N/A	13	98,231.76	11,881.95	110,113.71	8,525.94	2,723.50	98,864.27
SECRETARIA "B"	N/A	2	88,125.77	11,039.79	99,165.56	8,232.39	2,633.79	88,299.38
MOTORISTA DE LANCHA	N/A	1	86,770.69	10,926.86	97,697.56	9,882.89	2,920.39	84,894.28
VELADOR	N/A	5	84,521.11	10,739.40	95,260.51	7,926.93	2,658.21	84,675.36
CARPINTERO	N/A	1	84,521.11	10,739.40	95,260.51	8,307.67	2,644.42	84,308.42
OFICIAL DE MANTENIMIENTO	N/A	33	84,521.11	10,739.40	95,260.51	3,285.44	2,252.04	89,723.03
ENFERMERA	N/A	1	76,794.12	10,095.48	86,889.60	3,086.91	2,187.00	81,615.70
SECRETARIA "A"	N/A	57	76,794.12	10,095.48	86,889.60	1,936.34	2,016.94	82,936.32
AUXILIAR ADMINISTRATIVO	N/A	21	76,794.12	10,095.48	86,889.60	1,936.34	2,016.94	82,936.32
COCINERO DE BARCO UMAR	N/A	1	73,779.45	9,844.26	83,623.71	1,506.89	1,976.68	80,140.14
WINCHERO DE BARCO UMAR	N/A	2	73,779.45	9,844.26	83,623.71	1,506.89	1,976.68	80,140.14
AUXILIAR GENERAL	N/A	8	66,981.22	9,277.75	76,258.97	1,490.94	1,932.92	72,835.10
AUXILIAR DE MANTENIMIENTO	N/A	28	59,893.70	8,687.12	68,580.83	- 280.02	1,559.40	67,301.45
INTENDENTE	N/A	33	59,893.70	8,687.12	68,580.83	- 280.02	1,559.40	67,301.45
JARDINERO	N/A	27	59,893.70	8,687.12	68,580.83	- 280.02	1,559.40	67,301.45
JEFE DE OFICINA	N/A	1	133,193.55	14,795.42	147,988.97	17,743.14	4,175.09	126,070.74
ENCARGADO DE AREA	N/A	3	88,121.97	11,039.47	99,161.43	8,567.95	2,703.01	87,890.48
TECNICO DE 1/2 TIEMPO	N/A	2	65,070.41	9,118.51	74,188.92	- 2,014.16	1,581.41	74,621.66

NOTA. EN EL CONCEPTO DE REMUNERACIONES ADICIONALES ÚNICAMENTE SE ESTÁ CONSIDERANDO LAS PRESTACIONES DE FONDO DE AHORRO Y VALES DE DESPENSA.

UNIVERSIDAD DEL MAR

ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
TITULAR C	9	534,827.89	534,827.89
TITULAR B	15	457,832.05	457,832.05
TITULAR A	42	359,834.73	359,834.73
ASOCIADO C	82	301,036.33	301,036.33
ASOCIADO B	114	242,270.93	242,270.93
ASOCIADO A	6	183,489.03	183,489.03
TECNICO	33	144,677.72	144,677.72
TECNICO ASISTENTE	57	102,913.91	102,913.91
RECTOR	0	786,486.99	786,486.99
VICE-RECTOR	3	512,989.31	512,989.31
ABOGADO GENERAL	1	337,010.61	337,010.61
JEFE DE DEPARTAMENTO "C"	0	309,460.85	309,460.85
JEFE DE DEPARTAMENTO "B"	14	260,068.38	260,068.38
SECRETARIO PARTICULAR	3	260,068.38	260,068.38
AUDITOR INTERNO	1	260,068.38	260,068.38
JEFE DE DEPARTAMENTO "A"	9	235,050.51	235,050.51
JEFE DE AREA "C"	20	195,637.15	195,637.15
PATRON DE BARCO	1	195,637.15	195,637.15
JEFE DE AREA "B"	9	180,091.18	180,091.18
JEFE DE AREA "A"	1	132,533.72	132,533.72
CHOFER "C"	0	216,543.80	216,543.80
MOTORISTA DE BARCO	1	152,256.89	152,256.89
CHOFER "B"	2	146,516.84	146,516.84
SECRETARIA "C"	0	115,989.84	115,989.84
CHOFER "A"	13	110,113.71	110,113.71
SECRETARIA "B"	2	99,165.56	99,165.56
MOTORISTA DE LANCHA	1	97,697.56	97,697.56
VELADOR	5	95,260.51	95,260.51
CARPINTERO	1	95,260.51	95,260.51
OFICIAL DE MANTENIMIENTO	33	95,260.51	95,260.51
ENFERMERA	1	86,889.60	86,889.60
SECRETARIA "A"	57	86,889.60	86,889.60
AUXILIAR ADMINISTRATIVO	21	86,889.60	86,889.60
COCINERO DE BARCO UMAR	1	83,623.71	83,623.71
WINCHERO DE BARCO UMAR	2	83,623.71	83,623.71
AUXILIAR GENERAL	8	76,258.97	76,258.97
AUXILIAR DE MANTENIMIENTO	28	68,580.83	68,580.83
INTENDENTE	33	68,580.83	68,580.83
JARDINERO	27	68,580.83	68,580.83
JEFE DE OFICINA	1	147,988.97	147,988.97
ENCARGADO DE AREA	3	99,161.43	99,161.43
TECNICO DE 1/2 TIEMPO	2	74,188.92	74,188.92

NOTA. SE CUENTA CON UNA PLAZA DE HONORARIOS ASIMILABLES A SALARIOS

UNIVERSIDAD DEL PAPALOAPAN

TABULADOR DE SUELDOS 2016

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
RECTOR	N/A	1	722,576.52	63,910.47	786,486.99	172,623.78	17,414.12	596,449.09
JEFES DE DEPARTAMENTO								
VICE-RECTOR	N/A	2	470,113.24	42,871.95	512,985.19	96,884.79	14,078.56	402,021.84
ABOGADO GENERAL	N/A	1	307,667.51	29,334.86	337,002.37	53,670.38	9,107.79	274,224.20
AUDITOR INTERNO	N/A	1	236,640.08	23,415.93	260,056.01	37,236.96	6,934.44	215,884.61
SECRETARIO PARTICULAR DEL RECTOR	N/A	1	236,640.08	23,415.93	260,056.01	37,236.96	6,934.44	215,884.61
JEFE DE DEPARTAMENTO "C"	N/A	0	282,240.75	27,215.97	309,456.72	47,690.01	8,329.84	253,436.87
JEFE DE DEPARTAMENTO "B"	N/A	10	236,640.08	23,415.93	260,056.01	37,236.96	6,934.44	215,884.61
JEFE DE DEPARTAMENTO "A"	N/A	4	213,558.07	21,492.43	235,050.50	32,306.64	6,228.24	196,515.62
PERSONAL DE CONFIANZA								
JEFE DE AREA "C"	N/A	8	177,180.31	18,460.97	195,641.28	24,536.35	5,115.05	165,989.88
JEFE DE AREA "B"	N/A	0	162,822.57	17,264.49	180,087.06	21,469.54	4,675.64	153,941.88
JEFE DE AREA "A"	N/A	1	118,923.36	13,606.24	132,529.60	12,252.87	3,332.51	116,944.22
JEFE DE AREA	N/A	6	144,761.20	15,759.38	160,520.58	17,611.63	4,122.97	138,785.98
PERSONAL ACADÉMICO								
TITULAR "C"	N/A	2	490,264.32	44,551.20	534,815.52	102,930.12	14,695.26	417,190.14
TITULAR "B"	N/A	14	419,183.61	38,627.83	457,811.44	81,605.90	12,520.16	363,685.38
TITULAR "A"	N/A	69	328,694.06	31,087.06	359,781.12	58,615.82	9,751.34	291,413.96
ASOCIADO "C"	N/A	42	274,468.08	26,568.25	301,036.33	45,861.87	8,091.83	247,082.63
ASOCIADO "B"	N/A	59	220,196.43	22,045.63	242,242.06	33,724.60	6,431.26	202,086.20
ASOCIADO "A"	N/A		165,981.88	17,527.77	183,509.65	22,144.37	4,772.45	156,592.83
PERSONAL TÉCNICO								
TECNICO	N/A	68	130,140.82	14,541.02	144,681.84	14,488.72	3,675.62	126,517.50
PERSONAL OPERATIVO								
CHOFER "B"	N/A	3	131,834.66	14,682.18	146,516.84	14,850.52	3,727.45	127,938.87
CHOFER "A"	N/A	2	98,235.57	11,882.26	110,117.83	8,641.28	2,699.27	98,777.28
VELADOR	N/A	12	84,517.31	10,739.08	95,256.39	3,622.80	2,279.72	89,353.87
OFICIAL DE MANTENIMIENTO	N/A	0	84,517.31	10,739.08	95,256.39	3,622.80	2,279.72	89,353.87
SECRETARIA "A"	N/A	21	76,794.12	10,095.48	86,889.60	2,782.52	2,043.35	82,063.73
AUXILIAR ADMINISTRATIVO	N/A	20	76,794.12	10,095.48	86,889.60	2,782.52	2,043.35	82,063.73
ENFERMERA	N/A	2	76,794.12	10,095.48	86,889.60	2,782.52	2,043.35	82,063.73
AUXILIAR GENERAL	N/A	22	66,977.41	9,277.43	76,254.84	1,221.38	1,754.16	73,279.30
INTENDENTE	N/A	26	59,897.51	8,687.44	68,584.95	88.21	1,568.74	66,928.00
JARDINERO	N/A	21	59,897.51	8,687.44	68,584.95	88.21	1,568.74	66,928.00

UNIVERSIDAD DEL PAPALOAPAN

ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES ADICIONALES	
		DE	HASTA
RECTOR*	1	786,486.99	786,486.99
JEFES DE DEPARTAMENTO			
VICE-RECTOR	2	512,985.19	512,985.19
ABOGADO GENERAL	1	337,002.37	337,002.37
AUDITOR INTERNO	1	260,056.01	260,056.01
SECRETARIO PARTICULAR DEL RECTOR	1	260,056.01	260,056.01
JEFE DE DEPARTAMENTO "C"	0	309,456.72	309,456.72
JEFE DE DEPARTAMENTO "B"	10	260,056.01	260,056.01
JEFE DE DEPARTAMENTO "A"	4	235,050.50	235,050.50
PERSONAL DE CONFIANZA			
JEFE DE AREA "C"	8	195,641.28	195,641.28
JEFE DE AREA "B"	0	180,087.06	180,087.06
JEFE DE AREA "A"	1	132,529.60	132,529.60
JEFE DE AREA	6	160,520.58	160,520.58
PERSONAL ACADÉMICO			
TITULAR "C"	2	534,815.52	534,815.52
TITULAR "B"	14	457,811.44	457,811.44
TITULAR "A"	69	359,781.12	359,781.12
ASOCIADO "C"	42	301,036.33	301,036.33
ASOCIADO "B"	59	242,242.06	242,242.06
ASOCIADO "A"		183,509.65	183,509.65
PERSONAL TÉCNICO			
TECNICO	68	144,681.84	144,681.84
PERSONAL OPERATIVO			
CHOFER "B"	3	146,516.84	146,516.84
CHOFER "A"	2	110,117.83	110,117.83
VELADOR	12	95,256.39	95,256.39
OFICIAL DE MANTENIMIENTO	0	95,256.39	95,256.39
SECRETARIA "A"	21	86,889.60	86,889.60
AUXILIAR ADMINISTRATIVO	20	86,889.60	86,889.60
ENFERMERA	2	86,889.60	86,889.60
AUXILIAR GENERAL	22	76,254.84	76,254.84
INTENDENTE	26	68,584.95	68,584.95
JARDINERO	21	68,584.95	68,584.95

UNIVERSIDAD TECNOLOGICA DE LA MIXTECA
TABULADOR ANUAL DE SUELDOS 2016 (NOMINA VIGENTE)

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
* RECTOR	NA	1	1,127,203.14	367,080.23	1,494,283.37	395,713.68	18,192.54	1,080,377.15

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
VICE-RECTORES	NA	3	470,112.36	145,847.13	615,959.49	127,777.32	14,020.83	474,161.34
ABOGADO GENERAL	NA	1	307,674.24	96,729.63	404,403.87	69,523.20	9,065.56	325,815.11
DIRECTOR DEL MUSEO	NA	1	307,674.24	72,115.62	379,789.86	63,745.32	9,065.56	306,978.98
AUDITOR INTERNO	NA	1	236,633.64	75,233.96	311,867.60	49,122.36	6,898.43	255,846.81
SRIO. PART. RECTOR	NA	1	236,633.64	79,981.01	316,614.65	50,269.92	6,898.43	259,446.30
JEFE DE DEPARTAMENTO "C"	NA	3	282,244.56	83,395.30	365,639.86	60,904.20	8,289.81	296,445.85
JEFE DE DEPARTAMENTO "B"	NA	7	236,633.64	88,386.03	325,019.67	52,244.04	6,898.43	265,877.20
JEFE DE DEPARTAMENTO "A"	NA	4	213,557.34	63,999.69	277,557.03	41,533.56	6,194.47	229,829.00

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
JEFE DE AREA "C"	NA	11	177,180.60	57,271.26	234,451.86	32,826.12	5,084.77	196,540.97
JEFE DE AREA "B"	NA	2	162,822.42	49,673.28	212,495.70	28,392.00	4,646.78	179,456.92
JEFE DE AREA "A"	NA	6	118,928.04	39,656.97	158,585.01	21,891.60	3,307.75	133,385.66

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
TITULAR "C"	NA	15	490,264.32	151,940.52	642,204.84	135,146.88	14,635.57	492,422.39
TITULAR "B"	NA	33	419,187.12	155,732.45	574,919.57	116,738.28	12,467.32	445,713.97
TITULAR "A"	NA	66	328,693.62	135,725.35	464,418.97	85,850.52	9,706.77	368,861.68
ASOCIADO "C"	NA	76	274,467.06	101,856.57	376,323.63	63,569.64	8,052.56	304,701.43
ASOCIADO "B"	NA	28	220,200.24	70,279.43	290,479.67	30,285.96	6,397.11	253,796.60
ASOCIADO "A"	NA		165,981.00	53,884.89	219,865.89	29,910.12	4,743.13	185,212.64

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
PROGRAMADOR JUNIOR	NA	10	130,138.62	27,430.25	157,568.87	17,241.00	3,649.73	136,678.14
AUXILIAR DE PROGRAMADOR	NA	3	103,654.86	30,892.70	134,547.56	12,842.64	2,841.83	118,863.09
TECNICO	NA	62	130,138.62	69,546.36	199,684.98	26,237.04	3,649.73	169,798.21

UNIVERSIDAD TECNOLOGICA DE LA MIXTECA
TABULADOR ANUAL DE SUELDOS 2016 (NOMINA VIGENTE)

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	P E R C E P C I O N E S		SUELDO BRUTO	D E D U C C I O N E S		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
CHOFER "C"	NA	0	196,472.46	39,828.00	236,300.46	32,813.28	5,673.29	197,813.89
CHOFER "B"	NA	5	131,836.86	108,360.59	240,197.45	34,860.96	3,701.54	201,634.95
CHOFER "A"	NA	2	98,230.74	33,398.81	131,629.55	12,400.80	2,676.36	116,552.39
SECRETARIA "C"	NA	1	103,654.86	35,038.94	138,693.80	13,681.32	2,841.83	122,170.65
SECRETARIA "B"	NA	3	88,121.82	30,342.01	118,463.83	10,192.20	2,367.98	105,903.65
SECRETARIA "A"	NA	40	76,794.12	45,964.41	122,758.53	11,130.96	2,022.43	109,605.14
AUXILIAR ADMINISTRATIVO	NA	24	76,794.12	29,644.41	106,438.53	8,338.56	2,022.43	96,077.54
ENFERMERA	NA	1	76,794.12	26,916.75	103,710.87	7,902.12	2,022.43	93,786.32
OFICIAL DE MANTENIMIENTO	NA	18	84,516.72	29,251.96	113,768.68	9,408.48	2,258.01	102,102.19
VELADOR	NA		84,516.72	28,621.96	113,138.68	9,408.48	2,258.01	101,472.19
AUXILIAR GENERAL	NA	31	66,985.32	23,950.78	90,936.10	3,311.64	1,748.88	85,875.58
INTENDENTE	NA	46	59,895.90	39,325.27	99,221.17	7,409.28	1,563.78	90,248.11
JARDINERO	NA	16	59,895.90	25,132.72	59,895.90	2,733.36	1,563.78	55,598.76

NOTAS: * RECTOR GENERAL.

1) FONDO DE AHORRO: EL IMPORTE DE ESTA PRESTACION PATRONAL, ES DE 8.3333% SOBRE ELSUELDO BASE QUE PERCIBE EL TRABAJADOR, ACUMULABLE DURANTE EL PERIODO DE UN AÑO, INICIANDO EN EL MES DE JULIO Y CULMINANDO EN EL MES DE JUNIO DEL SIGUIENTE AÑO, EL IMPORTE ACUMULADO SE LE ENTREGA AL TRABAJADOR EN EL MES DE JULIO.

2) I. S. R. Y El SUB. AL EMP.: ESTE IMPORTE ESTA SUJETO A VARIACIONES, DE ACUERDO A LA TARIFA Y TABLA QUE PUBLIQUE LA S.H.C.P. EN FORMA ANUAL

3) I.M.S.S. : ESTE IMPORTE A PARTIR DEL 2008, TIENE UN TOPE DE 25 S.M.G.D.F.

4) CESANTIA Y VEJEZ. : ESTE IMPORTE A PARTIR DEL 2008, TIENE UN TOPE DE 25 S.M.G.D.F.

UNIVERSIDAD TECNOLOGICA DE LA MIXTECA

ANALITICO DE PLAZAS 2016

PLAZA/ PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	1	1,080,377.15	1,080,377.15
VICE-RECTORES	3	474,161.34	474,161.34
ABOGADO GENERAL	1	325,815.11	325,815.11
DIRECTOR DEL MUSEO	1	306,978.98	306,978.98
AUDITOR INTERNO	1	255,846.81	255,846.81
SRIO. PART. RECTOR	1	259,446.30	259,446.30
JEFE DE DEPARTAMENTO "C"	3	304,701.43	304,701.43
JEFE DE DEPARTAMENTO "B"	7	265,877.20	265,877.20
JEFE DE DEPARTAMENTO "A"	4	229,829.00	229,829.00
JEFE DE AREA "C"	11	196,540.97	196,540.97
JEFE DE AREA "B"	2	179,456.92	179,456.92
JEFE DE AREA "A"	6	133,385.66	133,385.66
TITULAR "C"	15	492,422.39	492,422.39
TITULAR "B"	33	445,713.97	445,713.97
TITULAR "A"	66	368,861.68	368,861.68
ASOCIADO "C"	76	304,701.43	304,701.43
ASOCIADO "B"	28	253,796.60	253,796.60
ASOCIADO "A"	0	185,212.64	185,212.64
PROGRAMADOR JUNIOR	10	136,678.14	136,678.14
AUXILIAR DE PROGRAMADOR	3	118,863.09	118,863.09
TECNICO	62	169,798.21	169,798.21
CHOFER "C"	0	197,813.89	197,813.89
CHOFER "B"	5	201,634.95	201,634.95
CHOFER "A"	2	116,552.39	116,552.39
SECRETARIA "C"	1	122,170.65	122,170.65
SECRETARIA "B"	3	201,634.95	201,634.95
SECRETARIA "A"	40	109,605.14	109,605.14
AUXILIAR ADMINISTRATIVO	24	96,077.54	96,077.54
ENFERMERA	1	93,786.32	93,786.32
OFICIAL DE MANTENIMIENTO	15	102,102.19	102,102.19
VELADOR	3	101,472.19	101,472.19
AUXILIAR GENERAL	31	85,875.58	85,875.58
INTENDENTE	46	90,248.11	90,248.11
JARDINERO	16	55,598.76	55,598.76
TOTAL DE PLAZAS SALARIOS	**521**		

Nota: Tenemos autorizadas 3 plazas de Honorarios Asimilables a Salarios cuyo gasto anual es de $275,686.67

UNIVERSIDAD TECNOLOGICA DE LOS VALLES CENTRALES DE OAXACA
TABULADOR DE SUELDOS SALARIOS
EJERCICIO 2016

PLAZA / PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
RECTOR	MMYS	1	628,460.07	87,286.12	715,746.20	241,097.04	26,216.88	448,432.28
ABOGADO GENERAL	MMYS	1	471,407.31	65,473.24	536,880.55	178,494.06	21,026.49	337,360.00
DIRECTOR DE AREA	MMYS	6	2,828,443.86	392,839.45	3,221,283.31	1,118,035.03	127,806.43	1,975,441.85
JEFE DE DEPARTAMENTO	MMYS	8	1,943,605.80	269,945.22	2,213,551.02	765,328.73	345,160.91	1,103,061.39
PROFESOR ASOCIADO "C"	PROF. DE TIEMPO COMPL.	33	6,111,627.39	1,531,693.27	7,643,320.66	2,665,748.10	362,954.62	4,614,617.94
PROFESOR DE ASIGNATURA "B" (H/S/M)	PROF. POR ASIGNATURA	1178	5,024,202.98	1,272,335.49	6,296,538.47	2,194,374.35	222,148.70	3,880,015.42
COORDINADOR	ADMINISTRATIVO	3	388,347.94	109,510.71	497,858.65	164,836.40	17,637.75	315,384.50
INGENIERO EN SISTEMAS	ADMINISTRATIVO	1	101,835.31	31,594.41	133,429.72	38,539.49	4,391.60	90,498.63
JEFE DE OFICINA	ADMINISTRATIVO	6	485,602.13	167,271.38	652,873.51	219,091.60	21,764.37	412,017.54
TECNICO BIBLIOTECARIO	ADMINISTRATIVO	2	139,298.99	51,744.97	191,043.96	58,128.33	5,985.37	126,930.26
TECNICO EN CONTABILIDAD	ADMINISTRATIVO	2	139,298.99	51,744.97	191,043.96	58,128.33	5,985.37	126,930.26
ANALISTA ADMINISTRATIVO	ADMINISTRATIVO	5	313,216.88	123,134.78	436,351.65	143,308.96	13,853.81	279,188.88
ENFERMERA	ADMINISTRATIVO	1	62,643.38	24,626.96	87,270.33	22,845.30	2,567.19	61,857.85
CHOFER DEL RECTOR	ADMINISTRATIVO	1	59,604.82	24,086.77	83,691.59	21,679.69	2,440.95	59,570.95
CHOFER ADMINISTRATVIO	ADMINISTRATIVO	1	53,351.97	22,975.15	76,327.12	19,323.06	2,182.07	54,822.00
ASISTENTE DE SERVICIOS DE MANTENIM.	ADMINISTRATIVO	1	48,098.31	22,041.16	70,139.48	17,343.01	1,963.73	50,832.74
SECRETARIA DE RECTOR	ADMINISTRATIVO	1	69,649.50	25,872.48	95,521.98	25,650.86	2,873.22	66,997.90
SECRETARIA DE DIRECTOR DE AREA	ADMINISTRATIVO	7	438,503.63	172,388.69	610,892.31	204,398.19	44,651.30	361,842.83
SECRETARIA JEFE DE DEPARTAMENTO	ADMINISTRATIVO	8	458,298.00	189,398.04	647,696.04	217,279.49	20,535.98	409,880.58

UNIVERSIDAD TECNOLÓGICA DE LOS VALLES CENTRALES DE OAXACA
ANALÍTICO DE PLAZAS

Plaza / puesto	Número de plazas	Remuneraciones	
		*De	**Hasta
RECTOR	1	50,600.65	53,636.40
ABOGADO GENERAL	1	37,955.00	40,233.00
DIRECTOR DE AREA	6	37,955.00	40,233.00
JEFE DE DEPARTAMENTO	8	19,561.25	20,734.95
PROFESOR ASOCIADO "C"	33	14,911.50	17,935.65
PROFESOR DE ASIGNATURA"B" (H/S/M)	1178	343.40	414.80
COORDINADOR	3	10,422.65	12,715.50
INGENIERO EN SISTEMAS	1	8,199.30	10,003.05
JEFE DE OFICINA	6	6,516.40	7,949.90
TECNICO BIBLIOTECARIO	2	5,607.85	6,841.25
TECNICO EN CONTABILIDAD	2	5,607.85	6,841.25
ANALISTA ADMINISTRATIVO	5	5,043.75	6,153.30
ENFERMERA	1	5,043.75	6,153.30
CHOFER DEL RECTOR	1	4,799.10	5,854.90
CHOFER ADMINISTRATVIO	1	4,295.65	5,240.85
ASISTENTE DE SERVICIOS DE MANTENIMIENTO	1	3,872.65	4,724.90
SECRETARIA DE RECTOR	1	5,607.85	6,841.25
SECRETARIA DE DIRECTOR DE AREA	7	5,043.75	6,153.30
SECRETARIA JEFE DE DEPARTAMENTO	8	4,612.50	5,627.50

* LA UNIVERSIDAD SE ENCUENTRA EN LA ZONA ECONOMICA II.
** RANGO AUTORIZADO ZONA ECONOMICA III

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TABULADOR DE SUELDOS Y SALARIOS

EJERCICIO FISCAL 2016

PLAZA/PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES	SEGURIDAD SOCIAL	
VICERECTOR DE ADMINISTRACIÓN	MMYS	1	468,827.90	42,764.84	511,592.74	96,499.19	13,995.02	401,098.53
VICERECTOR ACADÉMICO	MMYS	1	468,827.90	42,764.84	511,592.74	96,499.19	13,995.02	401,098.53
JEFE DE DEPARTAMENTO DE RECURSOS FINANCIEROS	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
JEFE DE DEPARTAMENTO DE RECURSOS MATERIALES	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
JEFE DE DEPARTAMENTO DE RECURSOS HUMANOS	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
JEFE DE DEPARTAMENTO DE RED	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
JEFE DE DEPARTAMENTO MULTIMEDIOS	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
JEFE DE DEPARTAMENTO DE SERVICIOS ESCOLARES	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
JEFE DE DEPARTAMENTO DE BIBLIOTECA	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
SECRETARIO PARTICULAR DEL RECTOR	MMYS	1	235,987.10	23,361.51	259,348.61	37,097.48	6,891.98	215,359.15
PI. TITULAR "A"	BASE	2	327,795.55	31,012.19	389,819.93	58,404.49	9,692.69	253,625.57
JEFE DE CARRERA DE ING EN AGRONOMÍA	BASE	1	219,598.60	47,147.96	266,746.56	33,596.90	6,392.03	226,757.63
JEFE DE CARRERA DE LIC EN INFORMÁTICA	CONTRATO	1	219,598.60	47,147.96	266,746.56	33,596.90	6,392.03	226,757.63
JEFE DE CARRERA DE LIC EN ADMINISTRACIÓN	BASE	1	219,598.60	47,147.96	266,746.56	33,596.90	6,392.03	226,757.63
PI. ASOCIADO "C"	BASE	6	273,717.15	26,505.67	432,751.17	45,685.25	8,042.97	110,381.85
PI. ASOCIADO "B"	BASE	1	219,598.60	21,995.81	241,594.41	33,596.90	6,392.03	201,605.48
PI. ASOCIADO "B"	CONTRATO	9	219,598.60	21,995.81	417,560.89	33,596.90	6,392.03	57,660.52
TECNICO	BASE	5	129,783.05	14,511.21	202,339.10	14,412.30	3,652.12	112,017.00
TECNICO	CONTRATO	14	129,783.05	14,511.21	332,939.99	14,412.30	3,652.12	80,038.11
CHOFER "A"	BASE	1	97,962.35	11,859.50	109,821.85	8,597.57	2,681.40	98,542.88
AUXILIAR ADMINISTRATIVO	BASE	3	76,584.30	10,078.00	106,818.30	5,802.17	2,029.24	83,324.07
AUXILIAR ADMINISTRATIVO	CONTRATO	1	76,584.30	10,078.00	86,662.30	5,802.17	2,029.24	78,830.89
SECRETARIA "A"	BASE	5	76,584.30	10,078.00	126,974.30	5,802.17	2,029.24	87,817.25
SECRETARIA "A"	CONTRATO	2	76,584.30	10,078.00	96,740.30	5,802.17	2,029.24	81,077.48
OFICIAL DE MANTENIMIENTO	BASE	1	84,285.80	10,719.79	95,005.59	6,640.09	2,264.18	86,101.32
OFICIAL DE MANTENIMIENTO	CONTRATO	1	84,285.80	10,719.79	95,005.59	6,640.09	2,264.18	86,101.32
AUXILIAR GENERAL	BASE	3	66,802.30	9,262.84	94,590.82	4,737.89	1,744.12	75,144.79
AUXILIAR GENERAL	CONTRATO	1	66,802.30	9,262.84	76,065.14	4,737.89	1,744.12	69,583.13
JARDINERO	BASE	4	59,732.25	8,673.67	94,426.93	3,968.67	1,559.53	72,314.13
INTENDENTE	BASE	5	59,732.25	8,673.67	103,100.60	3,968.67	1,559.53	75,459.60
SUMAS		**77**	**5,610,564.65**	**653,881.64**	**7,000,431.25**	**853,176.61**	**162,059.95**	**4,914,968.54**

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ANALITICO DE PLAZAS 2016

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
VICERECTOR DE ADMINISTRACIÓN	MMYS	1	401,098.53	401,098.53
VICERECTOR ACADÉMICO	MMYS	1	401,098.53	401,098.53
JEFE DE DEPARTAMENTO DE RECURSOS FINANCIEROS	MMYS	1	215,359.15	215,359.15
JEFE DE DEPARTAMENTO DE RECURSOS MATERIALES	MMYS	1	215,359.15	215,359.15
JEFE DE DEPARTAMENTO DE RECURSOS HUMANOS	MMYS	1	215,359.15	215,359.15
JEFE DE DEPARTAMENTO DE RED	MMYS	1	215,359.15	215,359.15
JEFE DE DEPARTAMENTO MULTIMEDIOS	MMYS	1	215,359.15	215,359.15
JEFE DE DEPARTAMENTO DE SERVICIOS ESCOLARES	MMYS	1	215,359.15	215,359.15
JEFE DE DEPARTAMENTO DE BIBLIOTECA	MMYS	1	215,359.15	215,359.15
SECRETARIO PARTICULAR DEL RECTOR	MMYS	1	215,359.15	215,359.15
PI. TITULAR "A"	BASE	2	253,625.57	253,625.57
JEFE DE CARRERA DE ING EN AGRONOMÍA	BASE	1	226,757.63	226,757.63
JEFE DE CARRERA DE LIC EN INFORMÁTICA	CONTRATO	1	226,757.63	226,757.63
JEFE DE CARRERA DE LIC EN ADMINISTRACIÓN	BASE	1	226,757.63	226,757.63
PI. ASOCIADO "C"	CONTRATO	6	110,381.85	110,381.85
PI. ASOCIADO "B"	BASE	1	201,605.48	201,605.48
PI. ASOCIADO "B"	CONTRATO	9	57,660.52	57,660.52
TECNICO	BASE	5	112,017.00	112,017.00
TECNICO	CONTRATO	14	80,038.11	80,038.11
CHOFER "A"	BASE	1	98,542.88	98,542.88
AUXILIAR ADMINISTRATIVO	BASE	3	83,324.07	83,324.07
AUXILIAR ADMINISTRATIVO	CONTRATO	1	78,830.89	78,830.89
SECRETARIA "A"	BASE	5	87,817.25	87,817.25
SECRETARIA "A"	CONTRATO	2	81,077.48	81,077.48
OFICIAL DE MANTENIMIENTO	BASE	1	86,101.32	86,101.32
OFICIAL DE MANTENIMIENTO	CONTRATO	1	86,101.32	86,101.32
AUXILIAR GENERAL	BASE	3	75,144.79	75,144.79
AUXILIAR GENERAL	CONTRATO	1	69,583.13	69,583.13
JARDINERO	BASE	4	72,314.13	72,314.13
INTENDENTE	BASE	5	75,459.60	75,459.60
SUMAS		**77**	**4,914,968.54**	**4,914,968.54**

UNIVERSIDAD TECNOLOGICA DE LA SIERRA SUR DE OAXACA

TABULADOR DE SUELDOS Y SALARIOS

EJERCICIO 2016

MMYS

PUESTOS	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES(AGUINALDO Y PRIMA VAC.)	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION(2% ISN)	SEGURIDAD SOCIAL DE RETENCION(IMSS ,RCV, INFONAVIT)	
RECTOR	23A	1	607,207.80	84,334.42	691,542.22	13,830.84	108,304.67	813,677.73
ABOGADO GENERAL	22A	1	455,466.00	63,259.17	518,725.17	10,374.50	88,883.10	617,982.77
DIRECTOR DE AREA	22A	2	910,932.00	126,518.34	1,037,450.34	20,749.01	177,766.20	1,235,965.55
DIRECTORES DE CARRERA	22A	3	1,366,398.00	189,777.51	1,556,175.51	31,123.51	266,649.30	1,853,948.32
JEFE DE DEPARTAMENTO	17A	4	938,940.00	130,408.32	1,069,348.32	21,386.97	191,690.44	1,282,425.73
		TOTAL	**4,278,943.80**	**594,297.76**	**4,873,241.56**	**97,464.83**	**833,293.71**	**5,804,000.10**

CONTRATO

PUESTOS	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES(AGUINALDO Y PRIMA VAC.)	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION(2% ISN)	SEGURIDAD SOCIAL DE RETENCION(IMSS ,RCV, INFONAVIT)	
PRPFESOR ASOCIADO "C"		10	1,789,380.00	318,112.00	2,107,492.00	42,149.84	375,685.05	2,525,326.89
PROFESOR DE ASIGNATURA "B" (H/S/M)		223	343.40	163,366.83	1,082,305.23	21,646.10	174,888.50	1,278,839.83
COORDINADOR		1	125,071.80	22,234.99	147,306.79	2,946.14	27,572.69	177,825.62
JEFE DE OFICINA		6	469,180.80	83,409.92	552,590.72	11,051.81	113,245.30	676,887.83
TECNICO BIBLIOTECARIO		1	67,294.20	11,963.41	79,257.61	1,585.15	16,851.05	97,693.81
TECNICO EN CONTABILIDAD		2	134,588.40	23,926.83	158,515.23	3,170.30	33,702.09	195,387.62
ANALISTA ADMINISTRATIVO		4	242,100.00	43,040.00	285,140.00	5,702.80	62714.86	353557.66
ENFERMERA		1	60,525.00	10,760.00	71,285.00	1,425.70	15,678.72	88,389.42
CHOFER DE RECTOR		1	57,589.20	10,238.08	67,827.28	1,356.55	15,286.48	84,470.31
ASISTENTE DE SERVICIOS DE MANTENIMIENTO		1	46,471.80	8,261.65	54,733.45	1,094.67	13,246.96	69,075.08
SECRETARIA DE RECTOR		1	67,294.20	11,963.41	79,257.61	1,585.15	16,851.05	97,693.81
SECRETARIA DE DIRECTOR DE AREA		7	423,675.00	75,320.00	498,995.00	9,979.90	109,751.04	618725.94
SECRETARIA DE JEFE DE DEPARTAMENTO		4	221,400.00	39,360.00	260,760.00	5,215.20	59,133.00	325,108.20
		TOTAL	**3,704,913.80**	**821,957.12**	**5,445,465.92**	**108,909.32**	**1,034,606.79**	**6,588,982.03**