



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA
TABULADOR DE SUELDOS
EJERCICIO 2015

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		DEDUCCIONES		TOTAL ANUAL NETO	
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN		SEGURIDAD SOCIAL DE RETENCIÓN
TC PI ASISTENTE A	BASE ACADEMICOS	16	1,549,940.40	1,748,628.01	3,298,568.41	680,830.19	546,441.14	2,071,297.09
TC PI ASISTENTE B	BASE ACADEMICOS	8	781,698.96	952,385.29	1,734,084.25	357,941.60	288,101.30	1,088,041.35
TC PI ASISTENTE C	BASE ACADEMICOS	12	1,391,232.48	1,468,408.05	2,859,640.53	590,515.58	472,892.14	1,796,232.81
TC PI ASOCIADO A	BASE ACADEMICOS	46	6,624,781.92	8,598,456.81	15,223,238.73	3,145,129.49	2,538,138.50	9,539,970.75
TC PI ASOCIADO B	BASE ACADEMICOS	53	8,851,333.92	10,293,668.77	19,145,002.69	3,955,755.13	3,179,279.77	12,009,967.79
TC PI ASOCIADO C	BASE ACADEMICOS	80	15,144,308.40	17,331,343.22	32,475,651.62	6,711,317.98	5,391,035.59	20,373,298.04
TC PI TITULAR A	BASE ACADEMICOS	84	17,697,989.80	19,635,255.15	37,333,244.95	7,715,856.78	6,190,726.80	23,426,661.38
TC PI TITULAR B	BASE ACADEMICOS	83	22,836,756.53	27,017,085.88	49,853,842.41	9,468,398.74	7,619,261.06	32,766,182.61
TC PI TITULAR C	BASE ACADEMICOS	49	14,375,595.60	20,640,821.96	35,016,417.56	7,239,668.09	5,864,239.51	21,912,519.96
ASIGNATURA "A" (hom.)	BASE ACADEMICOS	234	19,013,297.40	17,380,245.40	36,393,542.80	7,506,963.02	5,977,743.27	22,908,836.51
ASIGNATURA "B" (hom.)	BASE ACADEMICOS	295	31,540,415.83	34,693,806.81	66,234,222.64	12,837,301.20	10,297,643.34	43,099,278.11
ASIGNATURA "A" NH	BASE ACADEMICOS	50	2,260,251.60	2,700,856.59	4,961,108.19	1,021,686.75	821,780.80	3,117,640.65
ASIGNATURA "B" NH	BASE ACADEMICOS	62	2,564,676.48	3,062,039.33	5,626,715.81	1,158,267.66	931,579.97	3,536,868.18
ASIGNATURA "C" NH	BASE ACADEMICOS	1,032	35,354,382.03	22,450,776.40	57,805,158.43	11,026,743.17	8,647,836.21	38,130,579.05
TC PI ASISTENTE A NH	BASE ACADEMICOS	4	274,312.80	180,404.40	454,717.20	93,728.05	73,746.32	287,242.83
TC PI ASISTENTE B NH	BASE ACADEMICOS	3	472,198.80	286,707.00	758,905.80	156,830.23	123,127.22	478,948.35
TC PI ASOCIADO A NH	BASE ACADEMICOS	1	101,462.16	47,652.82	149,114.98	30,780.72	23,950.40	94,383.86
TC PI TITULAR B NH	BASE ACADEMICOS	1	202,761.12	343,361.47	546,122.59	112,905.08	92,007.03	341,210.48
TC PI TITULAR C NH	BASE ACADEMICOS	3	459,102.72	430,785.44	889,888.16	183,904.45	146,704.21	559,279.51
TC TA ASISTENTE A NH	BASE ACADEMICOS	2	95,433.60	145,408.45	240,842.05	49,634.29	40,277.38	150,930.38
TC TA ASISTENTE B NH	BASE ACADEMICOS	5	301,118.88	431,458.07	732,576.95	151,125.07	122,423.63	459,028.25
TC TA ASISTENTE C NH	BASE ACADEMICOS	6	391,780.80	375,290.52	767,071.32	158,203.72	126,279.80	482,587.80
TC TA ASOCIADO A NH	BASE ACADEMICOS	2	125,928.00	172,430.41	298,358.41	61,553.92	49,783.20	187,021.29
TC TA ASOCIADO B NH	BASE ACADEMICOS	1	65,979.60	85,639.66	151,619.26	31,282.76	25,252.09	95,084.41
TC TA ASOCIADO C NH	BASE ACADEMICOS	3	225,920.64	329,106.56	555,027.20	114,570.25	92,869.19	347,587.76
AYUDANTE DE INVESTIGADOR	BASE ACADEMICOS	11	857,970.96	362,370.03	1,220,340.99	251,520.52	194,858.26	773,962.21
P E N S I O N I S T A S	BASE ACADEMICOS	29	3,825,537.60	1,911,658.79	5,737,196.39	1,185,134.59	924,137.43	3,627,924.37
ASESOR ESPECIALIZADO EN INFORM	BASE ACADEMICOS	6	531,245.76	302,930.95	834,176.71	172,045.34	134,650.76	527,480.62
JARDINERO	BASE ADMVOS	40	2,042,515.20	2,211,572.26	4,254,087.46	712,365.70	530,307.82	3,011,413.94
AFANADORA	BASE ADMVOS	110	5,616,916.80	6,233,659.97	11,850,576.77	1,990,406.94	1,492,744.31	8,367,425.52
VELADOR	BASE ADMVOS	128	6,649,404.00	9,845,987.20	16,495,391.20	2,876,443.67	2,155,722.63	11,463,224.90
AUXILIAR DE SERVICIOS	BASE ADMVOS	412	20,924,985.60	20,973,736.05	41,898,721.65	6,940,259.54	5,168,683.60	29,789,778.51
AUXILIAR DE MANTENIMIENTO	BASE ADMVOS	6	300,255.12	371,227.17	671,482.29	113,748.53	86,908.75	470,825.00
AUXILIAR DE IMPRENTA	BASE ADMVOS	1	55,042.08	57,276.48	112,318.56	19,043.76	14,200.02	79,074.77
AUXILIAR DE CLINICA	BASE ADMVOS	28	1,562,850.24	1,396,945.47	2,959,795.71	494,927.32	367,254.12	2,097,614.27
AUXILIAR DE ANFITATRO	BASE ADMVOS	1	56,326.56	55,305.67	111,632.23	18,902.78	14,034.60	78,694.85
OFICIAL JARDINERO	BASE ADMVOS	1	54,020.88	105,047.17	159,068.05	28,732.31	20,964.42	109,371.32
MECANOGRAFA	BASE ADMVOS	133	7,184,777.04	6,085,000.42	13,269,777.46	2,187,512.30	1,623,174.31	9,459,090.86
AUXILIAR BIBLIOTECARIO	BASE ADMVOS	80	4,179,902.88	3,770,414.92	7,950,317.80	1,309,254.54	972,002.24	5,669,061.03
OFICIAL DE SERVICIOS	BASE ADMVOS	90	4,877,113.68	8,131,021.08	13,008,134.76	2,314,143.98	1,773,765.41	8,920,225.37
TAQUIMECANOGRAFA	BASE ADMVOS	34	1,890,312.96	2,009,680.08	3,899,993.04	664,298.99	497,300.46	2,738,393.60
ENCUADERNADOR	BASE ADMVOS	1	54,701.52	83,367.97	138,069.49	24,379.61	17,971.90	95,717.98
OFICIAL DE MANTENIMIENTO	BASE ADMVOS	25	1,369,305.60	2,037,496.15	3,406,801.75	600,049.20	457,699.26	2,349,053.29
BIBLIOTECARIO	BASE ADMVOS	55	3,612,786.72	4,810,648.96	8,423,435.68	1,512,518.34	1,135,164.37	5,775,752.97
ENCARGADO DE CLINICA	BASE ADMVOS	7	409,501.68	574,805.65	984,307.33	174,306.96	133,243.60	676,756.77
TECNICO DE MANTENIMIENTO	BASE ADMVOS	3	153,840.80	201,154.03	354,994.83	60,827.90	46,418.77	247,548.16
OPERADOR DE RADIO DIFUSION	BASE ADMVOS	12	592,312.32	738,305.98	1,330,618.30	224,961.21	170,581.25	835,075.84



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			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
OFICIAL DE TRANSPORTE	BASE ADMVOS	27	1,512,905.04	1,796,673.02	3,309,578.06	571,548.67	429,192.68	2,308,836.71
OFICIAL DE IMPRENTA	BASE ADMVOS	2	124,830.72	185,647.33	310,478.05	55,871.26	41,150.12	213,456.67
REDACTOR	BASE ADMVOS	2	102,428.16	209,561.19	311,989.35	56,189.48	41,105.45	214,694.42
LOCUTOR	BASE ADMVOS	11	619,692.72	933,101.13	1,552,793.85	275,183.39	208,199.33	1,069,411.13
ENCARGADO DE ANFITEATRO	BASE ADMVOS	4	225,306.24	350,498.89	575,805.13	102,361.69	78,724.45	394,718.98
SECRETARIA	BASE ADMVOS	262	19,604,468.74	27,879,535.06	47,484,003.80	8,728,240.54	6,612,355.00	32,143,408.26
TECNICO BIBLIOTECARIO	BASE ADMVOS	11	824,720.16	1,403,539.87	2,228,260.03	415,003.39	318,478.57	1,494,778.07
ENFERMERA	BASE ADMVOS	12	903,752.64	1,106,979.59	2,010,732.23	365,743.70	280,518.46	1,364,470.07
MEDICO	BASE ADMVOS	14	1,207,963.68	1,723,372.63	2,931,336.31	547,958.97	418,353.37	1,965,023.96
ARCHIVISTA	BASE ADMVOS	6	368,787.84	401,287.42	770,075.26	134,184.39	99,511.62	536,379.26
MULTICOPISTA	BASE ADMVOS	19	1,019,086.32	915,645.52	1,934,731.84	320,581.36	238,743.72	1,375,406.76
ENCARGADO DEL CONMUTADOR	BASE ADMVOS	1	51,213.60	89,431.33	140,644.93	24,903.56	19,600.75	96,140.62
TEC PRENSISTA EN SISTEMA OFSET	BASE ADMVOS	1	162,609.36	97,873.46	260,482.82	49,725.28	36,931.02	173,826.52
ENCARG.DE AREA SEC.EDITORIAL	BASE ADMVOS	1	64,814.88	127,203.72	192,018.60	35,555.80	26,010.87	130,451.93
PROMOTOR DE USUARIOS	BASE ADMVOS	7	603,981.84	1,142,361.73	1,746,343.57	332,097.97	253,557.01	1,160,688.58
ENCARGADO DE ARCHIVO	BASE ADMVOS	7	522,995.76	818,585.64	1,341,581.40	248,258.74	192,724.18	900,598.48
PRODUCTOR DE PROGRAMAS	BASE ADMVOS	1	51,214.08	67,412.96	118,627.04	20,352.94	15,019.28	83,254.82
OP.EQUIPO ELECT.DE COMPUTACION	BASE ADMVOS	1	54,660.00	54,271.22	108,931.22	18,343.48	13,619.33	76,968.41
TECNICO DE IMPRENTA	BASE ADMVOS	1	64,814.88	109,632.26	174,447.14	31,914.79	23,438.37	119,093.97
ALMACENISTA	BASE ADMVOS	1	54,019.68	86,828.87	140,848.55	24,953.87	18,462.57	97,432.11
SECRET.AUX.SERVICIOS ESCOLARES	BASE ADMVOS	1	64,408.56	114,690.16	179,098.72	32,861.96	25,979.28	120,257.48
OPERADOR DE EQ.DE COMPUTO "A"	BASE ADMVOS	1	74,974.56	56,091.79	131,066.35	22,926.93	17,027.86	91,111.56
OFICINISTA ADMINISTRATIVO	BASE ADMVOS	3	201,939.84	390,978.11	592,917.95	110,122.35	84,695.12	398,100.48
OFICINISTA DE PERSONAL	BASE ADMVOS	2	172,566.24	292,353.19	464,919.43	87,815.77	69,407.16	307,696.50
OPERADOR DE EQ.DE COMPUTO "B"	BASE ADMVOS	1	147,625.68	196,229.13	343,854.81	66,994.41	49,478.24	227,382.16
OFICIAL DE CORRESPONDENCIA	BASE ADMVOS	3	161,630.40	292,246.44	453,876.84	81,319.48	64,206.45	308,350.91
EX-DIRECTOR SUPERIOR	CONFIANZA	14	3,480,827.76	3,416,069.68	6,896,897.44	1,369,201.43	1,014,814.08	4,512,881.93
EX-DIRECTOR MEDIA SUPERIOR	CONFIANZA	7	1,568,106.48	2,104,013.78	3,672,120.26	730,990.69	537,912.33	2,403,217.25
REPORTERO	CONFIANZA	2	216,048.96	161,957.78	378,006.74	69,847.02	51,926.27	256,233.45
SECRETARIA EJECUTIVA	CONFIANZA	97	7,247,227.92	8,149,656.87	15,396,884.79	2,779,337.66	2,105,924.14	10,511,622.99
OFICIAL MAYOR	CONFIANZA	2	385,554.00	334,699.84	720,253.84	140,725.20	104,096.29	475,432.35
CAJERA GENERAL	CONFIANZA	3	235,807.20	255,307.14	491,114.34	89,045.03	67,866.52	334,202.79
SUPERVISOR DE PERSONAL	CONFIANZA	27	2,351,108.64	2,546,935.77	4,898,044.41	900,428.76	677,374.05	3,320,241.60
AUXILIAR CONTABLE	CONFIANZA	14	1,217,664.96	1,645,031.74	2,862,696.70	533,740.78	407,232.32	1,921,723.59
AUXILIAR ADMINISTRATIVO	CONFIANZA	3	255,204.48	362,460.58	617,665.06	115,228.79	90,021.66	412,414.62
COORD.ACADEMICO	MANDOS MEDIOS Y SUPERIORES	40	4,280,649.60	3,092,780.32	7,373,429.92	1,358,312.63	1,008,067.18	5,007,050.11
COORD.ADMINISTRATIVO	MANDOS MEDIOS Y SUPERIORES	64	6,902,775.36	7,971,243.54	14,874,018.90	2,810,183.86	2,119,515.11	9,944,319.93
SUB-JEFE	MANDOS MEDIOS Y SUPERIORES	12	1,364,825.52	1,802,600.38	3,167,425.90	605,277.08	458,566.68	2,103,582.14
JEFE	MANDOS MEDIOS Y SUPERIORES	43	5,524,114.32	7,725,664.97	13,249,779.29	2,562,233.96	1,952,388.59	8,735,156.75
ASESOR ESPECIALIZADO EN INFORM	MANDOS MEDIOS Y SUPERIORES	32	3,767,835.36	3,157,516.04	6,925,351.40	1,299,207.09	965,557.84	4,660,586.47
ADMINISTRATIVO "E"	MANDOS MEDIOS Y SUPERIORES	21	4,292,860.56	3,080,814.30	7,373,674.86	1,438,447.46	1,066,901.93	4,868,325.47
ADMINISTRATIVO "D"	MANDOS MEDIOS Y SUPERIORES	35	9,489,364.32	5,236,364.37	14,725,728.69	2,901,808.94	2,155,176.27	9,668,743.47
DIRECTOR DE ESCUELA	MANDOS MEDIOS Y SUPERIORES	11	2,493,600.72	2,125,206.63	4,618,807.35	910,090.45	675,141.29	3,033,575.61
ADMINISTRATIVO "B"	MANDOS MEDIOS Y SUPERIORES	2	327,207.60	299,949.49	627,157.09	121,472.47	90,203.59	415,481.03
DIRECTOR DE FACULTAD	MANDOS MEDIOS Y SUPERIORES	12	3,149,556.48	2,871,793.87	6,021,350.35	1,196,367.81	884,300.98	3,940,681.56



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ANÁLITICO DE PLAZAS
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CATEGORIA	PLAZAS	DE	HASTA
ADMINISTRATIVO "B"	2	312,148.84	315,708.25
ADMINISTRATIVO "D"	35	417,077.89	487,204.16
ADMINISTRATIVO "E"	21	236,091.81	519,208.68
AFANADORA	110	114,029.89	114,029.89
ALMACENISTA	1	179,448.72	179,448.72
ARCHIVISTA	6	109,480.80	204,284.24
ASESOR ESPECIALIZADO EN INFORM	38	109,797.48	146,732.05
ASIGNATURA "A" (hom.)	234	21,383.57	253,887.57
ASIGNATURA "A" NH	50	27,198.29	238,421.41
ASIGNATURA "B" (hom.)	295	21,213.03	548,372.07
ASIGNATURA "B" NH	62	9,217.19	273,014.71
ASIGNATURA "C" NH	1032	800.32	170,950.18
AUXILIAR ADMINISTRATIVO	3	139,007.94	239,853.56
AUXILIAR BIBLIOTECARIO	80	95,277.37	103,345.38
AUXILIAR CONTABLE	14	149,677.50	209,070.71
AUXILIAR DE ANFITEATRO	1	111,982.23	111,982.23
AUXILIAR DE CLINICA	28	109,813.78	109,813.78
AUXILIAR DE SERVICIOS	412	93,810.74	101,047.94
AYUDANTE DE INVESTIGADOR	11	111,290.09	111,290.09
BIBLIOTECARIO	55	127,502.24	153,984.88
CAJERA GENERAL	3	142,577.64	164,054.77
COORD.ACADEMICO	40	184,685.75	230,891.76
COORD.ADMINISTRATIVO	64	230,891.76	317,538.07
DIRECTOR DE ESCUELA	11	409,888.72	523,770.16
DIRECTOR DE FACULTAD	12	502,129.19	502,129.19
ENCARG.DE AREA SEC.EDITORIAL	1	249,827.65	249,827.65
ENCARGADO DE ANFITEATRO	4	144,301.28	181,799.28
ENCARGADO DE ARCHIVO	7	118,977.04	192,004.48
ENCARGADO DE CLINICA	7	118,614.94	140,965.32
ENCARGADO DEL CONMUTADOR	1	260,832.82	260,832.82
ENCUADERNADOR	1	138,419.48	138,419.48
ENFERMERA	12	171,437.93	209,731.17
EX-DIRECTOR MEDIA SUPERIOR	7	484,235.37	548,646.92
EX-DIRECTOR SUPERIOR	14	408,842.45	475,397.52
JARDINERO	40	106,702.19	106,702.19
JEFE	43	285,844.54	520,293.31
LOCUTOR	11	141,513.08	144,301.28
MECANOGRAFA	133	95,944.21	98,463.59
MEDICO	14	109,480.80	209,731.16
MULTICOPISTA	19	99,837.76	135,024.14
OFICIAL DE CORRESPONDENCIA	3	150,717.20	152,104.82
OFICIAL DE IMPRENTA	2	155,589.03	156,344.68
OFICIAL DE MANTENIMIENTO	25	130,765.80	136,866.07
OFICIAL DE SERVICIOS	90	144,359.02	172,821.35
OFICIAL DE TRANSPORTE	27	129,088.69	155,589.03



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CATEGORIA	PLAZAS	DE	HASTA
OFICIAL JARDINERO	1	159,418.05	159,418.05
OFICIAL MAYOR	2	303,875.95	417,077.89
OFICINISTA ADMINISTRATIVO	3	168,252.49	218,308.50
OFICINISTA DE PERSONAL	2	232,809.72	344,204.81
OP.EQUIPO ELECT.DE COMPUTACION	1	174,797.14	174,797.14
OPERADOR DE EQ.DE COMPUTO "A"	1	168,252.49	168,252.49
OPERADOR DE EQ.DE COMPUTO "B"	1	344,204.80	344,204.80
OPERADOR DE RADIO DIFUSION	12	120,975.81	129,088.69
P E N S I O N I S T A S	29	45,620.18	611,925.90
PRODUCTOR DE PROGRMAS	1	118,977.03	118,977.03
PROMOTOR DE USUARIOS	7	192,004.49	249,827.64
REDACTOR	2	141,513.08	156,344.67
REPORTERO	2	160,756.21	189,353.36
SECRET.AUX.SERVICIOS ESCOLARES	1	179,448.71	179,448.71
SECRETARIA	262	171,437.93	181,799.27
SECRETARIA EJECUTIVA	97	160,756.21	303,875.95
SUB-JEFE	12	257,492.49	339,092.39
SUPERVISOR DE PERSONAL	27	142,577.64	280,336.18
TAQUIMECANOGRAFA	34	115,055.68	138,419.49
TC PI ASISTENTE A	16	179,254.28	615,354.20
TC PI ASISTENTE A NH	4	96,101.24	167,813.48
TC PI ASISTENTE B	8	190,573.87	220,901.48
TC PI ASISTENTE B NH	3	173,006.48	338,035.55
TC PI ASISTENTE C	12	234,658.77	282,594.05
TC PI ASOCIADO A	46	329,889.67	354,400.77
TC PI ASOCIADO A NH	1	149,464.98	149,464.98
TC PI ASOCIADO B	53	231,484.16	408,614.90
TC PI ASOCIADO C	80	419,209.86	523,660.39
TC PI TITULAR A	84	502,003.27	526,062.91
TC PI TITULAR B	83	408,857.95	669,345.91
TC PI TITULAR B NH	1	546,472.59	546,472.59
TC PI TITULAR C	49	662,370.54	783,476.76
TC PI TITULAR C NH	3	285,035.59	320,866.98
TC TA ASISTENTE A NH	2	120,771.03	120,771.03
TC TA ASISTENTE B NH	5	115,672.46	271,637.11
TC TA ASISTENTE C NH	6	121,632.51	147,304.56
TC TA ASOCIADO A NH	2	149,529.21	149,529.21
TC TA ASOCIADO B NH	1	151,969.26	151,969.26
TC TA ASOCIADO C NH	3	153,135.08	249,807.05
TEC PRENSISTA EN SISTEMA OFSET	1	260,832.81	260,832.81
TECNICO DE IMPRENTA	1	174,797.13	174,797.13
TECNICO DE MANTENIMIENTO	3	118,614.94	120,975.81
VELADOR	128	110,494.78	110,494.78
AUXILIAR DE IMPRENTA	1	112,318.56	112,318.56
AUXILIAR DE MANTENIMIENTO	6	111,913.72	111,913.72
TECNICO BIBLIOTECARIO	11	202,569.09	202,569.09