

**GOBIERNO DEL ESTADO DE OAXACA
 PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
 CLASIFICADOR POR OBJETO DEL GASTO**

CONCEPTO	Aprobado
TOTAL GENERAL:	68,977,714,168.00
SERVICIOS PERSONALES	4,396,136,409.58
REMUNERACIONES AL PERSONAL DE CARÀCTER PERMANENTE	1,746,207,098.09
REMUNERACIONES AL PERSONAL DE CARÀCTR TRANSITORIO	271,718,416.50
REMUNERACIONES ADICIONALES Y ESPECIALES	944,316,615.80
SEGURIDAD SOCIAL	157,995,770.29
OTRAS PRESTACIONES SOCIALES Y ECONOMICAS	914,238,872.10
PREVISIONES	284,396,648.80
PAGO DE ESTIMULOS A SERVIDORES PUBLICOS	77,262,988.00
MATERIALES Y SUMINISTROS	382,680,155.14
MATERIALES DE ADMINISTRACION, EMISIÒN DE DOCUMENTOS Y ARTÍCULOS OFICIALES	134,942,808.17
ALIMENTOS Y UTENSILIOS	69,541,132.78
MATERIAS PRIMAS Y MATERIALES DE PRODUCCION Y COMERCIALIZACION	366,723.04
MATERIALES Y ARTICULOS DE CONSTRUCCION Y DE REPARACION	5,333,691.09
PRODUCTOS QUIMICOS, FARMACEUTICOS Y DE LABORATORIO	8,602,796.09
COMBUSTIBLES, LUBRICANTES Y ADITIVOS	81,396,663.15
VESTUARIO, BLANCOS, PRENDAS DE PROTECCION Y ARTICULOS DEPORTIVOS	64,457,141.39
MATERIALES Y SUMINISTROS PARA SEGURIDAD	1,441,925.83
HERRAMIENTAS, REFACCIONES Y ACCESORIOS MENORES	16,597,273.60
SERVICIOS GENERALES	1,891,405,046.31
SERVICIOS BASICOS	93,672,268.33
SERVICIOS DE ARRENDAMIENTO	119,316,104.92
SERVICIOS PROFESIONALES, CIENTIFICOS, TECNICOS Y OTROS SERVICIOS	156,998,225.80
SERVICIOS FINANCIEROS, BANCARIOS Y COMERCIALES	154,029,495.41
SERVICIOS DE INSTALACION, REPARACION, MANTENIMIENTO Y CONSERVACION	38,296,280.18
SERVICIOS DE COMUNICACION SOCIAL Y PUBLICIDAD	239,740,563.22
SERVICIOS DE TRASLADO Y VIATICOS	33,861,482.90
SERVICIOS OFICIALES	25,772,324.06
OTROS SERVICIOS GENERALES	1,029,718,301.49
TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS	39,410,020,046.21
TRANSFERENCIAS INTERNAS Y ASIGNACIONES AL SECTOR PUBLICO	38,575,533,640.76
TRANSFERENCIAS AL RESTO DEL SECTOR PÚBLICO	0.00
SUBSIDIOS Y SUBVENCIONES	0.00
AYUDAS SOCIALES	237,454,515.03
PENSIONES Y JUBILACIONES	489,336,798.16
TRANSFERENCIAS A FIDEICOMISOS, MANDATOS Y OTROS ANÀLOGOS	55,449,352.26

GOBIERNO DEL ESTADO DE OAXACA
PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
CLASIFICADOR POR OBJETO DEL GASTO

CONCEPTO	Aprobado
TOTAL GENERAL:	68,977,714,168.00
TRANSFERENCIAS A LA SEGURIDAD SOCIAL	0.00
DONATIVOS	52,245,740.00
TRANSFERENCIAS AL EXTERIOR	0.00
BIENES MUEBLES, INMUEBLES E INTANGIBLES	126,690,182.85
MOBILIARIO Y EQUIPO DE ADMINISTRACION	23,843,533.85
MOBILIARIO Y EQUIPO EDUCACIONAL Y RECREATIVO	35,467,705.08
EQUIPO E INSTRUMENTAL MEDICO Y DE LABORATORIO	64,000,000.00
VEHICULOS Y EQUIPO DE TRANSPORTE	1,700,000.00
EQUIPO DE DEFENSA Y SEGURIDAD	0.00
MAQUINARIA, OTROS EQUIPOS Y HERRAMIENTAS	603,943.92
ACTIVOS BIOLOGICOS	0.00
BIENES INMUEBLES	0.00
ACTIVOS INTANGIBLES	1,075,000.00
INVERSION PUBLICA	4,816,595,296.78
OBRA PÚBLICA EN BIENES DE DOMINIO PUBLICO	2,397,249,282.40
OBRA PUBLICA EN BIENES PROPIOS	0.00
PROYECTOS PRODUCTIVOS Y ACCIONES DE FOMENTO	2,419,346,014.38
INVERSIONES FINANCIERAS Y OTRAS PROVISIONES	0.00
INVERSIONES PARA EL FOMENTO DE ACTIVIDADES PRODUCTIVAS	0.00
ACCIONES Y PARTICIPACIONES DE CAPITAL	0.00
COMPRA DE TITULOS Y VALORES	0.00
CONCESION DE PRESTAMOS	0.00
INVERSIONES EN FIDEICOMISOS, MANDATOS Y OTROS ANALOGOS	0.00
OTRAS INVERSIONES FINANCIERAS	0.00
PROVISIONES PARA CONTINGENCIAS Y OTRAS EROGACIONES ESPECIALES	0.00
PARTICIPACIONES Y APORTACIONES	14,062,260,130.33
PARTICIPACIONES	5,229,246,657.73
APORTACIONES	8,832,340,441.00
CONVENIOS	673,031.60
DEUDA PUBLICA	3,891,926,900.80
AMORTIZACION DE LA DEUDA PUBLICA	2,527,851,126.80
INTERESES DE LA DEUDA PUBLICA	1,051,901,020.00
COMISOINES DE LA DEUDA PUBLICA	1,450,000.00
GASTOS DE LA DEUDA PUBLICA	12,672,412.00
COSTO POR COBERTURAS	298,052,342.00
APOYOS FINANCIEROS	0.00
ADEUDOS DE EJERCICIOS FISCALES ANTERIORES (ADEFAS)	0.00

**GOBIERNO DEL ESTADO DE OAXACA
 PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
 CLASIFICACIÓN ADMINISTRATIVA**

	Autorizado
TOTAL GENERAL	68,977,714,168.00
PODER EJECUTIVO	17,141,955,406.72
PODER LEGISLATIVO	\$499,975,972.80
PODER JUDICIAL	\$915,270,852.60
ÓRGANOS AUTÓNOMOS	2,102,299,276.31
OTRAS ENTIDADES PARAESTATALES Y ORGANISMOS	34,083,642,508.06
FIDEICOMISOS PÚBLICOS	15,370,832.36
INSTITUCIONES PÚBLICAS DE SEGURIDAD SOCIAL	156,939,188.82
MUNICIPIOS	14,062,260,130.33

**GOBIERNO DEL ESTADO DE OAXACA
 PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
 CLASIFICACIÓN FUNCIONAL**

Aprobado	
TOTAL GENERAL:	68,977,714,168.00
GOBIERNO	9,276,319,478.62
DESARROLLO SOCIAL	39,943,033,829.09
DESARROLLO ECONÓMICO	2,108,887,701.76
OTRAS NO CLASIFICADAS EN FUNCIONES ANTERIORES	17,649,473,158.53

**GOBIERNO DEL ESTADO DE OAXACA
PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
CLASIFICACIÓN POR TIPO DE GASTO**

TIPO DE GASTO	Autorizado
TOTAL GENERAL:	68,977,714,168.00
GASTO CORRIENTE	48,001,684,013.68
GASTOS DE CAPITAL	11,365,519,797.63
AMORTIZACION DE LA DEUDA Y DISMINUCION DE PASIVOS	3,891,926,900.80
PENSIONES Y JUBILACIONES	489,336,798.16
PARTICIPACIONES	5,229,246,657.73

**GOBIERNO DEL ESTADO DE OAXACA
 PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
 PRIORIDADES DE GASTO**

X	Autorizado
TOTAL GENERAL:	41,405,211,545.61
PUEBLOS INDÍGENAS	6,657,895,870.85
PROTECCIÓN DE LOS DERECHOS DE NIÑAS, NIÑOS Y ADOLESCENTES	27,383,577,591.95
IGUALDAD DE GÉNERO	7,363,738,082.81

**GOBIERNO DEL ESTADO DE OAXACA
 PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
 PROGRAMAS Y PROYECTOS**

PROGRAMA / PROYECTO	Autorizado
TOTAL GENERAL:	68,977,714,168.00
SUBSIDIOS: SECTOR SOCIAL Y PRIVADO O ENTIDADES FEDERATIVAS Y MUNICIPIOS	1,953,118,989.39
SUJETOS A REGLAS DE OPERACIÓN	1,878,839,848.94
OTROS SUBSIDIOS	74,279,140.45
DESEMPEÑO DE LAS FUNCIONES	44,331,579,616.03
PRESTACION DE SERVICIOS PUBLICOS	42,125,313,318.71
PROMOCION Y FOMENTO	851,739,163.28
REGULACION Y SUPERVISION	266,907,701.87
PROYECTOS DE INVERSION	286,027,724.89
PLANEACION, SEGUIMIENTO Y EVALUACION DE POLITICIAS PÚBLICAS	153,423,472.17
ESPECIFICOS	648,168,235.11
ADMINISTRATIVOS Y DE APOYO	1,885,103,502.59
APOYO AL PROCESO PRESUPUESTARIO Y PARA MEJORAR LA EFICIENCIA INSTITUCIONAL	1,700,480,476.08
APOYO A LA FUNCION PÚBLICA Y AL MEJORAMIENTO DE LA GESTION	184,623,026.51
COMPROMISOS	46,228,141.94

GOBIERNO DEL ESTADO DE OAXACA
PRESUPUESTO DE EGRESOS PARA EL EJERCICIO FISCAL 2019
PROGRAMAS Y PROYECTOS

PROGRAMA / PROYECTO	Autorizado
TOTAL GENERAL:	68,977,714,168.00
DESASTRES NATURALES	46,228,141.94
OBLIGACIONES	162,363,388.52
PENSIONES Y JUBILACIONES	162,363,388.52
PROGRAMAS DE GASTO FEDERALIZADO	11,229,416,130.00
GASTO FEDERALIZADO	11,229,416,130.00
PARTICIPACIONES A ENTIDADES FEDERATIVAS Y MUNICIPIOS	5,232,611,816.73
PARTICIPACIONES A ENTIDADES FEDERATIVAS Y MUNICIPIOS	5,232,611,816.73
COSTO FINANCIERO, DEUDA O APOYOS A DEUDORES Y AHORRADORES DE LA BANCA	4,137,292,582.80
COSTO FINANCIERO, DEUDA O APOYOS A DEUDORES Y AHOORDORES DE LA BANCA	4,137,292,582.80



GOBIERNO DEL ESTADO
DE OAXACA

Anexo 5.- Tabuladores de Sueldo 2019



SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
TABULADOR SALARIAL MENSUAL
PERSONAL DE BASE

Nivel	Percepciones							Deducciones		
	Sueldo Base	Despensa	P. S. M.	Actividades Culturales y Deportivas	SubTotal	Compensación	Total	Obligaciones Fiscales de Retención Sin Compensación	Obligaciones Fiscales de Retención Con Compensación	Seguridad Social de Retención
01A	8,018.00	1,022.00	2,260.00	859.00	12,159.00	300.00	12,459.00	626.50	659.10	1,052.10
01B	8,081.00	1,022.00	2,271.00	859.00	12,233.00	300.00	12,533.00	633.30	666.00	1,060.40
01C	8,127.00	1,022.00	2,278.00	859.00	12,286.00	300.00	12,586.00	638.30	671.00	1,066.40
02A	8,188.00	1,022.00	2,287.00	859.00	12,356.00	300.00	12,656.00	645.00	677.60	1,074.40
02B	8,269.00	1,022.00	2,300.00	859.00	12,450.00	300.00	12,750.00	653.80	686.40	1,085.00
02C	8,321.00	1,022.00	2,309.00	859.00	12,511.00	300.00	12,811.00	659.40	692.10	1,091.90
03A	8,405.00	1,022.00	2,322.00	859.00	12,608.00	300.00	12,908.00	668.60	705.10	1,102.80
03B	8,478.00	1,022.00	2,333.00	859.00	12,692.00	300.00	12,992.00	676.50	716.80	1,112.50
03C	8,568.00	1,022.00	2,348.00	859.00	12,797.00	300.00	13,097.00	686.30	731.20	1,124.30
04A	8,650.00	1,022.00	2,361.00	859.00	12,892.00	300.00	13,192.00	696.30	744.30	1,135.00
04B	8,694.00	1,022.00	2,367.00	859.00	12,942.00	300.00	13,242.00	703.30	751.30	1,140.90
04C	8,750.00	1,022.00	2,377.00	859.00	13,008.00	300.00	13,308.00	712.30	760.30	1,148.20
05A	8,782.00	1,022.00	2,380.00	859.00	13,043.00	300.00	13,343.00	717.40	765.40	1,152.40
05B	8,859.00	1,022.00	2,392.00	859.00	13,132.00	300.00	13,432.00	729.70	777.70	1,162.50
05C	8,938.00	1,022.00	2,406.00	859.00	13,225.00	300.00	13,525.00	742.40	790.40	1,172.80
06A	9,013.00	1,022.00	2,418.00	859.00	13,312.00	300.00	13,612.00	754.40	802.40	1,182.70
06B	9,118.00	1,022.00	2,433.00	859.00	13,432.00	300.00	13,732.00	771.20	819.20	1,196.40
06C	9,248.00	1,022.00	2,455.00	859.00	13,584.00	300.00	13,884.00	792.00	840.00	1,213.50
07A	9,357.00	1,022.00	2,472.00	859.00	13,710.00	300.00	14,010.00	809.40	857.40	1,227.80
07B	9,478.00	1,022.00	2,490.00	859.00	13,849.00	300.00	14,149.00	828.80	876.80	1,243.70
07C	9,582.00	1,022.00	2,507.00	859.00	13,970.00	300.00	14,270.00	845.40	893.40	1,257.40
08A	9,702.00	1,022.00	2,525.00	859.00	14,108.00	300.00	14,408.00	864.60	912.60	1,273.10
08B	9,857.00	1,022.00	2,550.00	859.00	14,288.00	300.00	14,588.00	889.40	939.80	1,293.40
08C	9,968.00	1,022.00	2,567.00	859.00	14,416.00	300.00	14,716.00	907.20	959.70	1,308.00
09A	10,093.00	1,022.00	2,586.00	859.00	14,560.00	300.00	14,860.00	928.40	982.10	1,324.40
09B	10,579.00	1,022.00	2,663.00	859.00	15,123.00	300.00	15,423.00	1,015.40	1,069.20	1,388.20
09C	10,776.00	1,022.00	2,694.00	859.00	15,351.00	300.00	15,651.00	1,050.70	1,104.50	1,414.00
10A	11,073.00	1,022.00	2,741.00	859.00	15,695.00	300.00	15,995.00	1,104.00	1,157.70	1,453.00
10B	11,333.00	1,022.00	2,781.00	859.00	15,995.00	300.00	16,295.00	1,150.60	1,204.30	1,487.10
10C	11,590.00	1,022.00	2,820.00	859.00	16,291.00	300.00	16,591.00	1,196.60	1,250.40	1,520.80
11A	11,852.00	1,022.00	2,863.00	859.00	16,596.00	300.00	16,896.00	1,243.60	1,302.20	1,555.20
11B	11,908.00	1,022.00	2,872.00	859.00	16,661.00	300.00	16,961.00	1,253.60	1,314.20	1,562.50
11C	12,180.00	1,022.00	2,913.00	859.00	16,974.00	300.00	17,274.00	1,308.20	1,372.30	1,598.20
12A	12,457.00	1,022.00	2,958.00	859.00	17,296.00	300.00	17,596.00	1,367.40	1,431.40	1,634.60
12B	12,731.00	1,022.00	3,000.00	859.00	17,612.00	300.00	17,912.00	1,425.90	1,490.00	1,670.60
12C	13,194.00	1,022.00	3,073.00	859.00	18,148.00	300.00	18,448.00	1,524.80	1,588.90	1,731.30
13A	13,480.00	1,022.00	3,120.00	859.00	18,481.00	400.00	18,881.00	1,585.90	1,671.30	1,768.80
13B	13,774.00	1,022.00	3,164.00	859.00	18,819.00	400.00	19,219.00	1,648.70	1,734.10	1,807.50
13C	14,062.00	1,022.00	3,208.00	859.00	19,151.00	400.00	19,551.00	1,710.20	1,795.60	1,845.20

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GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
TABULADOR SALARIAL MENSUAL
PERSONAL DE CONFIANZA

Nivel	Percepciones						Deducciones	
	Sueldo Base	Canasta Básica	P. S. M.	Estímulo	Total Percepciones	Subsidio para el Empleo	Obligaciones Fiscales de Retención	Seguridad Social de Retención
01	4,040.00	1,603.00	1,530.00	491.00	7,664.00	90.20	0.00	530.10
02	4,137.00	1,603.00	1,530.00	495.00	7,765.00	83.70	0.00	542.80
03	4,244.00	1,603.00	1,530.00	508.00	7,885.00	46.70	0.00	556.90
04	4,352.00	1,603.00	1,530.00	519.00	8,004.00	39.00	0.00	571.10
05	4,437.00	1,603.00	1,530.00	526.00	8,096.00	30.80	0.00	582.20
06	4,560.00	1,603.00	1,530.00	546.00	8,239.00	15.20	0.00	598.40
07	4,741.00	1,603.00	1,530.00	557.00	8,431.00	0.00	5.70	622.10
08	4,919.00	1,603.00	1,530.00	582.00	8,634.00	0.00	58.00	645.50
09	5,246.00	1,603.00	1,530.00	598.00	8,977.00	0.00	95.30	688.30
10	5,671.00	1,603.00	1,530.00	618.00	9,422.00	0.00	184.80	744.20
11	5,997.00	1,603.00	1,530.00	634.00	9,764.00	0.00	222.00	786.90
12	6,402.00	1,603.00	1,530.00	664.00	10,199.00	0.00	269.30	840.10
13	7,248.00	1,638.00	1,530.00	721.00	11,137.00	0.00	621.10	951.10
14	7,722.00	1,638.00	1,530.00	797.00	11,687.00	0.00	681.00	1,013.30
15	8,005.00	1,638.00	1,530.00	868.00	12,041.00	0.00	732.00	1,050.40



GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
TABULADOR SALARIAL MENSUAL
PERSONAL DE CONTRATO CONFIANZA

Nivel	Percepciones						Deducciones	
	Contrato	Canasta Básica	P. S. M.	Estímulo	Total Percepciones	Subsidio para el Empleo	Obligaciones Fiscales de Retención	Seguridad Social de Retención
01	4,040.00	1,603.00	1,530.00	491.00	7,664.00	90.20	0.00	166.50
02	4,137.00	1,603.00	1,530.00	495.00	7,765.00	83.70	0.00	170.50
03	4,244.00	1,603.00	1,530.00	508.00	7,885.00	46.70	0.00	174.90
04	4,352.00	1,603.00	1,530.00	519.00	8,004.00	39.00	0.00	179.40
05	4,437.00	1,603.00	1,530.00	526.00	8,096.00	30.80	0.00	182.90
06	4,560.00	1,603.00	1,530.00	546.00	8,239.00	15.20	0.00	188.00
07	4,741.00	1,603.00	1,530.00	557.00	8,431.00	0.00	5.70	195.40
08	4,919.00	1,603.00	1,530.00	582.00	8,634.00	0.00	58.00	202.80
09	5,246.00	1,603.00	1,530.00	598.00	8,977.00	0.00	95.30	216.20
10	5,671.00	1,603.00	1,530.00	618.00	9,422.00	0.00	184.80	233.80
11	5,997.00	1,603.00	1,530.00	634.00	9,764.00	0.00	222.00	247.20
12	6,402.00	1,603.00	1,530.00	664.00	10,199.00	0.00	269.30	263.90
13	7,248.00	1,638.00	1,530.00	721.00	11,137.00	0.00	621.10	298.80
14	7,722.00	1,638.00	1,530.00	797.00	11,687.00	0.00	681.00	318.30
15	8,005.00	1,638.00	1,530.00	868.00	12,041.00	0.00	732.00	330.00



GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
TABULADOR SALARIAL MENSUAL
PERSONAL DE CONTRATO

Nivel	Percepciones					Deducciones	
	Contrato	Actividades Culturales y Deportivas	Incentivo	Total Percepciones	Subsidio para el Empleo	Obligaciones Fiscales de Retención	Seguridad Social de Retención
01	3,681.00	1,996.00	792.00	6,469.00	93.90	0.00	151.70
02	3,754.00	1,996.00	792.00	6,542.00	89.20	0.00	154.70
03	3,851.00	1,996.00	792.00	6,639.00	83.00	0.00	158.70
04	3,966.00	1,996.00	792.00	6,754.00	46.30	0.00	163.50
05	4,030.00	1,996.00	792.00	6,818.00	42.20	0.00	166.10
06	4,137.00	1,996.00	792.00	6,925.00	34.50	0.00	170.50
07	4,294.00	1,996.00	792.00	7,082.00	17.40	0.00	177.00
08	4,442.00	1,996.00	792.00	7,230.00	1.30	14.30	183.10
09	4,634.00	1,996.00	792.00	7,422.00	0.00	49.80	191.00
10	5,084.00	1,996.00	792.00	7,872.00	0.00	98.80	209.60
11	5,435.00	1,996.00	792.00	8,223.00	0.00	178.10	224.00
12	5,715.00	1,996.00	792.00	8,503.00	0.00	208.50	235.60
13	6,180.00	1,996.00	892.00	9,068.00	0.00	270.00	254.70



GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
TABULADOR SALARIAL MENSUAL
PERSONAL DE MANDOS MEDIOS Y SUPERIORES SECTOR CENTRAL

Nivel	Percepciones				Deducciones		R. D. L. Mensual		
	Sueldo Base	Compensación Fija Garantizada	P. S. M.	Total	Obligaciones Fiscales de Retención	Seguridad Social de Retención	R. D. L.	Obligaciones Fiscales de Retención	Total
16A	6,850.00	50.00	1,343.00	8,243.00	735.00	898.90	2,844.00	136.00	2,708.00
16B	6,870.00	378.00	1,343.00	8,591.00	795.00	901.50	2,963.00	155.00	2,808.00
17A	6,890.00	1,680.00	1,343.00	9,913.00	1,057.00	904.10	3,414.00	210.00	3,204.00
17B	6,910.00	2,578.00	1,343.00	10,831.00	1,240.00	906.70	3,728.00	289.00	3,439.00
18A	6,930.00	3,552.00	1,343.00	11,825.00	1,438.00	909.30	4,067.00	376.00	3,691.00
19A	6,950.00	4,278.00	1,343.00	12,571.00	1,587.00	912.00	4,321.00	441.00	3,880.00
20A	6,970.00	5,283.00	1,343.00	13,596.00	1,791.00	914.60	4,671.00	531.00	4,140.00
21A	7,885.00	6,499.00	1,343.00	15,727.00	2,214.00	1,034.70	5,398.00	718.00	4,680.00
22A	18,230.00	14,775.00	1,343.00	34,348.00	6,788.00	2,392.10	11,754.00	2,349.00	9,405.00
22B	18,230.00	14,775.00	1,343.00	34,348.00	6,788.00	2,392.10	11,754.00	2,349.00	9,405.00
23A	23,542.00	19,024.00	1,343.00	43,909.00	9,466.00	3,011.80	15,018.00	3,519.00	11,499.00
24A	26,198.00	21,149.00	1,343.00	48,690.00	10,805.00	3,250.80	16,650.00	4,104.00	12,546.00
25A	35,170.00	28,327.00	1,343.00	64,840.00	14,418.00	4,058.30	69,083.00	22,967.00	46,116.00



GOBIERNO DEL ESTADO
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SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
ANÁLITICO DE PLAZAS

PLAZA / PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ABOGADO	55	8,503.00	19,151.00
ACTUARIO NOTIFICADOR	23	9,422.00	18,148.00
ADMINISTRATIVO	270	7,885.00	8,977.00
AEROMEDICO	2	13,327.00	13,327.00
AGENTE ESTATAL DE INVESTIGACIONES	1,136	8,096.00	8,096.00
AGENTE FISCAL	26	7,885.00	12,156.00
AGENTES DEL MINISTERIO PUBLICO	452	12,041.00	12,041.00
AGRONOMO	8	18,481.00	19,151.00
ANALISTA	1,088	8,503.00	19,151.00
APLICADOR PSICOLOGICO	3	13,327.00	13,327.00
ARCHIVISTA	1	6,639.00	6,639.00
ASESOR	110	11,087.00	65,340.00
ASISTENTE	3	9,764.00	13,327.00
AUDITOR	82	10,199.00	15,892.00
AUXILIAR	1,736	6,469.00	12,797.00
AUXILIAR DE OFICINA	685	6,469.00	16,596.00
AUXILIAR TECNICO	421	6,639.00	13,008.00
AYUDANTE DE RECAUDADOR	19	10,199.00	11,137.00
CAJERO	1	8,004.00	8,004.00
CAPTURISTA DE DATOS	7	6,754.00	13,043.00
CARPINTERO 4B	1	12,942.00	12,942.00
CHOFER	49	7,664.00	8,239.00
COLECTOR	7	8,096.00	11,137.00
COMANDANTE	44	8,977.00	18,267.00
COMISIONADO	2	18,267.00	58,927.00
CONCILIADOR	31	9,764.00	21,125.00
CONSEJERO JURIDICO DEL GNOB DEL EDO	1	65,340.00	65,340.00
CONTADOR	49	10,199.00	19,151.00
CONTRALOR INTERNO	1	46,102.00	46,102.00
COORDINADOR	101	13,327.00	65,340.00
CUSTODIO PENITENCIARIO	574	7,765.00	8,004.00
DACTILOSCOPISTA	1	11,137.00	11,137.00
DEFENSOR PUBLICO	177	12,041.00	12,041.00
DELEGADO	83	8,431.00	21,125.00
DELEGADO DE TRANSITO DEL ESTADO	15	10,199.00	11,137.00
DESPACHADOR DE VUELOS	1	15,892.00	15,892.00
DIBUJANTE	3	12,892.00	15,695.00
DICTAMINADOR	13	11,137.00	11,687.00
DIRECTOR	217	13,327.00	58,927.00
ENFERMERA	1	8,670.00	9,422.00
ENLACE ADMINISTRATIVO	17	11,087.00	12,041.00
ENLACE SOCIAL AEROMEDICO	1	13,327.00	13,327.00
ENTORNISTA	18	13,327.00	13,327.00
EVALUADOR	14	9,764.00	13,327.00
FISCAL	26	18,267.00	58,927.00



GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
ANALÍTICO DE PLAZAS

PLAZA / PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
FISCAL GENERAL	1	65,340.00	65,340.00
GESTOR ADMINISTRATIVO DE DIRECCION	38	10,199.00	11,137.00
GOBERNADOR CONSTITUCIONAL DEL EDO	1	133,923.00	133,923.00
INGENIERO	61	8,503.00	19,151.00
INSPECTOR DE PERSONAL	33	9,764.00	10,199.00
INSTRUCTOR DE CAPACITACION	7	11,137.00	11,687.00
INSTRUCTOR DEPORTIVO	2	10,199.00	10,199.00
INTENDENTE	89	6,469.00	7,664.00
JEFE DE DEPARTAMENTO	893	11,087.00	16,892.00
JEFE DE ESTADO MAYOR	1	46,102.00	46,102.00
JEFE DE GRUPO	58	8,431.00	8,431.00
JEFE DE LA UNIDAD	3	11,087.00	21,125.00
JEFE DE MODULO	11	13,327.00	18,267.00
JEFE DE OFICINA	2	12,041.00	12,041.00
JEFE DE OFICINA	818	12,041.00	12,041.00
JEFE DE UNIDAD	102	15,892.00	18,267.00
JEFE DE VIGILANCIA	24	12,041.00	12,041.00
MAGISTRADO PDTE JTA CONC AGRARIA	1	46,102.00	46,102.00
MANEJADOR DE FONDOS	2	8,431.00	8,431.00
MECANICO	5	13,327.00	13,327.00
MEDICO ESPECIALISTA	8	12,041.00	12,041.00
MEDICO GENERAL	17	10,199.00	19,151.00
MEDICO LEGISTA	2	11,137.00	11,137.00
MEDICO OFICIAL	31	11,137.00	19,151.00
MUSICO	125	7,422.00	10,199.00
ODONTOLOGO	3	18,481.00	19,151.00
OFICIAL ADMINISTRATIVO	3,762	6,639.00	15,351.00
OFICIAL DE POLICIA Y O TRANSITO	12	8,096.00	8,096.00
OFICIAL DE REGISTRO CMIL	218	11,137.00	12,041.00
OFICIAL DE TRANSPORTE	20	6,469.00	14,416.00
OFICIAL MAYOR	2	46,102.00	46,102.00
OPERADOR AEROMEDICO	1	13,327.00	13,327.00
OPERADOR DE COMPUTADORA	3	7,422.00	9,422.00
OPERADOR DE MAQ PESADA	6	13,043.00	13,849.00
PERITO	201	8,004.00	10,199.00
PILOTO	14	15,892.00	15,892.00
PISICOLOGO	30	8,503.00	19,151.00
POLIGRAFISTA	26	13,327.00	13,327.00
PRESIDENTE DE JUNTA	13	12,041.00	46,102.00
PROCURADOR	2	13,327.00	46,102.00
PROGRAMADO DE COMPUTADORA	7	9,764.00	18,148.00
PROMOTOR	1	8,431.00	8,431.00
PROYECTISTA	27	18,481.00	19,151.00
RECEPCIONISTA	2	7,765.00	12,608.00
REPORTERO	4	8,977.00	19,151.00



GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA DE ADMINISTRACIÓN
DIRECCIÓN DE RECURSOS HUMANOS
ANALÍTICO DE PLAZAS

PLAZA / PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
REPRESENTANTE	7	13,327.00	15,892.00
SECRETARIA	37	7,765.00	9,422.00
SECRETARIA EJECUTIVA	29	8,431.00	11,087.00
SECRETARIO DE ACUERDOS	12	11,137.00	15,892.00
SECRETARIO DE LA COMISION DE LIMITE	1	46,102.00	46,102.00
SECRETARIO EJECUTIVO	1	46,102.00	58,927.00
SECRETARIO GENERAL	3	15,892.00	15,892.00
SECRETARIO MINISTERIAL	168	10,199.00	10,199.00
SECRETARIO PARTICULAR	21	11,087.00	18,267.00
SECRETARIO PARTICULAR DEL EJECUTIVO	1	65,340.00	65,340.00
SECRETARIO TECNICO	3	15,892.00	46,102.00
SRIO AUX JTA LOCAL CONC Y ARB	3	11,554.00	11,554.00
SUBDELEGADO	4	11,087.00	13,327.00
SUBDIRECTOR	43	11,687.00	21,125.00
SUBOFICIAL	4	8,004.00	8,004.00
SUBSECRETARIO	37	58,927.00	58,927.00
SUPERVISOR	18	15,892.00	15,892.00
SUPERVISOR DE ENFERMERIA	2	10,199.00	10,199.00
SUPERVISOR DE OBRA	21	10,199.00	11,137.00
SUPERVISOR GENERAL	4	8,634.00	8,977.00
SUPERVISOR REGIONAL DE TRANSITO	5	11,137.00	11,137.00
TECNICO	2,505	7,422.00	18,148.00
TECNICO ADMINISTRATIVO	113	8,223.00	17,296.00
TECNICO ESPECIALIZADO	1,917	8,503.00	19,151.00
TESORERO	1	46,102.00	46,102.00
TITULAR DE LA SECRETARIA	11	65,340.00	65,340.00
TRABAJADOR SOCIAL	6	9,422.00	15,695.00
VELADOR	1	12,608.00	12,608.00
VERIFICADOR	4	11,087.00	11,087.00
VETERINARIO	18	18,481.00	19,151.00
VICEFISCAL	7	46,102.00	58,927.00
VIGILANTE	1	7,885.00	7,885.00
VISITADOR	5	13,327.00	21,125.00



GOBIERNO DEL ESTADO
DE OAXACA



GOBIERNO CONSTITUCIONAL
DEL ESTADO DE OAXACA
PODER LEGISLATIVO
LXIII Legislatura

HONORABLE CONGRESO DEL ESTADO DE OAXACA
LXIII LEGISLATURA

PLAZA	NIMERO DE PLAZAS	DE	HASTA
BASE	163	171,228.30	311,083.50
MANDOS MEDIOS Y UPERIORES	82	139,993.10	659,380.93
NOMBRAMIENTO CONFIANZA	60	131,658.20	198,212.76
CONTRATO CONFIANZA	35	117,092.20	176,777.40



GOBIERNO CONSTITUCIONAL
DEL ESTADO DE OAXACA
PODER LEGISLATIVO
LXIII Legislatura

HONORABLE CONGRESO DEL ESTADO DE OAXACA
LXIII LEGISLATURA

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NUMERO DE PLAZA	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
AUXILIAR DE OFICINA	BASE	01A	1	96,216.00	75,012.30	171,228.30	10,111.90	3,966.00	157,150.40
ANALISTA	BASE	10A	1	132,876.00	90,430.10	223,306.10	18,470.50	5,477.04	199,358.56
TECNICO	BASE	10A	3	398,628.00	271,290.30	669,918.30	55,411.50	16,431.12	598,075.68
TECNICO ESPECIALIZADO	BASE	10A	4	531,504.00	361,720.40	893,224.40	73,882.00	21,908.16	797,434.24
TECNICO	BASE	11A	2	284,448.00	188,708.20	473,156.20	41,503.80	11,724.48	419,927.92
TECNICO	BASE	12A	8	1,195,872.00	811,901.20	2,007,773.20	181,515.20	49,292.16	1,776,965.84
TECNICO	BASE	12C	2	316,656.00	218,178.00	534,834.00	50,100.20	13,052.16	471,681.64
OFICIAL ADMINISTRATIVO	BASE	13A	1	161,760.00	124,332.30	286,092.30	25,967.20	6,667.68	253,457.42
TECNICO	BASE	13A	2	323,520.00	228,192.60	551,712.60	51,934.40	13,335.36	486,442.84
ABOGADO	BASE	13C	12	2,024,928.00	1,589,275.20	3,614,203.20	333,966.00	83,465.28	3,196,771.92
ANALISTA	BASE	13C	36	6,074,784.00	4,683,055.20	10,757,839.20	1,002,837.40	250,395.84	9,504,605.96
CONTADOR	BASE	13C	3	506,232.00	380,907.30	887,139.30	83,491.50	20,866.32	782,781.48
MEDICO GENERAL	BASE	13C	1	168,744.00	105,471.90	274,215.90	27,830.50	6,955.44	239,429.96
PSICOLOGO	BASE	13C	2	337,488.00	255,449.40	592,937.40	56,600.40	13,910.88	522,426.12
REPORTERO DE EVENTOS	BASE	13C	1	168,744.00	142,339.50	311,083.50	27,830.50	6,955.44	276,297.56
TECNICO	BASE	13C	9	1,518,696.00	1,107,047.10	2,625,743.10	251,413.90	62,598.96	2,311,730.24
TECNICO ADMINISTRATIVO	BASE	13C	6	1,012,464.00	706,569.00	1,719,033.00	166,983.00	41,732.64	1,510,317.36
TECNICO ESPECIALIZADO	BASE	13C	69	11,643,336.00	8,723,738.70	20,367,074.70	1,924,062.10	479,925.36	17,963,087.24
CONTRALOR	MANDOS MEDIOS Y SUPERIORES	24A	1	314,376.00	345,004.93	659,380.93	153,614.00	9,708.00	496,058.93
OFICIAL MAYOR	MANDOS MEDIOS Y SUPERIORES	24A	1	314,376.00	345,004.93	659,380.93	153,614.00	9,708.00	496,058.93
TESORERO	MANDOS MEDIOS Y SUPERIORES	24A	1	314,376.00	345,004.93	659,380.93	153,614.00	9,708.00	496,058.93
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	20A	23	1,923,720.00	2,300,612.20	4,224,332.20	551,967.80	79,294.80	3,593,069.60
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	18A	8	665,280.00	628,848.00	1,294,128.00	157,942.40	27,421.44	1,108,764.16
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	17A	48	3,968,640.00	2,751,028.80	6,719,668.80	727,180.80	163,584.00	5,828,904.00
JEFE DE OFICINA	NOMBRAMIENTO CONFIANZA	15	5	480,300.00	510,763.80	991,063.80	43,920.00	19,797.60	927,346.20
ANALISTA	NOMBRAMIENTO CONFIANZA	13	13	1,130,688.00	1,219,603.80	2,350,291.80	96,891.60	46,606.56	2,206,793.64
TECNICO	NOMBRAMIENTO CONFIANZA	10	32	2,177,664.00	2,547,528.00	4,725,192.00	70,963.20	89,763.84	4,564,464.96
TECNICO	NOMBRAMIENTO CONFIANZA	10	2	136,104.00	164,324.40	300,428.40	4,435.20	5,610.24	290,382.96
CHOFER TITULAR DE SECRETARIO	NOMBRAMIENTO CONFIANZA	07	6	341,352.00	469,110.00	810,462.00	410.40	14,070.24	795,981.36
SECRETARIA DE JEFE DE UNIDAD	NOMBRAMIENTO CONFIANZA	07	1	56,892.00	78,185.00	135,077.00	68.40	2,345.04	132,663.56
ADMINISTRATIVO	NOMBRAMIENTO CONFIANZA	06	1	54,720.00	76,938.20	131,658.20	-	2,255.52	129,402.68
ANALISTA	CONTRATO CONFIANZA	13	9	782,784.00	808,212.60	1,590,996.60	67,078.80	32,266.08	1,491,651.72
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	11	2	143,928.00	161,783.60	305,711.60	5,328.00	5,932.80	294,450.80
TECNICO	CONTRATO CONFIANZA	10	12	816,624.00	945,115.20	1,761,739.20	26,611.20	33,661.44	1,701,466.56
ADMINISTRATIVO	CONTRATO CONFIANZA	05	2	106,488.00	141,366.00	247,854.00	-	4,389.12	243,464.88
AUXILIAR	CONTRATO CONFIANZA	01	10	484,800.00	686,122.00	1,170,922.00	-	19,982.40	1,150,939.60



GOBIERNO DEL ESTADO
DE OAXACA



ORGANO SUPERIOR DE FISCALIZACIÓN DEL ESTADO
UNIDAD DE ADMINISTRACIÓN
TABULADOR DE SUELDOS Y SALARIOS EJERCICIO 2019

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
TITULAR DEL ORGANO DE FISCALIZACIÓN	MMYS	24A	1	314,376.00	269,904.00	584,280.00	129,660.00	40,797.84	413,822.16
SUBAUDITOR	MMYS	23A	3	282,504.00	244,404.00	526,908.00	113,592.00	37,773.36	375,542.64
AUDITOR ESPECIAL	MMYS	23A	2	282,504.00	244,404.00	526,908.00	113,592.00	37,773.36	375,542.64
SECRETARIO TECNICO	MMYS	22A	1	218,760.00	193,416.00	412,176.00	81,456.00	31,880.40	298,839.60
DIRECTOR		22A	13	218,760.00	193,416.00	412,176.00	81,456.00	31,880.40	298,839.60
JEFE DE DEPARTAMENTO		17A	23	82,680.00	36,276.00	118,956.00	12,684.00	11,701.20	94,570.80
TOTAL PLAZAS MANDOS MEDIOS Y SUPERIORES			43						
AUDITOR	NOMBRAMIENTO CONFIANZA	13	1	86,976.00	46,668.00	133,644.00	7,453.20	3,585.12	122,605.68
TOTAL PLAZAS NOMBRAMIENTO CONFIANZA			1						
JEFE DE OFICINA	CONTRATO CONFIANZA	15	8	96,060.00	48,432.00	144,492.00	8,784.00	3,959.52	131,748.48
AUDITOR	CONTRATO CONFIANZA	13	56	86,976.00	46,668.00	133,644.00	7,453.20	3,585.12	122,605.68
TOTAL PLAZAS CONTRATO CONFIANZA			64						
CONTADOR 13C	BASE	13C	24	168,744.00	61,068.00	229,812.00	20,522.40	22,142.40	187,147.20
ANALISTA 13B	BASE	13B	1	165,288.00	60,540.00	225,828.00	19,784.40	21,689.76	184,353.84
TECNICO 13A	BASE	13A	1	161,760.00	60,012.00	221,772.00	19,030.80	21,226.08	181,515.12
TECNICO 12B	BASE	12B	3	152,772.00	58,572.00	211,344.00	17,110.80	20,046.48	174,186.72
TECNICO 11B	BASE	11B	1	142,896.00	57,036.00	199,932.00	15,043.20	18,750.72	166,138.08
TECNICO 11A	BASE	1A	4	142,224.00	56,928.00	199,152.00	14,923.20	18,662.40	165,566.40
OFICIAL ADMINISTRATIVO 10C	BASE	10C	1	139,080.00	56,412.00	195,492.00	14,359.20	25,449.84	155,682.96
TECNICO 10A	BASE	10A	3	13,876.00	55,464.00	188,340.00	13,248.00	17,435.76	157,656.24
OFICIAL ADMINISTRATIVO 07B	BASE	07B	1	113,736.00	52,452.00	166,188.00	9,945.60	14,924.40	141,318.00
TOTAL PLAZAS BASE			39						



GOBIERNO DEL ESTADO
DE OAXACA



ORGANO SUPERIOR DE FISCALIZACIÓN DEL ESTADO
UNIDAD DE ADMINISTRACIÓN
ANALITICO DE PLAZAS EJERCICIO 2019 (anual)

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES (neto)	
		DE	HASTA
MANDOS MEDIOS Y SUPERIORES			
TITULAR DEL ORGANO DE FISCALIZACIÓN	1	413,822.16	413,822.32
SUBAUDITOR	3	375,542.64	375,542.64
AUDITOR ESPECIAL	2	375,542.64	375,542.64
SECRETARIO TECNICO	1	298,839.60	298,839.60
DIRECTOR	13	298,839.60	298,839.60
JEFE DE DEPARTAMENTO 17A	23	94,570.80	94,570.80
NOMBRAMIENTO CONFIANZA			
AUDITOR 13	1	122,605.68	122,605.68
CONTRATO CONFIANZA			
AUDITOR 13	56	131,748.48	131,748.48
JEFE DE OFICINA 15	8	122,605.68	122,605.68
BASE			
CONTADOR 13C	24	187,147.20	187,147.20
ANALISTA 13B	1	184,353.84	184,353.84
TECNICO 13A	1	181,515.12	181,515.12
TECNICO 12B	3	174,186.72	174,186.72
TECNICO 11B	1	166,138.08	166,138.08
TECNICO 11A	4	165,566.40	165,566.40
OFICIAL ADMINISTRATIVO 10C	1	155,682.96	155,682.96
TECNICO 10A	3	157,656.24	157,656.24
OFICIAL ADMINISTRATIVO 07B	1	141,318.00	141,318.00
HONORARIOS			
ANALISTA TECNICO ESPECIALIZADO	4	240,000.00	360,000.00
JEFE DE DEPARTAMENTO	9	247,200.00	247,200.00
ANALISTA TECNICO	9	156,000.00	180,000.00
ANALISTA	7	126,000.00	144,800.00
AUDITOR	93	108,000.00	120,000.00
OFICIAL ADMINISTRATIVO	5	102,000.00	102,000.00
AUXILIAR	41	72,000.00	96,000.00



GOBIERNO DEL ESTADO
DE OAXACA



PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
DIRECCION DE GESTION ADMINISTRATIVA
TABULADOR DE SUELDOS ANUAL CORRESPONDIENTE AL ANTEPROYECTO DE PRESUPUESTO DE EGRESOS DEL EJERCICIO 2019
(SUJETOS A MODIFICACION POR REVISIÓN SALARIAL)

PLAZA/PUESTO	RELACION LABORAL	NIVEL	No. DE PLAZAS	PERCEPCIONES			OBLIGACIONES FISCALES DE REDUCCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
				SUELDO BASE	REMUNERAC. ADICIONALES	SUELDO BRUTO			
MAGISTRADO PRESIDENTE	MMyS	25 A	1	422,040.00	2,717,021.20	3,139,061.20	955,658.90	10,716.00	2,172,686.30
MAGISTRADO	MMyS	23 A	28	6,125,280.00	56,552,005.40	62,677,285.40	18,025,873.60	252,476.00	44,398,935.80
MAGISTRADO JUBILADO	MMyS	22 B	23	5,031,480.00	10,956,458.00	15,987,938.00	777,596.90	207,391.00	15,002,950.10
SECRETARIO GENERAL DE ACUERDOS	MMyS	22 A	1	218,760.00	1,049,103.00	1,267,863.00	325,211.10	9,017.00	933,634.90
DIRECTOR	MMyS	21 C	1	94,620.00	1,097,383.40	1,192,003.40	307,653.00	3,900.00	880,450.40
DIRECTOR	MMyS	21 B	1	94,620.00	827,813.00	922,433.00	224,698.90	3,900.00	693,834.10
DIRECTOR	MMyS	21 A	1	94,620.00	558,858.00	653,478.00	135,697.00	3,900.00	513,881.00
SECRETARIO PRIVADO	MMyS	21 A	1	94,620.00	569,586.00	664,206.00	138,915.40	3,900.00	521,390.60
SECRETARIO PARTICULAR	MMyS	20 A	1	83,640.00	722,485.60	806,125.60	181,765.50	3,448.00	620,912.10
JEFE DE UNIDAD	MMyS	18 A	1	83,160.00	347,834.20	430,994.20	74,804.40	3,428.00	352,761.80
ASESOR	MMyS	17 C	1	82,920.00	539,094.00	622,014.00	116,599.60	3,418.00	501,996.40
SECRETARIO AUXILIAR	MMyS	17 C	2	165,840.00	955,922.00	1,121,762.00	224,628.20	6,836.00	890,297.80
COORDINADOR	MMyS	17 B	1	82,920.00	400,388.60	483,308.60	87,757.20	3,418.00	392,133.40
JEFE DE DEPARTAMENTO	MMyS	17 A	10	826,800.00	2,245,446.00	3,072,246.00	474,946.00	34,080.00	2,563,220.00
SECRETARIO DE ESTUDIO Y CUENTA	MMyS	16 A	61	5,014,200.00	16,482,560.60	21,496,760.60	3,333,650.00	206,668.00	17,956,442.60
SECRETARIO DE ACUERDOS DE SALA	MMyS	16 A	8	657,600.00	2,952,101.60	3,609,701.60	604,827.20	27,104.00	2,977,770.40
SECRETARIO DE ACUERDOS AUXILIAR DE SALA	CONF	15 C	13	1,248,780.00	2,710,157.90	3,958,937.90	442,403.00	51,467.00	3,465,067.90
JEFE DE OFICINA	CONF	15	13	1,248,780.00	1,243,076.90	2,491,856.90	259,199.20	51,467.00	2,181,190.70
ACTUARIO JUDICIAL	CONF	14	8	741,312.00	1,092,578.40	1,833,890.40	154,388.80	30,560.00	1,648,941.60
ANALISTA	CONF	13	7	608,832.00	700,437.10	1,309,269.10	119,621.60	25,095.00	1,164,552.50
TECNICO ADMINISTRATIVO	CONF	12	1	76,824.00	108,197.50	185,021.50	10,029.50	3,167.00	171,825.00
TECNICO	CONF	10	8	544,416.00	788,216.00	1,332,632.00	66,480.80	22,440.00	1,243,711.20
ACTUARIO JUDICIAL	CONF	10	6	408,312.00	570,642.20	978,954.20	49,860.60	16,830.00	912,263.60
CHOFER	CONF	7	4	227,568.00	328,801.20	556,369.20	27,867.60	9,380.00	519,121.60
CAPTURISTA DE DATOS	CONF	5	8	425,952.00	623,408.40	1,049,360.40	47,900.80	17,560.00	983,899.60
OFICIAL ADMINISTRATIVO	CONF	4	39	2,036,736.00	3,049,279.70	5,086,015.70	228,021.30	83,967.00	4,774,027.40
AUXILIAR	CONF	1	3	145,440.00	232,362.90	377,802.90	16,070.70	5,994.00	355,738.20
ANALISTA	BASE	13 C	8	1,349,952.00	1,504,852.60	2,854,804.60	227,328.00	55,640.00	2,571,836.60
ABOGADO	BASE	13 C	2	337,488.00	426,086.60	763,574.60	79,321.60	13,910.00	670,343.00
ACTUARIO	BASE	13 C	1	168,744.00	332,462.70	501,206.70	27,647.10	6,955.00	297,860.60
TECNICO ESPECIALIZADO	BASE	13 C	14	2,362,416.00	2,805,264.40	5,167,680.40	397,824.00	97,370.00	4,672,486.40
ABOGADO	BASE	13 A	2	323,520.00	416,427.40	739,947.40	51,821.40	13,336.00	674,790.00
ANALISTA	BASE	13 A	1	161,760.00	153,852.70	315,612.70	25,910.70	6,668.00	283,034.00
TECNICO ESPECIALIZADO	BASE	13 A	12	1,941,120.00	2,138,861.40	4,079,981.40	324,770.40	80,016.00	3,675,195.00
TECNICO	BASE	12 C	2	316,656.00	341,046.40	657,702.40	50,114.60	13,052.00	594,535.80
TECNICO	BASE	12 B	4	611,088.00	649,213.00	1,260,301.00	94,705.60	25,188.00	1,140,407.40
TECNICO	BASE	12 A	9	1,345,356.00	1,516,153.80	2,861,509.80	216,108.90	55,458.00	2,589,942.90
ACTUARIO	BASE	12 A	1	149,484.00	160,417.20	309,901.20	22,858.70	6,162.00	280,880.50
TECNICO	BASE	11 C	3	438,480.00	521,830.60	960,310.60	66,866.40	18,075.00	875,369.20
TECNICO	BASE	11 B	5	714,480.00	763,338.50	1,477,818.50	106,489.00	29,450.00	1,341,879.50
TECNICO	BASE	11 A	7	995,568.00	1,062,006.50	2,057,574.50	218,269.10	41,034.00	1,798,271.40
ACTUARIO	BASE	10 C	1	139,080.00	146,900.70	285,980.70	20,272.30	5,733.00	259,975.40
TECNICO	BASE	10 C	1	139,080.00	142,151.70	281,231.70	19,477.70	5,733.00	256,021.00
TECNICO	BASE	10 B	4	543,984.00	580,959.80	1,124,943.80	74,844.80	22,424.00	1,027,675.00
ACTUARIO	BASE	10 A	1	132,876.00	144,987.70	277,863.70	18,345.60	5,477.00	254,041.10
TECNICO	BASE	10 A	2	265,752.00	283,738.40	549,490.40	54,792.60	10,954.00	483,743.80
OFICIAL ADMINISTRATIVO	BASE	9 C	1	129,312.00	135,785.20	265,097.20	17,049.60	5,330.00	242,717.60
OFICIAL ADMINISTRATIVO	BASE	9 B	1	126,948.00	138,124.20	265,072.20	16,461.60	5,233.00	243,377.60
OFICIAL ADMINISTRATIVO	BASE	9 A	1	121,116.00	136,769.20	257,885.20	15,051.90	4,992.00	237,841.30
OFICIAL ADMINISTRATIVO	BASE	8 C	2	239,232.00	263,528.40	502,760.40	29,478.60	9,860.00	463,421.80
OFICIAL ADMINISTRATIVO	BASE	8 B	1	118,284.00	119,186.20	237,470.20	14,461.80	4,876.00	218,132.40
OFICIAL ADMINISTRATIVO	BASE	8 A	3	349,272.00	382,109.60	731,381.60	42,220.80	14,397.00	674,763.80
OFICIAL ADMINISTRATIVO	BASE	7 B	1	113,736.00	133,974.70	247,710.70	13,512.80	4,688.00	229,509.90
OFICIAL ADMINISTRATIVO	BASE	7 A	4	449,136.00	518,073.80	967,209.80	83,242.40	18,512.00	865,455.40
OFICIAL ADMINISTRATIVO	BASE	6 C	3	332,928.00	355,384.10	688,312.10	38,811.60	13,722.00	635,778.50
OFICIAL ADMINISTRATIVO	BASE	6 B	3	328,248.00	363,448.10	691,696.10	37,835.40	13,530.00	640,330.70
OFICIAL ADMINISTRATIVO	BASE	6 A	9	973,404.00	1,083,111.80	2,056,515.80	111,139.20	40,122.00	1,905,254.60
OFICIAL ADMINISTRATIVO	BASE	5 C	1	107,256.00	138,486.70	245,742.70	12,161.30	4,421.00	229,160.40
OFICIAL ADMINISTRATIVO	BASE	5 B	3	318,924.00	338,139.10	657,063.10	35,890.80	13,146.00	608,026.30
OFICIAL ADMINISTRATIVO	BASE	5 A	4	421,536.00	459,572.80	881,108.80	47,084.00	17,376.00	816,648.80
OFICIAL ADMINISTRATIVO	BASE	4 C	2	210,000.00	201,934.40	411,934.40	23,381.80	8,656.00	379,896.60
OFICIAL ADMINISTRATIVO	BASE	4 B	1	104,328.00	115,816.20	220,144.20	11,550.50	4,300.00	204,293.70
OFICIAL ADMINISTRATIVO	BASE	4 A	10	1,038,000.00	1,072,124.00	2,110,124.00	114,406.00	42,790.00	1,952,928.00



GOBIERNO DEL ESTADO
DE OAXACA



PODER JUDICIAL DEL ESTADO DE OAXACA
TRIBUNAL SUPERIOR DE JUSTICIA
DIRECCION DE GESTION ADMINISTRATIVA
ANALITICO DE PLAZAS

PLAZA/PUESTO	No. DE PLAZAS	REMUNERACIONES	
		DE	HASTA
MAGISTRADO PRESIDENTE 25 A	1	3,139,061.20	3,139,061.20
MAGISTRADO 23 A	28	2,151,440.80	2,321,536.80
MAGISTRADO JUBILADO 22 B	23	676,582.00	713,770.00
SECRETARIO GENERAL DE ACUERDOS 22 A	1	1,267,863.00	1,267,863.00
DIRECTOR 21 C	1	1,192,003.40	1,205,875.40
DIRECTOR 21 B	1	922,433.00	961,471.00
DIRECTOR 21 A	1	653,478.00	653,478.00
SECRETARIO PRIVADO 21 A	1	664,206.00	664,206.00
SECRETARIO PARTICULAR 20 A	1	806,125.60	806,125.60
JEFE DE UNIDAD 18 A	1	420,182.20	458,026.20
ASESOR 17 C	1	622,014.00	622,014.00
SECRETARIO AUXILIAR 17 C	2	555,493.00	586,999.00
COORDINADOR 17 B	1	483,308.60	492,704.60
JEFE DE DEPARTAMENTO 17 A	10	304,137.00	328,037.00
SECRETARIO DE ESTUDIO Y CUENTA 16 A	61	334,298.60	404,710.60
SECRETARIO DE ACUERDOS DE SALA 16 A	8	434,395.20	483,727.20
SECRETARIO DE ACUERDOS AUXILIAR DE SALA 15 C	13	277,918.30	312,870.30
JEFE DE OFICINA 15	13	183,415.30	254,999.70
ACTUARIO JUDICIAL 14	8	178,308.30	246,820.30
ANALISTA 13	7	170,271.30	226,380.10
TECNICO ADMINISTRATIVO 12	1	156,448.30	209,021.50
TECNICO 10	8	145,328.30	196,433.50
ACTUARIO JUDICIAL 10	6	144,908.30	183,624.30
CHOFER 7	4	136,281.30	158,343.70
CAPTURISTA DE DATOS 5	8	125,671.30	148,977.30
OFICIAL ADMINISTRATIVO 4	39	124,310.30	163,758.30
AUXILIAR 1	3	118,864.30	148,734.30
ABOGADO 13C	2	337,597.70	422,646.30
ACTUARIO 13C	1	332,462.70	332,462.70
TECNICO ESPECIALIZADO 13C	14	314,380.70	446,000.70
ANALISTA 13C	8	299,768.70	409,259.90
ABOGADO 13A	2	329,654.70	384,237.70
ANALISTA 13A	1	289,807.70	354,031.70
TECNICO ESPECIALIZADO 13A	12	289,807.70	400,049.70
TECNICO 12C	2	305,696.20	384,861.00
TECNICO 12B	4	297,017.20	344,557.60
TECNICO 12A	9	272,461.20	366,096.40
ACTUARIO 12A	1	299,521.20	324,341.20
TECNICO 11C	3	269,514.20	381,545.20
TECNICO 11B	5	284,115.70	330,192.10
TECNICO 11A	7	263,895.70	344,679.70
ACTUARIO 10C	1	285,980.70	285,980.70
TECNICO 10C	1	269,588.70	323,092.70
TECNICO 10B	4	273,374.20	299,747.80
TECNICO 10A	2	246,562.70	327,513.70
ACTUARIO 10A	1	277,863.70	277,863.70
OFICIAL ADMINISTRATIVO 9C	1	265,097.20	286,390.00
OFICIAL ADMINISTRATIVO 9B	1	265,072.20	265,072.20
OFICIAL ADMINISTRATIVO 9A	1	243,851.20	286,882.20
OFICIAL ADMINISTRATIVO 8C	2	242,549.70	282,795.90
OFICIAL ADMINISTRATIVO 8B	1	237,470.20	257,314.20
OFICIAL ADMINISTRATIVO 8A	3	223,225.20	273,539.60
OFICIAL ADMINISTRATIVO 7B	1	234,161.70	247,710.70
OFICIAL ADMINISTRATIVO 7A	4	217,078.70	291,093.70
OFICIAL ADMINISTRATIVO 6C	3	226,182.70	240,968.70
OFICIAL ADMINISTRATIVO 6B	3	211,104.70	235,554.70
OFICIAL ADMINISTRATIVO 6A	9	209,567.20	290,231.20
OFICIAL ADMINISTRATIVO 5C	1	210,786.70	245,742.70
OFICIAL ADMINISTRATIVO 5B	3	209,780.70	253,928.70
OFICIAL ADMINISTRATIVO 5A	4	205,578.70	249,992.70
OFICIAL ADMINISTRATIVO 4C	2	205,051.70	227,137.70
OFICIAL ADMINISTRATIVO 4B	1	204,074.20	220,144.20
OFICIAL ADMINISTRATIVO 4A	10	202,910.70	248,428.70



GOBIERNO DEL ESTADO
DE OAXACA



PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
DIRECCION DE ADMINISTRACION
TABULADOR DE SUELDOS ANUAL CORRESPONDIENTE AL ANTEPROYECTO DE PRESUPUESTO DE EGRESOS DEL EJERCICIO 2019
(SUJETOS A MODIFICACION POR REVISIÓN SALARIAL)

PLAZA/PUESTO	RELACION LABORAL	NIVEL	No. DE PLAZAS	PERCEPCIONES			OBLIGACIONES FISCALES DE REDUCCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO			
CONSEJERO	MMyS	23 A	4	875,040.00	7,987,837.20	8,862,877.20	2,597,120.00	36,068.00	6,229,689.20
SECRETARIO EJECUTIVO	MMyS	22 A	1	218,760.00	1,067,331.00	1,286,091.00	331,408.60	9,017.00	945,665.40
DIRECTOR	MMyS	21 C	7	662,340.00	7,744,755.80	8,407,095.80	2,153,571.00	27,300.00	6,226,224.80
VISITADOR GENERAL	MMyS	21 C	1	94,620.00	1,122,228.40	1,216,848.40	311,383.80	3,900.00	901,564.60
DIRECTOR	MMyS	21 B	6	567,720.00	5,047,556.00	5,615,276.00	1,348,193.40	23,400.00	4,243,682.60
VISITADOR	MMyS	18 B	4	332,640.00	2,632,601.00	2,965,241.00	628,816.00	13,712.00	2,322,713.00
JEFE DE UNIDAD	MMyS	18 A	9	748,440.00	3,274,811.80	4,023,251.80	714,338.20	30,852.00	3,278,061.60
ADMINISTRADOR REGIONAL	MMyS	18 A	6	498,960.00	2,091,462.20	2,590,422.20	443,380.80	20,568.00	2,126,473.40
JUEZ	MMyS	17 C	178	14,759,760.00	91,246,944.00	106,006,704.00	21,372,028.40	608,404.00	84,026,271.60
SECRETARIO ADMINISTRATIVO DE CONSEJO	MMyS	17 C	1	82,920.00	483,349.00	566,269.00	109,826.50	3,418.00	453,024.50
SECRETARIO AUXILIAR EJECUTIVO	MMyS	17 C	1	82,920.00	483,349.00	566,269.00	109,826.50	3,418.00	453,024.50
SECRETARIO AUXILIAR	MMyS	17 C	1	82,920.00	504,079.00	586,999.00	112,314.10	3,418.00	471,266.90
COORDINADOR	MMyS	17 B	2	165,840.00	810,173.20	976,013.20	175,514.40	6,836.00	793,662.80
JEFE DE DEPARTAMENTO	MMyS	17 A	104	8,598,720.00	24,051,381.00	32,650,101.00	4,872,504.60	354,432.00	27,423,164.40
MEDIADOR	MMyS	16 A	17	1,397,400.00	4,477,954.20	5,875,354.20	940,037.10	57,596.00	4,877,721.10
SECRETARIO DE CONSEJO	MMyS	16 A	8	657,600.00	2,111,860.80	2,769,460.80	436,580.80	27,104.00	2,305,776.00
SECRETARIO DE ACUERDOS DE SALA	MMyS	16 A	1	82,200.00	353,575.20	435,775.20	75,603.40	3,388.00	356,783.80
SECRETARIO DE ESTUDIO Y CUENTA	MMyS	16 A	1	82,200.00	265,848.60	348,048.60	54,650.00	3,388.00	290,010.60
SECRETARIO DE ACUERDOS	CONF	15 C	188	18,059,280.00	39,884,537.40	57,943,817.40	8,236,223.60	744,292.00	48,963,301.80
AUDITOR	CONF	15 B	13	1,248,780.00	1,690,443.30	2,939,223.30	224,168.10	51,467.00	2,663,588.20
PERITO JUDICIAL	CONF	15 B	19	1,825,140.00	2,454,059.90	4,279,199.90	327,630.30	75,221.00	3,876,348.60
JEFE DE OFICINA	CONF	15	251	24,111,060.00	25,204,981.10	49,316,041.10	5,004,538.40	993,709.00	43,317,793.70
GESTOR ADMINISTRATIVO	CONF	15	1	96,060.00	114,141.70	210,201.70	13,899.70	3,959.00	192,343.00
ACTUARIO JUDICIAL	CONF	14	30	2,779,920.00	4,228,569.00	7,008,489.00	578,958.00	114,600.00	6,314,931.00
ANALISTA	CONF	13	187	16,264,512.00	17,135,019.50	33,399,531.50	3,195,605.60	670,395.00	29,533,530.90
TECNICO ADMINISTRATIVO	CONF	12	14	1,075,536.00	1,441,512.60	2,517,048.60	140,413.00	44,338.00	2,332,297.60
TRABAJADORA SOCIAL	CONF	11	5	359,820.00	471,285.70	831,105.70	45,333.50	14,830.00	770,942.20
ACTUARIO JUDICIAL	CONF	10	92	6,260,784.00	7,618,927.60	13,879,711.60	764,529.20	258,060.00	12,857,122.40
TECNICO	CONF	10	23	1,565,196.00	2,271,171.70	3,836,367.70	191,132.30	64,515.00	3,580,720.40
SECRETARIA EJECUTIVA DE DIRECTOR	CONF	8	10	590,280.00	932,317.00	1,522,597.00	75,144.00	24,330.00	1,423,123.00
CHOFER	CONF	7	13	739,596.00	1,151,652.10	1,891,248.10	90,569.70	30,485.00	1,770,193.40
OFICIAL DE POLICIA	CONF	5	13	692,172.00	1,454,629.90	2,146,801.90	107,718.00	28,535.00	2,010,548.90
CAPTURISTA DE DATOS	CONF	5	25	1,331,100.00	2,025,116.50	3,356,216.50	149,690.00	54,875.00	3,151,651.50
OFICIAL ADMINISTRATIVO	CONF	4	292	15,249,408.00	22,979,795.60	38,229,203.60	1,707,236.40	628,676.00	35,893,291.20
AUXILIAR	CONF	1	70	3,393,600.00	5,418,487.00	8,812,087.00	374,983.00	139,860.00	8,297,244.00
ANALISTA	BASE	13 C	28	4,724,832.00	4,479,666.80	9,204,498.80	795,648.00	194,740.00	8,214,110.80
CONTADOR	BASE	13 C	1	168,744.00	180,060.70	348,804.70	27,647.10	6,955.00	314,202.60
ABOGADO	BASE	13 C	20	3,374,880.00	3,914,673.40	7,289,553.40	793,216.00	139,100.00	6,357,237.40
EDUCADORA	BASE	13 C	1	168,744.00	181,038.70	349,782.70	27,647.10	6,955.00	315,180.60
TECNICO ESPECIALIZADO	BASE	13 C	53	8,943,432.00	10,474,742.30	19,418,174.30	1,506,048.00	368,615.00	17,543,511.30
TECNICO ESPECIALIZADO	BASE	13 B	3	495,864.00	660,989.10	1,156,853.10	80,364.00	20,439.00	1,056,050.10
ANALISTA	BASE	13 B	2	330,576.00	328,042.40	658,618.40	53,576.00	13,626.00	591,416.40
ABOGADO	BASE	13 A	14	2,264,640.00	2,632,934.80	4,897,574.80	362,749.80	93,352.00	4,441,473.00
ANALISTA	BASE	13 A	6	970,560.00	928,910.20	1,899,470.20	155,464.20	40,008.00	1,703,998.00
TECNICO ESPECIALIZADO	BASE	13 A	46	7,440,960.00	8,386,627.20	15,827,587.20	1,244,953.20	306,728.00	14,275,906.00
ACTUARIO	BASE	12 C	2	316,656.00	370,455.60	687,111.60	50,114.60	13,052.00	623,945.00
TECNICO	BASE	12 C	7	1,108,296.00	1,216,034.20	2,324,330.20	175,401.10	45,682.00	2,103,247.10
ACTUARIO	BASE	12 B	4	611,088.00	629,351.80	1,240,439.80	94,705.60	25,188.00	1,120,546.20
TECNICO	BASE	12 B	3	458,316.00	535,358.20	993,674.20	71,029.20	18,891.00	903,754.00
TECNICO	BASE	12 A	38	5,680,392.00	6,198,670.20	11,879,062.20	912,459.80	234,156.00	10,732,446.40
ACTUARIO	BASE	12 A	12	1,793,808.00	1,890,370.40	3,684,178.40	274,304.40	73,944.00	3,335,930.00



GOBIERNO DEL ESTADO
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PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
DIRECCION DE ADMINISTRACION
TABULADOR DE SUELDOS ANUAL CORRESPONDIENTE AL ANTEPROYECTO DE PRESUPUESTO DE EGRESOS DEL EJERCICIO 2019
(SUJETOS A MODIFICACION POR REVISIÓN SALARIAL)

PLAZA/PUESTO	RELACION LABORAL	NIVEL	No. DE PLAZAS	PERCEPCIONES			OBLIGACIONES FISCALES DE REDUCCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO			
TECNICO	BASE	11 C	10	1,461,600.00	1,604,058.00	3,065,658.00	222,888.00	60,250.00	2,782,520.00
ACTUARIO	BASE	11 C	2	292,320.00	290,239.40	582,559.40	44,065.00	12,050.00	526,444.40
ACTUARIO	BASE	11 B	7	1,000,272.00	1,059,624.90	2,059,896.90	148,546.30	41,230.00	1,870,120.60
TECNICO	BASE	11 B	7	1,000,272.00	1,091,184.90	2,091,456.90	149,084.60	41,230.00	1,901,142.30
TECNICO	BASE	11 A	42	5,973,408.00	6,502,762.00	12,476,170.00	1,309,614.60	246,204.00	10,920,351.40
ACTUARIO	BASE	11 A	6	853,344.00	893,772.20	1,747,116.20	126,324.60	35,172.00	1,585,619.60
TECNICO	BASE	10 C	11	1,529,880.00	1,591,879.70	3,121,759.70	214,254.70	63,063.00	2,844,442.00
TECNICO	BASE	10 B	7	951,972.00	1,005,713.00	1,957,685.00	130,978.40	39,242.00	1,787,464.60
ACTUARIO	BASE	10 B	1	135,996.00	116,374.20	252,370.20	19,313.60	5,606.00	227,450.60
TECNICO	BASE	10 A	39	5,182,164.00	5,534,508.70	10,716,672.70	1,068,455.70	213,603.00	9,434,614.00
OFICIAL ADMINISTRATIVO	BASE	9 C	3	387,936.00	448,820.40	836,756.40	51,148.80	15,990.00	769,617.60
OFICIAL ADMINISTRATIVO	BASE	9 A	20	2,422,320.00	2,684,832.00	5,107,152.00	301,038.00	99,840.00	4,706,274.00
OFICIAL ADMINISTRATIVO	BASE	8 C	4	478,464.00	584,696.00	1,063,160.00	58,957.20	19,720.00	984,482.80
OFICIAL ADMINISTRATIVO	BASE	8 B	1	118,284.00	139,030.20	257,314.20	14,461.80	4,876.00	237,976.40
OFICIAL ADMINISTRATIVO	BASE	8 A	34	3,958,416.00	4,385,906.20	8,344,322.20	478,502.40	163,166.00	7,702,653.80
OFICIAL ADMINISTRATIVO	BASE	7 C	4	459,936.00	488,770.80	948,706.80	55,093.20	18,960.00	874,653.60
OFICIAL ADMINISTRATIVO	BASE	7 B	4	454,944.00	490,709.80	945,653.80	54,051.20	18,752.00	872,850.60
OFICIAL ADMINISTRATIVO	BASE	7 A	26	2,919,384.00	3,402,694.20	6,322,078.20	541,075.60	120,328.00	5,660,674.60
OFICIAL ADMINISTRATIVO	BASE	6 C	2	221,952.00	259,006.40	480,958.40	25,874.40	9,148.00	445,936.00
OFICIAL ADMINISTRATIVO	BASE	6 B	10	1,094,160.00	1,176,481.00	2,270,641.00	126,118.00	45,100.00	2,099,423.00
OFICIAL ADMINISTRATIVO	BASE	6 A	53	5,732,268.00	6,322,530.60	12,054,798.60	654,486.40	236,274.00	11,164,038.20
OFICIAL ADMINISTRATIVO	BASE	5 C	3	321,768.00	344,592.10	666,360.10	36,483.90	13,263.00	616,613.20
OFICIAL ADMINISTRATIVO	BASE	5 B	9	956,772.00	1,115,546.30	2,072,318.30	107,672.40	39,438.00	1,925,207.90
CAPTURISTA DE DATOS	BASE	5 A	1	105,384.00	123,878.70	229,262.70	11,771.00	4,344.00	213,147.70
OFICIAL ADMINISTRATIVO	BASE	5 A	48	5,058,432.00	5,403,691.60	10,462,123.60	565,008.00	208,512.00	9,688,603.60
OFICIAL ADMINISTRATIVO	BASE	4 C	4	420,000.00	458,743.80	878,743.80	46,763.60	17,312.00	814,668.20
OFICIAL ADMINISTRATIVO	BASE	4 B	8	834,624.00	826,981.60	1,661,605.60	92,404.00	34,400.00	1,534,801.60
AUXILIAR TECNICO	BASE	4 A	6	622,800.00	691,441.20	1,314,241.20	68,643.60	25,674.00	1,219,923.60
OFICIAL ADMINISTRATIVO	BASE	4 A	71	7,369,800.00	7,889,682.30	15,259,482.30	812,282.60	303,809.00	14,143,390.70
AUXILIAR	BASE	1 A	10	962,160.00	1,222,687.00	2,184,847.00	99,818.00	39,660.00	2,045,369.00



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PODER JUDICIAL DEL ESTADO DE OAXACA
CONSEJO DE LA JUDICATURA
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ANALITICO DE PLAZAS

PLAZA/PUESTO	No. DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CONSEJERO 23 A	4	2,170,690.80	2,275,696.80
SECRETARIO EJECUTIVO 22 A	1	1,286,091.00	1,286,091.00
DIRECTOR 21 C	7	1,192,003.40	1,205,875.40
VISITADOR GENERAL 21 C	1	1,216,848.40	1,216,848.40
DIRECTOR 21 B	6	922,433.00	961,471.00
VISITADOR 18 B	4	718,365.00	761,331.00
JEFE DE UNIDAD 18 A	9	420,182.20	518,046.20
ADMINISTRADOR REGIONAL 18 A	6	430,994.20	435,451.20
JUEZ 17 C	178	576,353.00	668,693.40
SECRETARIO ADMINISTRATIVO DE CONSEJO 17 C	1	566,269.00	566,269.00
SECRETARIO AUXILIAR EJECUTIVO 17 C	1	566,269.00	566,269.00
SECRETARIO AUXILIAR 17 C	1	555,493.00	586,999.00
COORDINADOR 17 B	2	483,308.60	492,704.60
JEFE DE DEPARTAMENTO 17 A	104	304,137.00	328,037.00
MEDIADOR 16 A	17	334,298.60	385,057.60
SECRETARIO DE CONSEJO 16 A	8	334,298.60	371,830.60
SECRETARIO DE ACUERDOS DE SALA 16 A	1	434,395.20	483,727.20
SECRETARIO DE ESTUDIO Y CUENTA 16 A	1	334,298.60	404,710.60
SECRETARIO DE ACUERDOS 15 C	188	277,918.30	362,402.30
AUDITOR 15 B	13	214,590.10	235,988.10
PERITO JUDICIAL 15 B	19	214,590.10	237,482.10
JEFE DE OFICINA 15	251	183,415.30	254,999.70
GESTOR ADMINISTRATIVO 15	1	210,201.70	210,201.70
ACTUARIO JUDICIAL 14	30	178,308.30	246,820.30
ANALISTA 13	187	170,271.30	226,380.10
TECNICO ADMINISTRATIVO 12	14	156,448.30	209,021.50
TRABAJADORA SOCIAL 11	5	159,779.30	180,368.50
ACTUARIO JUDICIAL 10	92	144,908.30	183,624.30
TECNICO 10	23	145,328.30	196,433.50
SECRETARIA EJECUTIVA DE DIRECTOR 8	10	139,589.30	164,268.10
CHOFER 7	13	136,281.30	158,343.70
OFICIAL DE POLICIA 5	13	157,989.30	180,729.70
CAPTURISTA DE DATOS 5	25	125,671.30	148,977.30
OFICIAL ADMINISTRATIVO 4	292	124,310.30	163,758.30
AUXILIAR 1	70	118,864.30	148,734.30
ANALISTA 13C	28	299,768.70	409,259.90
CONTADOR 13C	1	348,804.70	348,804.70
ABOGADO 13C	20	337,597.70	422,646.30
EDUCADORA 13C	1	349,782.70	349,782.70
TECNICO ESPECIALIZADO 13C	53	314,380.70	446,000.70
TECNICO ESPECIALIZADO 13B	3	332,064.70	431,990.30



GOBIERNO DEL ESTADO
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PODER JUDICIAL DEL ESTADO DE OAXACA
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DIRECCION DE ADMINISTRACION

ANALITICO DE PLAZAS

PLAZA/PUESTO	No. DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ANALISTA 13B	2	323,794.70	334,823.70
ABOGADO 13A	14	329,654.70	384,237.70
ANALISTA 13A	6	289,807.70	354,031.70
TECNICO ESPECIALIZADO 13A	46	289,807.70	400,049.70
ACTUARIO 12C	2	339,186.20	347,925.40
TECNICO 12C	7	305,696.20	384,861.00
ACTUARIO 12B	4	304,961.20	316,806.20
TECNICO 12B	3	297,017.20	344,557.60
TECNICO 12A	38	272,461.20	366,096.40
ACTUARIO 12A	12	299,521.20	324,341.20
TECNICO 11C	10	269,514.20	381,545.20
ACTUARIO 11C	2	286,204.20	296,355.20
ACTUARIO 11B	7	287,135.70	301,803.70
TECNICO 11B	7	284,115.70	330,192.10
TECNICO 11A	42	263,895.70	344,679.70
ACTUARIO 11A	6	284,741.70	299,157.70
TECNICO 10C	11	269,588.70	323,092.70
TECNICO 10B	7	273,374.20	299,747.80
ACTUARIO 10B	1	252,370.20	252,370.20
TECNICO 10A	39	246,562.70	327,513.70
OFICIAL ADMINISTRATIVO 9C	3	265,097.20	286,390.00
OFICIAL ADMINISTRATIVO 9A	20	243,851.20	286,882.20
OFICIAL ADMINISTRATIVO 8C	4	242,549.70	282,795.90
OFICIAL ADMINISTRATIVO 8B	1	237,470.20	257,314.20
OFICIAL ADMINISTRATIVO 8A	34	223,225.20	273,539.60
OFICIAL ADMINISTRATIVO 7C	4	221,173.20	246,475.20
OFICIAL ADMINISTRATIVO 7B	4	234,161.70	247,710.70
OFICIAL ADMINISTRATIVO 7A	26	217,078.70	291,093.70
OFICIAL ADMINISTRATIVO 6C	2	226,182.70	240,968.70
OFICIAL ADMINISTRATIVO 6B	10	211,104.70	235,554.70
OFICIAL ADMINISTRATIVO 6A	53	209,567.20	290,231.20
OFICIAL ADMINISTRATIVO 5C	3	210,786.70	245,742.70
OFICIAL ADMINISTRATIVO 5B	9	209,780.70	253,928.70
CAPTURISTA DE DATOS 5A	1	229,262.70	229,262.70
OFICIAL ADMINISTRATIVO 5A	48	205,578.70	249,992.70
OFICIAL ADMINISTRATIVO 4C	4	205,051.70	227,137.70
OFICIAL ADMINISTRATIVO 4B	8	204,074.20	220,144.20
AUXILIAR TECNICO 4A	6	207,030.70	230,498.70
OFICIAL ADMINISTRATIVO 4A	71	202,910.70	248,428.70
AUXILIAR 1A	10	209,565.70	225,899.70



GOBIERNO DEL ESTADO
DE OAXACA



DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA
TABULADOR DE REMUNERACIONES EJERCICIO 2019

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES (Pesos)			DEDUCCIONES (Pesos)		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
DEFENSOR/A	CONFIANZA	A A1	1	658,680.00	326,266.16	984,946.16	193,678.71	13,272.13	777,995.32
COORDINADOR/A GENERAL	CONFIANZA	B B1	2	657,183.36	312,724.10	969,907.46	193,114.97	13,245.01	763,547.48
CONTRALOR/A INTERNO/A	CONFIANZA	B B2	1	393,104.16	194,717.62	587,821.78	94,424.59	8,458.91	484,938.28
DIRECTOR/A	CONFIANZA	B B3	6	393,104.16	194,717.62	587,821.78	94,424.59	8,458.91	484,938.28
SECRETARIO/A EJECUTIVO/A	CONFIANZA	B B4	1	393,104.16	170,345.14	563,449.30	94,424.59	8,458.91	460,565.79
CONSULTOR/A	CONFIANZA	B B5	6	393,104.16	192,149.62	585,253.78	94,424.59	8,458.91	482,370.28
SECRETARIO/A TECNICO/A	CONFIANZA	C C1	1	337,974.00	146,455.40	484,429.40	77,759.71	7,459.75	399,209.95
SECRETARIO/A PARTICULAR	CONFIANZA	C C2	1	310,960.32	158,718.03	469,678.35	69,632.68	6,970.16	393,075.51
COORDINADOR/A	CONFIANZA	C C3	4	300,000.00	157,972.24	457,972.24	66,350.72	6,771.52	384,850.00
COORDINADOR/A	CONFIANZA	C C4	6	255,540.00	126,577.60	382,117.60	53,037.62	5,965.73	323,114.24
COORDINADOR/A	CONFIANZA	C C5	4	216,000.00	115,632.00	331,632.00	41,915.78	5,249.12	284,467.10
COORDINADOR/A	CONFIANZA	C C6	4	180,000.00	78,000.00	258,000.00	32,090.89	4,596.67	221,312.44
DEFENSOR/A REGIONAL	CONFIANZA	D D1	10	192,000.00	95,104.00	287,104.00	35,295.37	4,814.15	246,994.48
DEFENSOR/A REGIONAL	CONFIANZA	D D2	7	161,760.00	80,125.12	241,885.12	27,220.08	4,266.09	210,398.95
DEFENSOR/A ESPECIALIZADO/A	CONFIANZA	D D3	5	180,000.00	78,000.00	258,000.00	32,090.89	4,596.67	221,312.44
DEFENSOR/A ESPECIALIZADO/A	CONFIANZA	D D4	5	161,760.00	80,125.12	241,885.12	27,220.08	4,266.09	210,398.95
JEFE/A DE LA UNIDAD	CONFIANZA	E E1	3	144,000.00	62,400.00	206,400.00	22,501.48	3,944.22	179,954.31
DEFENSOR/A ADJUNTO	CONFIANZA	F F1	10	138,000.00	76,282.24	214,282.24	20,913.00	3,835.47	189,533.77
TECNICO/A ESPECIALIZADO/A	CONFIANZA	F F2	8	132,000.00	65,410.16	197,410.16	19,324.52	3,726.73	174,358.91
TECNICO/A ESPECIALIZADO/A	CONFIANZA	F F3	14	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
AUXILIAR JURIDICO/A	CONFIANZA	F F4	15	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
AUXILIAR JURIDICO/A ADMINISTRATIVO/A	CONFIANZA	F F5	8	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
OFICIAL ADMINISTRATIVO/A	CONFIANZA	G G1	30	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
OFICIAL ADMINISTRATIVO/A	CONFIANZA	G G2	20	114,000.00	49,400.00	163,400.00	14,946.17	3,400.50	145,053.32
OFICIAL DE TRANSPORTE	CONFIANZA	G G3	10	97,680.00	56,187.28	153,867.28	11,164.81	3,104.72	139,597.74
TÉCNICO/A	CONFIANZA	H H1	24	96,000.00	46,581.68	142,581.68	10,824.02	3,074.28	128,683.38
SECRETARIO/A	CONFIANZA	I I1	8	83,160.00	51,886.32	135,046.32	5,424.16	2,841.57	126,780.59
NOTIFICADOR/A	CONFIANZA	J J1	4	73,200.00	39,186.40	112,386.40	3,395.16	2,661.06	106,330.19
INTENDENTE/A	CONFIANZA	K K1	6	60,000.00	31,197.68	91,197.68	1,136.47	2,421.82	87,639.39

FUENTE: DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA

NOTA 1: Algunos de los puestos son cubiertos con honorarios asimilables a Salarios, por lo que no cuentan con remuneraciones adicionales.

NOTA 2: Tabulador de Remuneraciones vigente a partir del 01 de enero de 2019



GOBIERNO DEL ESTADO
DE OAXACA



DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA
TABULADOR DE REMUNERACIONES EJERCICIO 2019

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES (Pesos)			DEDUCCIONES (Pesos)		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
DEFENSOR/A	CONFIANZA	A A1	1	658,680.00	326,266.16	984,946.16	193,678.71	13,272.13	777,995.32
COORDINADOR/A GENERAL	CONFIANZA	B B1	2	657,183.36	312,724.10	969,907.46	193,114.97	13,245.01	763,547.48
CONTRALOR/A INTERNO/A	CONFIANZA	B B2	1	393,104.16	194,717.62	587,821.78	94,424.59	8,458.91	484,938.28
DIRECTOR/A	CONFIANZA	B B3	6	393,104.16	194,717.62	587,821.78	94,424.59	8,458.91	484,938.28
SECRETARIO/A EJECUTIVO/A	CONFIANZA	B B4	1	393,104.16	170,345.14	563,449.30	94,424.59	8,458.91	460,565.79
CONSULTOR/A	CONFIANZA	B B5	6	393,104.16	192,149.62	585,253.78	94,424.59	8,458.91	482,370.28
SECRETARIO/A TECNICO/A	CONFIANZA	C C1	1	337,974.00	146,455.40	484,429.40	77,759.71	7,459.75	399,209.95
SECRETARIO/A PARTICULAR	CONFIANZA	C C2	1	310,960.32	158,718.03	469,678.35	69,632.68	6,970.16	393,075.51
COORDINADOR/A	CONFIANZA	C C3	4	300,000.00	157,972.24	457,972.24	66,350.72	6,771.52	384,850.00
COORDINADOR/A	CONFIANZA	C C4	6	255,540.00	126,577.60	382,117.60	53,037.62	5,965.73	323,114.24
COORDINADOR/A	CONFIANZA	C C5	4	216,000.00	115,632.00	331,632.00	41,915.78	5,249.12	284,467.10
COORDINADOR/A	CONFIANZA	C C6	4	180,000.00	78,000.00	258,000.00	32,090.89	4,596.67	221,312.44
DEFENSOR/A REGIONAL	CONFIANZA	D D1	10	192,000.00	95,104.00	287,104.00	35,295.37	4,814.15	246,994.48
DEFENSOR/A REGIONAL	CONFIANZA	D D2	7	161,760.00	80,125.12	241,885.12	27,220.08	4,266.09	210,398.95
DEFENSOR/A ESPECIALIZADO/A	CONFIANZA	D D3	5	180,000.00	78,000.00	258,000.00	32,090.89	4,596.67	221,312.44
DEFENSOR/A ESPECIALIZADO/A	CONFIANZA	D D4	5	161,760.00	80,125.12	241,885.12	27,220.08	4,266.09	210,398.95
JEFE/A DE LA UNIDAD	CONFIANZA	E E1	3	144,000.00	62,400.00	206,400.00	22,501.48	3,944.22	179,954.31
DEFENSOR/A ADJUNTO	CONFIANZA	F F1	10	138,000.00	76,282.24	214,282.24	20,913.00	3,835.47	189,533.77
TECNICO/A ESPECIALIZADO/A	CONFIANZA	F F2	8	132,000.00	65,410.16	197,410.16	19,324.52	3,726.73	174,358.91
TECNICO/A ESPECIALIZADO/A	CONFIANZA	F F3	14	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
AUXILIAR JURÍDICO/A	CONFIANZA	F F4	15	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
AUXILIAR JURÍDICO/A ADMINISTRATIVO/A	CONFIANZA	F F5	8	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
OFICIAL ADMINISTRATIVO/A	CONFIANZA	G G1	30	120,000.00	52,000.00	172,000.00	16,298.97	3,509.25	152,191.78
OFICIAL ADMINISTRATIVO/A	CONFIANZA	G G2	20	114,000.00	49,400.00	163,400.00	14,946.17	3,400.50	145,053.32
OFICIAL DE TRANSPORTE	CONFIANZA	G G3	10	97,680.00	56,187.28	153,867.28	11,164.81	3,104.72	139,597.74
TÉCNICO/A	CONFIANZA	H H1	24	96,000.00	46,581.68	142,581.68	10,824.02	3,074.28	128,683.38
SECRETARIO/A	CONFIANZA	I I1	8	83,160.00	51,886.32	135,046.32	5,424.16	2,841.57	126,780.59
NOTIFICADOR/A	CONFIANZA	J J1	4	73,200.00	39,186.40	112,386.40	3,395.16	2,661.06	106,330.19
INTENDENTE/A	CONFIANZA	K K1	6	60,000.00	31,197.68	91,197.68	1,136.47	2,421.82	87,639.39

FUENTE: DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA

NOTA 1: Algunos de los puestos son cubiertos con Honorarios asimilables a Salarios, por lo que no cuentan con remuneraciones adicionales.

NOTA 2: Tabulador de Remuneraciones vigente a partir del 01 de enero de 2019



GOBIERNO DEL ESTADO
DE OAXACA



DEFENSORÍA DE LOS DERECHOS HUMANOS DEL
PUEBLO DE OAXACA

ANÁLITICO DE PLAZAS EJERCICIO 2019

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES (Pesos)	
		DE	HASTA
DEFENSOR/A	1	948,908.00	948,908.00
COORDINADOR/A GENERAL	2	946,762.82	946,762.82
CONTRALOR/A INTERNO/A	1	568,249.30	568,249.30
DIRECTOR/A	6	568,249.30	568,249.30
SECRETARIO/A EJECUTIVO/A	1	568,249.30	568,249.30
CONSULTOR/A	6	568,249.30	568,249.30
SECRETARIO/A TECNICO/A	1	489,229.40	489,229.40
SECRETARIO/A PARTICULAR	1	450,509.79	450,509.79
COORDINADOR/A	4	434,800.00	434,800.00
COORDINADOR/A	6	371,074.00	371,074.00
COORDINADOR/A	4	314,400.00	314,400.00
COORDINADOR/A	4	262,800.00	262,800.00
DEFENSOR/A REGIONAL	10	280,000.00	280,000.00
DEFENSOR/A REGIONAL	7	236,656.00	236,656.00
DEFENSOR/A ESPECIALIZADO/A	5	262,800.00	262,800.00
DEFENSOR/A ESPECIALIZADO/A	5	236,656.00	236,656.00
JEFE/A DE LA UNIDAD	3	211,200.00	211,200.00
DEFENSOR/A ADJUNTO	10	202,600.00	202,600.00
TECNICO/A ESPECIALIZADO/A	8	194,000.00	194,000.00
TECNICO/A ESPECIALIZADO/A	14	176,800.00	176,800.00
AUXILIAR JURÍDICO/A	15	176,800.00	176,800.00
AUXILIAR JURÍDICO/A ADMINISTRATIVO/A	8	176,800.00	176,800.00
OFICIAL ADMINISTRATIVO/A	30	176,800.00	176,800.00
OFICIAL ADMINISTRATIVO/A	20	168,200.00	168,200.00
OFICIAL DE TRANSPORTE	10	144,808.00	144,808.00
TÉCNICO/A	24	142,400.00	142,400.00
SECRETARIO/A	8	123,996.00	123,996.00
NOTIFICADOR/A	4	109,720.00	109,720.00
INTENDENTE/A	6	90,800.00	90,800.00

FUENTE: DEFENSORÍA DE LOS DERECHOS HUMANOS DEL PUEBLO DE OAXACA



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA DEL ESTADO DE OAXACA

COORDINACIÓN ADMINISTRATIVA

TABULADOR DE SUELDOS Y SALARIOS 2019

DEL ANTEPROYECTO DEL PRESUPUESTO DE EGRESOS DEL EJERCICIO 2019

SUJETO A MODIFICACIÓN POR SUFICIENCIA PRESUPUESTAL

PLAZA/PUESTO	RELACIÓN LABORAL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
CONSEJERO PRESIDENTE	CONFIANZA	1	403,689.12	1,149,554.88	1,553,244.00	253,992.24	11,373.60	1,287,878.16
CONSEJEROS	CONFIANZA	6	403,689.12	636,315.60	1,040,004.72	134,581.68	11,337.12	894,085.92
SUPERVISOR PP		12	-	1,728,000.00	1,728,000.00	-	-	1,728,000.00
SECRETARIO EJECUTIVO	CONFIANZA	1	321,564.24	536,435.76	858,000.00	72,875.03	9,360.00	775,764.97
CONTRALOR	CONFIANZA	1	191,989.68	502,440.00	694,429.68	41,213.26	5,218.08	647,998.34
COORDINADOR ADMINISTRATIVO	CONFIANZA	1	191,989.68	502,440.00	694,429.68	41,213.26	5,218.08	647,998.34
DIRECTOR EJECUTIVO	CONFIANZA	4	191,989.68	432,010.32	624,000.00	27,706.80	5,181.60	591,111.60
JEFE DE UNIDAD TÉCNICA	CONFIANZA	4	140,889.60	219,110.40	360,000.00	16,791.84	3,699.36	339,508.80
ASESOR	CONFIANZA	5	140,889.60	292,970.40	433,860.00	16,791.84	3,704.88	413,363.28
JEFE DE DEPARTAMENTO	CONFIANZA	3	140,889.60	268,970.40	409,860.00	16,791.84	3,715.44	389,352.72
COORDINADOR DE LOGÍSTICA	CONFIANZA	4	109,499.76	234,782.64	344,282.40	10,569.12	2,801.52	330,911.76
COORDINADOR DEL SECRETARIADO	CONFIANZA	1	109,499.76	234,782.64	344,282.40	10,569.12	2,801.52	330,911.76
SUPERVISOR	CONFIANZA	7	101,469.84	190,163.76	291,633.60	9,162.48	2,567.52	279,903.60
JEFE DE OFICINA	CONFIANZA	4	101,469.84	146,930.16	248,400.00	9,162.48	2,567.52	236,670.00
ESPECIALISTA	CONFIANZA	9	101,469.84	174,502.56	275,972.40	9,162.48	2,567.52	264,242.40
ANALISTA	CONFIANZA	12	89,424.72	125,751.84	215,176.56	7,247.28	2,222.64	205,706.64
SECRETARIA EJECUTIVA	CONFIANZA	1	70,444.80	137,689.56	208,134.36	3,531.60	1,755.60	202,849.56
CHOFER	CONFIANZA	4	70,444.80	116,041.56	186,486.36	1,602.00	1,753.20	183,131.16
TÉCNICO ESPECIALIZADO	CONFIANZA	1	70,444.80	115,855.20	186,300.00	1,602.00	1,753.20	182,944.80
AUXILIAR TÉCNICO	CONFIANZA	6	70,444.80	109,555.20	180,000.00	1,602.00	1,753.20	176,644.80
AUXILIAR DE OFICINA	CONFIANZA	1	70,444.80	87,351.36	157,796.16	5,135.52	1,753.20	150,907.44
SECRETARIA	CONFIANZA	2	58,764.96	113,376.24	172,141.20	-	1,458.72	170,682.48
AUXILIAR ADMINISTRATIVO	CONFIANZA	7	50,734.80	64,026.12	114,760.92	-	1,264.32	113,496.60
INTENDENTE	CONFIANZA	2	48,544.80	59,043.48	107,588.28	-	1,205.04	106,383.24
COORDINADOR SPEN	CONFIANZA	8	109,499.76	190,500.24	300,000.00	10,569.12	2,789.04	286,641.84
TÉCNICO SPEN	CONFIANZA	14	89,424.72	90,575.28	180,000.00	7,235.28	2,219.76	170,544.96



GOBIERNO DEL ESTADO
DE OAXACA

INSTITUTO ESTATAL ELECTORAL Y DE PARTICIPACIÓN CIUDADANA DEL ESTADO DE OAXACA



INSTITUTO
ESTATAL ELECTORAL
y de Participación Ciudadana de Oaxaca

COORDINACIÓN ADMINISTRATIVA

TABULADOR DE SUELDOS Y SALARIOS 2019

DEL ANTEPROYECTO DEL PRESUPUESTO DE EGRESOS DEL EJERCICIO 2019

SUJETO A MODIFICACIÓN POR SUFICIENCIA PRESUPUESTAL

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
CONSEJERO PRESIDENTE	1	1,149,554.88	1,149,554.88
CONSEJEROS	6	636,315.60	636,315.60
SUPERVISOR PP	12	1,728,000.00	1,728,000.00
SECRETARIO EJECUTIVO	1	536,435.76	536,435.76
CONTRALOR	1	502,440.00	502,440.00
COORDINADOR ADMINISTRATIVO	1	502,440.00	502,440.00
DIRECTOR EJECUTIVO	4	432,010.32	432,010.32
JEFE DE UNIDAD TÉCNICA	4	219,110.40	219,110.40
ASESOR	5	292,970.40	292,970.40
JEFE DE DEPARTAMENTO	3	268,970.40	268,970.40
COORDINADOR DE LOGÍSTICA	4	234,782.64	234,782.64
COORDINADOR DEL SECRETARIADO	1	234,782.64	234,782.64
SUPERVISOR	7	190,163.76	190,163.76
JEFE DE OFICINA	4	146,930.16	146,930.16
ESPECIALISTA	9	174,502.56	174,502.56
ANALISTA	12	125,751.84	125,751.84
SECRETARIA EJECUTIVA	1	137,689.56	137,689.56
CHOFER	4	116,041.56	116,041.56
TÉCNICO ESPECIALIZADO	1	115,855.20	115,855.20
AUXILIAR TÉCNICO	6	109,555.20	109,555.20
AUXILIAR DE OFICINA	1	87,351.36	87,351.36
SECRETARIA	2	113,376.24	113,376.24
AUXILIAR ADMINISTRATIVO	7	64,026.12	64,026.12
INTENDENTE	2	59,043.48	59,043.48
COORDINADOR SPEN	8	190,500.24	190,500.24
TÉCNICO SPEN	14	90,575.28	90,575.28
TOTAL	121		



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA

SECRETARÍA DE FINANZAS

TABULADOR DE SUELDOS

PLAZA / PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
ADMINISTRATIVO "B"	BASE	1	153,065.28	220,452.70	42,421.44	7,656.30	323,440.24
ADMINISTRATIVO "D"	BASE	45	13,739,024.60	7,149,695.66	2,909,669.76	438,855.19	17,540,195.31
ADMINISTRATIVO "E"	BASE	20	4,681,210.08	3,318,009.79	1,020,708.00	165,600.68	6,812,911.19
AFANADORA	BASE	65	3,751,363.20	4,247,850.01	200,104.80	142,458.74	7,656,649.67
ALMACENISTA	BASE	1	61,051.92	109,441.06	10,009.20	3,234.42	157,249.36
ARCHIVISTA	BASE	3	204,019.92	227,381.86	22,768.80	7,947.56	400,685.42
ASESOR ESPECIALIZADO EN INFORM	BASE	38	4,835,278.80	4,247,609.11	890,604.72	187,737.80	8,004,545.39
ASIGNATURA "A" (hom.)	BASE	202	18,820,111.60	20,768,716.46	3,662,392.80	863,448.72	35,062,986.54
ASIGNATURA "A" NH	BASE	29	1,404,267.60	2,094,041.89	167,770.80	74,552.57	3,255,986.12
ASIGNATURA "B" (hom.)	BASE	195	22,111,159.50	24,976,554.71	5,080,356.24	1,044,069.22	40,963,288.75
ASIGNATURA "B" NH	BASE	36	1,618,719.84	2,091,167.95	140,528.16	78,067.28	3,491,292.35
ASIGNATURA "C" NH	BASE	1204	45,770,947.40	38,881,525.44	175,553.52	1,703,721.93	82,773,197.39
AUXILIAR ADMINISTRATIVO	BASE	2	189,496.32	170,143.51	24,789.60	6,924.88	327,925.35
AUXILIAR BIBLIOTECARIO	BASE	42	2,481,293.04	2,688,572.89	130,420.08	92,132.80	4,947,313.05
AUXILIAR CONTABLE	BASE	10	989,467.20	1,009,768.28	152,161.44	38,923.19	1,808,150.85
AUXILIAR DE ANFITEATRO	BASE	1	61,059.84	65,093.84	3,149.76	2,271.49	120,732.43
AUXILIAR DE CLINICA	BASE	27	1,703,313.36	1,712,694.90	111,959.52	61,209.04	3,242,839.70
AUXILIAR DE MANTENIMIENTO	BASE	9	509,049.36	468,775.95	11,714.88	16,817.69	949,292.74
AUXILIAR DE SERVICIOS	BASE	221	12,686,214.20	13,700,012.20	570,072.48	461,507.58	25,354,646.34
AYUDANTE DE INVESTIGADOR	BASE	9	793,402.56	526,091.55	81,051.36	25,748.84	1,212,693.91
BIBLIOTECARIO	BASE	32	2,376,341.76	2,986,110.79	327,887.04	101,803.65	4,932,761.86
CAJERA GENERAL	BASE	2	177,679.68	144,931.96	19,883.04	6,084.27	296,644.33
COORD.ACADEMICO	BASE	44	5,301,597.12	4,026,637.95	775,719.60	182,899.41	8,369,616.06
COORD.ADMINISTRATIVO	BASE	48	5,858,625.36	5,538,957.58	1,030,576.56	226,593.57	10,140,412.81
DIRECTOR DE ESCUELA	BASE	10	2,551,989.36	2,077,031.29	621,593.76	97,329.36	3,910,097.53
DIRECTOR DE FACULTAD	BASE	15	4,409,752.80	4,024,077.58	1,215,858.72	178,829.60	7,039,142.06
DISEÑADOR GRAFICO	BASE	1	97,520.88	67,454.19	10,578.00	3,115.02	151,282.05
ENCARG.DE AREA SEC.EDITORIAL	BASE	1	73,256.64	80,387.08	8,572.80	2,869.70	142,201.22
ENCARGADO DE ANFITEATRO	BASE	2	127,325.28	178,424.81	16,808.40	5,678.24	283,263.45
ENCARGADO DE ARCHIVO	BASE	2	168,889.44	192,926.69	24,186.48	6,948.98	330,680.67
ENCARGADO DE CLINICA	BASE	4	264,478.08	346,540.93	33,878.88	11,403.67	565,736.46
ENCUADERNADOR	BASE	1	61,824.96	105,517.53	9,628.32	3,153.40	154,560.77
ENFERMERA	BASE	6	510,730.56	588,999.64	74,584.32	21,182.18	1,003,963.70
EX-DIRECTOR MEDIA SUPERIOR	BASE	10	2,567,265.12	2,639,381.87	716,637.12	109,892.41	4,380,117.46
EX-DIRECTOR SUPERIOR	BASE	13	3,856,413.60	4,281,121.27	1,212,182.40	172,714.51	6,752,637.96
JARDINERO	BASE	49	2,830,807.92	3,155,388.86	145,344.72	105,782.74	5,735,069.32
JEFE	BASE	26	3,862,814.64	4,303,314.85	892,066.08	165,816.38	7,108,247.03
LOCUTOR	BASE	6	382,032.00	565,906.09	54,522.00	17,811.72	875,604.37
MECANOGRAFA	BASE	47	2,869,665.84	2,656,237.89	108,225.12	97,161.49	5,320,517.12
MEDICO	BASE	9	877,687.92	1,156,381.31	169,607.28	40,183.62	1,824,278.33
MULTICOPISTA	BASE	11	671,600.16	705,953.94	38,499.60	24,603.03	1,314,451.47
OFICIAL DE CORRESPONDENCIA	BASE	1	60,570.96	103,874.98	9,267.60	3,089.50	152,088.84
OFICIAL DE IMPRENTA	BASE	4	293,026.56	252,380.98	28,571.04	9,937.70	506,898.80
OFICIAL DE MANTENIMIENTO	BASE	15	933,353.52	1,211,577.34	102,752.88	39,518.15	2,002,659.83
OFICIAL DE SERVICIOS	BASE	39	2,378,194.56	3,482,799.82	298,521.12	108,463.63	5,454,009.63
OFICIAL DE TRANSPORTE	BASE	20	1,266,633.60	1,568,213.71	134,323.68	52,095.29	2,648,428.34
OFICIAL JARDINERO	BASE	2	122,113.44	196,095.71	18,120.00	5,967.61	294,121.54
OFICIAL MAYOR	BASE	1	132,399.60	82,800.82	18,620.40	4,229.12	192,350.90
OFICINISTA DE PERSONAL	BASE	1	97,520.88	101,427.67	14,860.80	3,884.35	180,203.40
OP.EQUIPO ELECT.DE COMPUTACION	BASE	6	458,357.76	419,291.71	48,794.88	16,247.93	812,606.66
OPERADOR DE EQ.DE COMPUTO "A"	BASE	1	84,739.68	83,005.92	10,635.36	3,208.14	153,902.10
OPERADOR DE EQ.DE COMPUTO "B"	BASE	1	166,852.80	243,073.44	49,002.48	8,510.51	352,413.25
OPERADOR DE RADIO DIFUSION	BASE	5	278,940.00	274,515.73	7,628.16	9,570.05	536,257.52
PRODUCTOR DE PROGRAMAS	BASE	1	57,884.40	82,086.94	7,106.40	2,571.92	130,293.02
PROMOTOR DE USUARIOS	BASE	2	195,041.76	312,421.83	45,511.20	10,140.68	451,811.71
RECTOR	BASE	1	414,427.20	206,892.97	98,385.12	13,237.74	509,697.31
REDACTOR	BASE	1	57,883.92	61,490.86	2,548.56	2,115.32	114,710.90
REPORTERO	BASE	2	244,187.52	213,998.43	40,545.36	9,084.06	408,556.53
RESPONSABLE DE MESA DE SIS.ESC	BASE	9	565,544.16	508,231.63	23,547.84	18,932.08	1,031,295.87
SECRETARIA	BASE	165	13,933,377.90	16,923,291.35	2,153,375.28	595,416.81	28,107,877.16
SECRETARIA EJECUTIVA	BASE	66	5,573,351.52	5,521,445.87	702,351.84	210,416.44	10,182,029.11



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA

SECRETARÍA DE FINANZAS

TABULADOR DE SUELDOS

PLAZA / PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
SECRETARIO ABOGADO CONTRALOR	BASE	5	1,240,800.00	668,677.00	242,643.60	39,633.80	1,627,199.60
SECRETARIO DE FINANZAS	BASE	1	282,074.40	148,657.74	58,100.88	9,010.04	363,621.22
SECRETARIO GENERAL	BASE	1	286,820.64	150,746.09	59,440.32	9,161.67	368,964.74
SECRETARIO PARTICULAR	BASE	1	202,846.08	113,797.28	36,677.28	6,479.33	273,486.75
SECRETARIOS COMPLEMENTARIOS	BASE	2	401,730.24	225,851.30	72,339.36	12,832.18	542,410.00
SUB-JEFE	BASE	10	1,300,678.56	1,222,850.14	240,494.64	50,507.58	2,232,526.48
SUPERVISOR DE PERSONAL	BASE	23	2,228,377.92	2,134,207.57	316,473.12	84,652.22	3,961,460.15
TAQUIMECANOGRAFA	BASE	24	1,508,118.72	1,561,346.86	111,832.56	55,195.06	2,902,437.96
TC PI ASISTENTE A	BASE	12	1,103,368.32	1,236,979.37	197,074.80	49,236.75	2,094,036.14
TC PI ASISTENTE A NH	BASE	4	293,569.92	203,523.20	26,673.60	9,377.12	461,042.40
TC PI ASISTENTE B	BASE	4	443,224.32	649,448.81	119,561.76	24,209.66	948,901.71
TC PI ASISTENTE C	BASE	6	739,126.08	794,212.55	161,997.36	33,246.07	1,338,095.20
TC PI ASOCIADO A	BASE	29	4,728,874.56	4,966,238.93	1,204,664.40	215,045.83	8,275,403.26
TC PI ASOCIADO B	BASE	21	3,865,533.84	4,841,620.84	1,188,179.52	197,649.62	7,321,325.54
TC PI ASOCIADO C	BASE	30	6,160,924.80	7,507,246.26	1,940,437.20	311,544.74	11,416,189.12
TC PI TITULAR A	BASE	80	18,844,320.00	18,230,360.96	5,357,050.56	836,603.09	30,881,027.31
TC PI TITULAR B	BASE	54	15,021,291.70	17,082,667.81	5,179,038.00	738,725.53	26,186,195.98
TC PI TITULAR C	BASE	12	3,853,658.88	5,725,639.80	1,739,238.72	225,482.06	7,614,577.90
TC TA ASISTENTE B NH	BASE	1	54,444.24	43,385.72	706.08	1,739.07	95,384.81
TEC PRENSISTA EN SISTEMA OFFSET	BASE	1	183,788.16	132,367.15	35,832.00	6,474.70	273,848.61
TECNICO BIBLIOTECARIO	BASE	11	932,136.48	1,356,044.84	171,667.92	44,731.30	2,071,782.10
TECNICO DE MANTENIMIENTO	BASE	1	57,883.92	102,695.78	8,781.12	3,009.52	148,789.06
VELADOR	BASE	93	5,461,391.52	8,108,386.03	598,418.16	250,305.42	12,721,053.97
AFANADORA	EVENTUAL	15	865,699.20	575,942.85	16,995.60	27,652.95	1,396,993.50
AUXILIAR BIBLIOTECARIO	EVENTUAL	41	2,422,214.40	1,587,676.62	53,755.92	77,371.51	3,878,763.59
AUXILIAR DE CLINICA	EVENTUAL	8	504,685.44	317,484.48	18,562.56	16,120.88	787,486.48
AUXILIAR DE IMPRENTA	EVENTUAL	1	62,210.88	39,475.60	2,206.32	1,987.13	97,493.03
AUXILIAR DE SERVICIOS	EVENTUAL	203	11,652,947.60	7,779,343.67	221,773.44	372,220.80	18,838,297.03
MECANOGRAFA	EVENTUAL	97	5,922,501.84	3,802,266.14	152,251.20	189,175.22	9,383,341.56
MEDICO	EVENTUAL	2	195,041.76	95,900.02	21,156.00	6,230.04	263,555.74
MULTICOPISTA	EVENTUAL	5	305,272.80	195,990.45	7,846.80	9,751.30	483,665.15
OFICIAL DE SERVICIOS	EVENTUAL	1	60,570.96	39,082.02	1,506.00	1,934.75	96,212.23
OFICIAL DE TRANSPORTE	EVENTUAL	8	506,653.44	317,956.88	18,819.84	16,183.60	789,606.88
OPERADOR DE RADIO DIFUSION	EVENTUAL	5	278,940.00	189,670.60	4,407.60	8,909.90	455,293.10
SECRETARIA EJECUTIVA	EVENTUAL	21	1,751,124.72	935,714.89	167,440.80	55,935.33	2,463,463.48
ADMINISTRATIVO "B"	JUBILADO	1	216,759.12	63,922.91	40,243.44	-	240,438.59
ADMINISTRATIVO "E"	JUBILADO	1	156,369.12	52,952.06	24,764.40	-	184,556.78
AFANADORA	JUBILADO	19	1,096,552.32	1,543,543.34	175,880.88	-	2,464,214.78
ASESOR ESPECIALIZADO EN INFORM	JUBILADO	1	327,398.64	84,022.42	70,893.12	-	340,527.94
ASIGNATURA "A" (hom.)	JUBILADO	27	2,987,232.24	3,884,977.36	873,697.20	-	5,998,512.40
ASIGNATURA "A" NH	JUBILADO	18	1,025,491.20	1,345,652.66	177,322.56	-	2,193,821.30
ASIGNATURA "B" (hom.)	JUBILADO	104	13,184,566.70	16,684,394.25	3,959,675.04	-	25,909,285.91
ASIGNATURA "B" NH	JUBILADO	17	999,314.88	1,367,793.66	199,188.72	-	2,167,919.82
ASIGNATURA "C" NH	JUBILADO	11	962,779.20	1,280,238.33	247,199.04	-	1,995,818.49
AUXILIAR ADMINISTRATIVO	JUBILADO	2	197,893.44	266,714.80	52,931.28	-	411,676.96
AUXILIAR BIBLIOTECARIO	JUBILADO	1	59,078.40	85,563.26	10,005.84	-	134,635.82
AUXILIAR CONTABLE	JUBILADO	8	791,573.76	1,001,288.06	199,872.96	-	1,592,988.86
AUXILIAR DE MANTENIMIENTO	JUBILADO	2	113,122.08	165,926.12	18,464.64	-	260,583.56
AUXILIAR DE SERVICIOS	JUBILADO	27	1,549,899.36	2,227,907.20	247,761.84	-	3,530,044.72
BIBLIOTECARIO	JUBILADO	12	891,109.44	1,140,862.32	170,325.12	-	1,861,646.64
CAJERA GENERAL	JUBILADO	1	88,839.84	109,819.96	19,952.40	-	178,707.40
COORD.ACADEMICO	JUBILADO	1	120,954.72	150,941.66	34,562.64	-	237,333.74
COORD.ADMINISTRATIVO	JUBILADO	21	2,540,049.12	3,233,016.88	737,247.36	-	5,035,818.64
ENCARG.DE AREA SEC.EDITORIAL	JUBILADO	2	146,513.28	227,136.21	34,294.56	-	339,354.93
ENCARGADO DE ANFITEATRO	JUBILADO	1	63,662.64	90,297.83	11,481.60	-	142,478.87
ENCARGADO DE ARCHIVO	JUBILADO	7	591,113.04	787,469.31	136,176.72	-	1,242,405.63
ENCARGADO DE CLINICA	JUBILADO	3	198,358.56	268,858.22	35,518.32	-	431,698.46
ENCARGADO DEL CONMUTADOR	JUBILADO	1	57,883.92	80,106.18	9,066.96	-	128,923.14



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UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA

SECRETARÍA DE FINANZAS

TABULADOR DE SUELDOS

PLAZA / PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
ENFERMERA	JUBILADO	5	425,608.80	540,572.10	94,065.36	-	872,115.54
JARDINERO	JUBILADO	1	57,713.28	86,258.23	9,871.44	-	134,100.07
JEFE	JUBILADO	23	3,127,143.84	4,105,649.88	991,323.60	-	6,241,470.12
LOCUTOR	JUBILADO	5	318,360.00	429,085.03	54,329.52	-	693,115.51
MECANOGRAFA	JUBILADO	3	183,170.16	213,819.89	25,595.28	-	371,394.77
MEDICO	JUBILADO	8	780,167.04	951,863.73	188,389.20	-	1,543,641.57
MULTICOPISTA	JUBILADO	1	61,054.56	89,831.12	10,921.92	-	139,963.76
OFICIAL DE CORRESPONDENCIA	JUBILADO	4	243,252.48	365,628.17	44,554.80	-	564,325.85
OFICIAL DE MANTENIMIENTO	JUBILADO	12	737,147.52	1,075,312.73	131,624.40	-	1,680,835.85
OFICIAL DE SERVICIOS	JUBILADO	64	3,924,637.92	5,667,573.03	693,688.08	-	8,898,522.87
OFICIAL DE TRANSPORTE	JUBILADO	2	126,663.36	177,601.41	22,385.28	-	281,879.49
OFICIAL MAYOR	JUBILADO	1	132,399.60	179,000.56	42,192.24	-	269,207.92
OFICINISTA ADMINISTRATIVO	JUBILADO	4	312,686.88	465,700.35	75,399.60	-	702,987.63
OFICINISTA DE PERSONAL	JUBILADO	3	292,562.64	380,546.61	74,911.44	-	598,197.81
OPERADOR DE RADIO DIFUSION	JUBILADO	5	278,940.00	382,332.32	42,198.24	-	619,074.08
PENSIONISTAS	JUBILADO	26	4,004,211.84	1,424,819.33	504,848.40	-	4,924,182.77
PROMOTOR DE USUARIOS	JUBILADO	13	1,267,771.44	1,790,936.36	350,266.80	-	2,708,441.00
REDACTOR	JUBILADO	2	115,767.84	186,958.68	21,849.84	-	280,876.68
SECRET.AUX.SERVICIOS ESCOLARES	JUBILADO	1	72,797.52	102,388.14	15,027.84	-	160,157.82
SECRETARIA	JUBILADO	147	12,413,373.30	16,020,974.22	2,768,334.24	-	25,666,013.28
SECRETARIA EJECUTIVA	JUBILADO	29	2,448,896.88	3,042,827.01	525,582.24	-	4,966,141.65
SUB-JEFE	JUBILADO	6	725,728.32	930,652.72	211,895.52	-	1,444,485.52
SUPERVISOR DE PERSONAL	JUBILADO	6	609,574.32	759,034.11	154,914.72	-	1,213,693.71
TAQUIMECANOGRAFA	JUBILADO	3	188,514.72	231,663.32	28,564.32	-	391,613.72
TC PI ASISTENTE A	JUBILADO	6	551,684.16	829,469.90	157,632.48	-	1,223,521.58
TC PI ASISTENTE A NH	JUBILADO	1	81,927.84	101,486.53	17,388.48	-	166,025.89
TC PI ASISTENTE B	JUBILADO	2	221,612.16	268,546.27	59,537.52	-	430,620.91
TC PI ASISTENTE B NH	JUBILADO	3	533,699.52	232,449.11	104,039.52	-	662,109.11
TC PI ASISTENTE C	JUBILADO	7	862,313.76	1,111,661.04	258,796.08	-	1,715,178.72
TC PI ASOCIADO A	JUBILADO	24	3,906,470.16	4,888,962.75	1,313,749.20	-	7,481,683.71
TC PI ASOCIADO A NH	JUBILADO	1	114,677.04	42,683.00	14,234.16	-	143,125.88
TC PI ASOCIADO B	JUBILADO	24	4,666,065.36	5,349,415.64	1,592,320.32	-	8,423,160.68
TC PI ASOCIADO C	JUBILADO	34	7,678,980.00	7,940,814.27	1,986,656.64	-	13,633,137.63
TC PI TITULAR A	JUBILADO	40	9,638,657.76	12,159,800.87	162,914.40	-	21,635,544.23
TC PI TITULAR B	JUBILADO	40	11,563,505.60	13,507,720.71	154,205.52	-	24,917,020.79
TC PI TITULAR B NH	JUBILADO	1	229,169.52	328,208.32	-	-	557,377.84
TC PI TITULAR C	JUBILADO	40	13,357,728.30	16,192,233.16	922,450.80	-	28,627,510.66
TC PI TITULAR C NH	JUBILADO	3	518,897.28	389,683.50	128,809.92	-	779,770.86
TC TA ASISTENTE A NH	JUBILADO	1	53,931.60	77,552.20	8,424.48	-	123,059.32
TC TA ASISTENTE B NH	JUBILADO	5	340,337.76	478,976.03	72,425.52	-	746,888.27
TC TA ASISTENTE C NH	JUBILADO	6	442,808.16	414,228.43	64,022.40	-	793,014.19
TC TA ASOCIADO A NH	JUBILADO	2	142,329.60	189,837.26	27,995.52	-	304,171.34
TC TA ASOCIADO B NH	JUBILADO	1	74,573.04	93,431.07	14,411.04	-	153,593.07
TC TA ASOCIADO C NH	JUBILADO	3	255,344.64	349,049.34	62,654.88	-	541,739.10
TECNICO BIBLIOTECARIO	JUBILADO	6	508,438.08	791,618.55	138,203.04	-	1,161,853.59
TECNICO DE IMPRENTA	JUBILADO	1	73,256.64	122,475.56	18,757.44	-	176,974.76
TECNICO DE MANTENIMIENTO	JUBILADO	2	115,767.84	117,489.73	10,536.96	-	222,720.61
VELADOR	JUBILADO	34	1,996,637.76	2,889,580.24	336,289.20	-	4,549,928.80



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UNIVERSIDAD AUTÓNOMA "BENITO JUÁREZ" DE OAXACA

SECRETARÍA DE FINANZAS

ANALITICO DE PLAZAS 2019

PLAZA/ PUESTO	PLAZAS	DE	HASTA
ADMINISTRATIVO "B"	2	240,438.59	323,440.24
ADMINISTRATIVO "D"	45	376,365.76	448,019.86
ADMINISTRATIVO "E"	21	184,556.78	624,879.56
AFANADORA	99	93,132.90	153,756.36
ALMACENISTA	1	157,249.36	157,249.36
ARCHIVISTA	3	132,510.22	134,087.60
ASESOR ESPECIALIZADO EN INFORM	39	115,620.52	383,718.51
ASIGNATURA "A" (hom.)	229	30,456.32	354,767.81
ASIGNATURA "A" NH	47	44,183.33	221,156.59
ASIGNATURA "B" (hom.)	299	21,682.38	540,887.30
ASIGNATURA "B" NH	53	19,097.59	251,696.12
ASIGNATURA "C" NH	1215	5,070.73	362,115.23
AUXILIAR ADMINISTRATIVO	4	158,246.72	208,302.62
AUXILIAR BIBLIOTECARIO	84	94,603.99	170,527.90
AUXILIAR CONTABLE	18	153,015.85	276,448.89
AUXILIAR DE ANFITEATRO	1	120,732.43	120,732.43
AUXILIAR DE CLINICA	35	98,435.81	136,570.78
AUXILIAR DE IMPRENTA	1	97,493.03	97,493.03
AUXILIAR DE MANTENIMIENTO	11	103,203.69	130,291.78
AUXILIAR DE SERVICIOS	451	92,799.49	173,191.56
AYUDANTE DE INVESTIGADOR	9	133,280.55	146,449.51
BIBLIOTECARIO	44	135,542.62	203,251.68
CAJERA GENERAL	3	140,725.43	178,707.40
COORD.ACADEMICO	45	173,855.37	276,077.63
COORD.ADMINISTRATIVO	69	169,805.36	328,174.97
DIRECTOR DE ESCUELA	10	324,632.47	480,613.84
DIRECTOR DE FACULTAD	15	369,295.35	618,911.57
DISEÑADOR GRAFICO	1	151,282.05	151,282.05
ENCARG.DE AREA SEC.EDITORIAL	3	142,201.22	174,056.05
ENCARGADO DE ANFITEATRO	3	127,276.53	155,986.92
ENCARGADO DE ARCHIVO	9	160,729.89	186,138.72
ENCARGADO DE CLINICA	7	123,695.33	163,025.16
ENCARGADO DEL CONMUTADOR	1	128,923.14	128,923.14
ENCUADERNADOR	1	154,560.77	154,560.77
ENFERMERA	11	158,036.08	175,440.60
EX-DIRECTOR MEDIA SUPERIOR	10	335,497.09	528,248.72
EX-DIRECTOR SUPERIOR	13	415,495.45	737,763.41
JARDINERO	50	104,674.17	149,738.94
JEFE	49	192,350.90	602,713.28
LOCUTOR	11	122,480.60	182,525.72
MECANOGRAFA	147	96,735.48	134,198.25
MEDICO	19	131,777.87	241,455.08
MULTICOPISTA	17	96,733.03	159,361.07
OFICIAL DE CORRESPONDENCIA	5	137,211.13	152,088.84
OFICIAL DE IMPRENTA	4	121,044.00	132,405.40
OFICIAL DE MANTENIMIENTO	27	119,870.76	173,109.69
OFICIAL DE SERVICIOS	104	96,212.23	182,555.83
OFICIAL DE TRANSPORTE	30	98,700.86	185,127.55
OFICIAL JARDINERO	2	127,439.20	166,682.34
OFICIAL MAYOR	2	192,350.90	269,207.92



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SECRETARÍA DE FINANZAS

ANALITICO DE PLAZAS 2019

OFICINISTA ADMINISTRATIVO	4	150,474.77	191,186.33
OFICINISTA DE PERSONAL	4	180,203.40	208,790.19
OP.EQUIPO ELECT.DE COMPUTACION	6	125,050.39	150,272.66
OPERADOR DE EQ.DE COMPUTO "A"	1	153,902.10	153,902.10
OPERADOR DE EQ.DE COMPUTO "B"	1	352,413.25	352,413.25
OPERADOR DE RADIO DIFUSION	15	91,058.62	135,409.39
PENSIONISTAS	26	62,704.28	578,898.82
PRODUCTOR DE PROGRAMAS	1	130,293.02	130,293.02
PROMOTOR DE USUARIOS	15	199,075.18	229,108.87
RECTOR	1	509,697.31	509,697.31
REDACTOR	3	114,710.90	145,259.58
REPORTERO	2	197,893.68	210,662.85
RESPONSABLE DE MESA DE SIS.ESC	9	110,736.74	120,482.66
SECRET.AUX.SERVICIOS ESCOLARES	1	160,157.82	160,157.82
SECRETARIA	312	135,336.50	239,561.40
SECRETARIA EJECUTIVA	116	115,455.65	219,675.58
SECRETARIO ABOGADO CONTRALOR	5	325,439.92	325,439.92
SECRETARIO DE FINANZAS	1	363,621.22	363,621.22
SECRETARIO GENERAL	1	368,964.74	368,964.74
SECRETARIO PARTICULAR	1	273,486.75	273,486.75
SECRETARIOS COMPLEMENTARIOS	2	271,205.00	271,205.00
SUB-JEFE	16	179,169.36	346,094.51
SUPERVISOR DE PERSONAL	29	133,355.69	236,128.91
TAQUIMECANOGRAFA	27	110,736.74	137,159.97
TC PI ASISTENTE A	18	137,722.80	232,018.11
TC PI ASISTENTE A NH	5	115,260.60	166,025.89
TC PI ASISTENTE B	6	208,073.76	271,983.40
TC PI ASISTENTE B NH	3	170,505.74	277,335.44
TC PI ASISTENTE C	13	173,571.05	291,989.25
TC PI ASOCIADO A	53	217,726.54	381,072.72
TC PI ASOCIADO A NH	1	143,125.88	143,125.88
TC PI ASOCIADO B	45	259,614.95	424,581.50
TC PI ASOCIADO C	64	287,178.56	514,234.62
TC PI TITULAR A	120	297,993.59	613,645.78
TC PI TITULAR B	94	371,904.80	677,515.97
TC PI TITULAR B NH	1	557,377.84	557,377.84
TC PI TITULAR C	52	332,202.11	912,114.36
TC PI TITULAR C NH	3	249,722.14	265,423.87
TC TA ASISTENTE A NH	1	123,059.32	123,059.32
TC TA ASISTENTE B NH	6	95,384.81	248,248.81
TC TA ASISTENTE C NH	6	127,500.09	141,514.88
TC TA ASOCIADO A NH	2	148,048.12	156,123.22
TC TA ASOCIADO B NH	1	153,593.07	153,593.07
TC TA ASOCIADO C NH	3	149,256.64	231,471.96
TEC PRENSISTA EN SISTEMA OFFSET	1	273,848.61	273,848.61
TECNICO BIBLIOTECARIO	17	163,858.16	250,804.25
TECNICO DE IMPRENTA	1	176,974.76	176,974.76
TECNICO DE MANTENIMIENTO	3	91,789.14	148,789.06
VELADOR	127	98,021.69	179,648.25



GOBIERNO DEL ESTADO
DE OAXACA



COMISION ESTATAL DE ARBITRAJE MEDICO DE OAXACA

TABULADOR DE SUELDOS CONFIANZA

EJERCICIO 2019

Plaza / Puesto	Relación Laboral	Número de Plazas	Percepciones			Deducciones		Total Anual Neto (Líquido)
			Sueldo Base	Remuneraciones Adicionales*	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
Comisionado Presidente	Confianza	1	273,780.00	881,549.64	1,155,329.64	254,941.92	9,030.36	891,357.36
Subcomision	Confianza	2	277,430.40	941,253.79	1,218,684.19	204,849.12	9,150.76	1,004,684.31
Director	Confianza	2	277,430.40	938,671.39	1,216,101.79	204,849.12	9,150.76	1,002,101.91
Consultor	Confianza	4	429,287.04	1,365,239.90	1,794,526.94	223,915.20	14,159.52	1,556,452.22
Jefe de Departamento	Confianza	3	153,316.80	513,946.59	667,263.39	1,323.36	5,080.61	660,859.42
Analista	Confianza	1	47,455.20	102,115.56	149,570.76	0.00	1,565.26	148,005.50
Secretaria de Área	Confianza	3	142,365.60	233,218.44	375,584.04	0.00	4,695.79	370,888.25
Oficial de Transporte	Confianza	1	47,455.20	77,994.24	125,449.44	0.00	1,565.26	123,884.18
Recepcionista	Confianza	1	32,853.60	62,633.90	95,487.50	0.00	1,083.64	94,403.86
Vigilante	Confianza	2	65,707.90	110,291.81	175,999.71	0.00	2,167.29	173,832.42
Subtotal Remuneraciones Confianza			1,747,082.14	5,226,915.26	6,973,997.40	889,878.72	57,649.26	6,026,469.42
CONSEJO GENERAL								
Consejero	Honorarios	8	2,714,112.00	0.00	2,714,112.00	271,392.00	0.00	2,442,720.00
Cuotas IMSS para Confianza					783,813.00			783,813.00
Total en Servicios Personales Confianza		28	4,461,194.14	5,226,915.26	10,471,922.40	1,161,270.72	57,649.26	9,253,002.42

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



GOBIERNO DEL ESTADO
DE OAXACA



COMISION ESTATAL DE ARBITRAJE MEDICO DE OAXACA
ANALITICO DE PLAZAS
EJERCICIO 2019

Plaza / Puesto	Número de Plazas	Remuneraciones	
		De	Hasta
COMISIONADO PRESIDENTE	1	1,155,329.64	1,155,329.64
SUBCOMISION	2	609,342.10	609,342.10
DIRECTOR	2	608,050.90	608,050.90
CONSULTOR	4	448,631.74	448,631.74
JEFE DE DEPARTAMENTO	3	222,421.13	222,421.13
ANALISTA	1	149,570.76	146,023.29
SECRETARIA DE AREA	3	125,194.68	125,194.68
OFICIAL DE TRANSPORTE	1	125,449.44	125,449.44
RECEPCIONISTA	1	95,487.50	95,487.50
VIGILANTE	2	87,999.85	87,999.85
CONSEJERO	8	339,264.00	339,264.00
TOTAL DE PLAZAS	28		



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TABULADOR DE SUELDOS 2019

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
COMISIONADO	CONFIANZA	COMISIONADO	3.00	1,163,741.67	204,558.00	1,368,299.67	304,949.71	16,547.30	1,046,802.66
CONTRALOR GENERAL	CONFIANZA	CONTRALOR GENERAL	1.00	452,600.00	80,856.00	533,456.00	91,607.21	13,962.47	427,886.32
SECRETARIO GENERAL DE ACUERDOS	CONFIANZA	DIRECTOR	1.00	401,500.00	76,752.00	478,252.00	76,277.21	12,730.01	389,244.78
SECRETARIO TECNICO	CONFIANZA	DIRECTOR	1.00	401,500.00	76,752.00	478,252.00	76,277.21	12,730.01	389,244.78
DIRECTOR	CONFIANZA	DIRECTOR	5.00	401,500.00	76,752.00	478,252.00	76,277.21	12,730.01	389,244.78
SUBDIRECTOR	CONFIANZA	SUBDIRECTOR	2.00	241,369.63	52,283.38	293,653.01	38,241.54	7,536.71	247,874.76
SECRETARIO DE ACUERDOS	CONFIANZA	SECRETARIO DE ACUERDOS	3.00	211,700.00	48,312.00	260,012.00	31,904.16	6,379.19	221,728.64
SUPERVISOR	CONFIANZA	SUPERVISOR	3.00	183,414.45	41,994.35	225,408.79	25,862.44	5,657.43	193,888.92
SECRETARIO PARTICULAR	CONFIANZA	SECRETARIO PARTICULAR	3.00	183,108.33	41,940.00	225,048.33	25,796.98	5,647.40	193,603.95
JEFE DE DEPARTAMENTO	CONFIANZA	JEFE DE DEPARTAMENTO	14.00	147,460.00	35,611.20	183,071.20	18,182.60	4,491.35	160,397.26
AUDITOR	CONFIANZA	AUDITOR	1.00	128,966.67	32,328.00	161,294.67	14,232.32	3,867.20	143,195.14
ABOGADO AUXILIAR	CONFIANZA	ABOGADO AUXILIAR	2.00	125,316.67	31,680.00	156,996.67	13,452.68	3,773.25	139,770.73
DISEÑADOR	CONFIANZA	ANALISTA B	1.00	113,582.89	29,596.85	143,179.74	11,290.02	3,417.26	128,472.46
CAPACITADOR	CONFIANZA	ANALISTA B	4.00	113,582.89	29,596.85	143,179.74	11,290.02	3,417.26	128,472.46
ACTUARIO	CONFIANZA	ANALISTA B	2.00	113,582.89	29,596.85	143,179.74	11,290.02	3,417.26	128,472.46
ANALISTA	CONFIANZA	ANALISTA	9.00	102,200.00	27,576.00	129,776.00	9,273.19	2,999.12	117,503.69
AUXILIAR	CONFIANZA	AUXILIAR	10.00	78,718.33	23,407.20	102,125.53	2,987.65	2,237.48	96,900.41
OFICIAL DE PARTES	CONFIANZA	ASISTENTE	1.00	68,133.33	21,528.00	89,661.33	1,343.44	1,960.27	86,357.62
ASISTENTE	CONFIANZA	ASISTENTE	5.00	68,133.33	21,528.00	89,661.33	1,343.44	1,960.27	86,357.62



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ANALITICO DE PLAZAS 2019

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
COMISIONADO	3.00	1,046,802.66	1,046,802.66
CONTRALOR GENERAL	1.00	427,886.32	427,886.32
SECRETARIO GENERAL DE ACUERDOS	1.00	389,244.78	389,244.78
SECRETARIO TECNICO	1.00	389,244.78	389,244.78
DIRECTOR	5.00	389,244.78	389,244.78
SUBDIRECTOR	2.00	247,874.76	247,874.76
SECRETARIO DE ACUERDOS	3.00	221,728.64	221,728.64
SUPERVISOR	3.00	193,888.92	193,888.92
SECRETARIO PARTICULAR	3.00	193,603.95	193,603.95
JEFE DE DEPARTAMENTO	14.00	160,397.26	160,397.26
AUDITOR	1.00	143,195.14	143,195.14
ABOGADO AUXILIAR	2.00	139,770.73	139,770.73
DISEÑADOR	1.00	128,472.46	128,472.46
CAPACITADOR	4.00	128,472.46	128,472.46
ACTUARIO	2.00	128,472.46	128,472.46
ANALISTA	9.00	117,503.69	117,503.69
AUXILIAR	10.00	96,900.41	96,900.41
OFICIAL DE PARTES	1.00	86,357.62	86,357.62
ASISTENTE	5.00	86,357.62	86,357.62
	71.00		4,715,419.46



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TABULADOR DE SUELDOS Y SALARIOS

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
INTENDENTE	CONTRATO CONTRATO	1	2	84,792.00	67,766.40	152,558.40	0.00	3,494.40	149,064.00
AUXILIAR	CONTRATO CONTRATO	1	1	42,396.00	33,833.20	76,229.20	0.00	1,747.20	74,482.00
ARCHIVISTA	CONTRATO CONTRATO	3	1	44,352.00	33,418.80	77,770.80	0.00	1,827.60	75,943.20
OFICIAL ADMINISTRATIVO	CONTRATO CONTRATO	5	1	46,416.00	33,286.80	79,702.80	0.00	1,912.80	77,790.00
ANALISTA	CONTRATO CONTRATO	12	2	131,640.00	64,608.00	196,248.00	4,404.00	5,426.40	186,417.60
AUXILIAR	BASE	01A	12	1,108,080.00	543,744.00	1,651,824.00	85,147.20	45,676.80	1,521,000.00
AUXILIAR DE OFICINA	BASE	01A	2	184,680.00	90,624.00	275,304.00	14,191.20	7,612.80	253,500.00
AUXILIAR	BASE	3A	1	96,792.00	45,900.00	142,692.00	8,710.80	3,990.00	129,991.20
AUXILIAR DE OFICINA	BASE	03A	3	290,376.00	137,700.00	428,076.00	26,132.40	11,970.00	389,973.60
AUXILIAR TECNICO	BASE	04A	p	1,992,240.00	925,200.00	2,917,440.00	157,752.00	82,128.00	2,677,560.00
OFICIAL ADMINISTRATIVO	BASE	04A	31	3,087,972.00	1,434,060.00	4,522,032.00	244,515.60	127,298.40	4,150,218.00
AUXILIAR TECNICO	BASE	04B	1	100,128.00	46,320.00	146,448.00	7,942.80	4,126.80	134,378.40
OFICIAL ADMINISTRATIVO	BASE	04B	2	200,256.00	92,640.00	292,896.00	15,885.60	8,253.60	268,756.80
AUXILIAR TECNICO	BASE	04C	1	100,764.00	46,416.00	147,180.00	8,012.40	4,153.20	135,014.40
OFICIAL ADMINISTRATIVO	BASE	04C	1	100,764.00	46,416.00	147,180.00	8,012.40	4,153.20	135,014.40
OFICIAL ADMINISTRATIVO	BASE	05A	24	2,427,264.00	1,114,560.00	3,541,824.00	193,276.80	100,051.20	3,248,496.00
OFICIAL ADMINISTRATIVO	BASE	06A	39	4,095,000.00	1,830,816.00	5,925,816.00	333,356.40	168,807.60	5,423,652.00
OFICIAL ADMINISTRATIVO	BASE	06B	2	210,000.00	93,888.00	303,888.00	17,095.20	8,656.80	278,136.00
OFICIAL ADMINISTRATIVO	BASE	06C	1	106,500.00	47,148.00	153,648.00	8,787.60	4,389.60	140,470.80
OFICIAL ADMINISTRATIVO	BASE	07A	22	2,370,720.00	1,040,952.00	3,411,672.00	197,762.40	97,706.40	3,116,203.20
OFICIAL ADMINISTRATIVO	BASE	08A	32	3,575,424.00	1,529,856.00	5,105,280.00	326,400.00	147,379.20	4,631,500.80
OFICIAL DE TRANSPORTE	BASE	08A	3	335,196.00	143,424.00	478,620.00	30,600.00	13,816.80	434,203.20
OFICIAL ADMINISTRATIVO	BASE	08C	2	229,584.00	96,408.00	325,992.00	20,227.20	9,463.20	296,301.60
OFICIAL ADMINISTRATIVO	BASE	09A	12	1,394,784.00	580,608.00	1,975,392.00	124,128.00	57,484.80	1,793,779.20
TECNICO	BASE	10A	31	3,953,244.00	1,545,288.00	5,498,532.00	380,928.00	162,936.00	4,954,668.00
TECNICO	BASE	10B	1	130,512.00	50,220.00	180,732.00	12,824.40	5,379.60	162,528.00
TECNICO	BASE	11A	19	2,593,272.00	969,000.00	3,562,272.00	264,001.20	106,886.40	3,191,384.40
TECNICO	BASE	11C	1	140,268.00	51,468.00	191,736.00	14,572.80	5,781.60	171,381.60
TECNICO	BASE	12A	33	4,734,180.00	1,712,700.00	6,446,880.00	499,752.00	195,148.80	5,751,979.20
TECNICO	BASE	12C	4	607,776.00	211,920.00	819,696.00	67,732.80	25,051.20	726,912.00
ANALISTA	BASE	13A	2	310,488.00	106,848.00	417,336.00	35,277.60	12,799.20	369,259.20
TECNICO ESPECIALIZADO	BASE	13A	38	5,899,272.00	2,030,112.00	7,929,384.00	670,274.40	243,184.80	7,015,924.80
ANALISTA	BASE	13B	1	158,628.00	53,832.00	212,460.00	19,130.40	6,538.80	186,790.80
TECNICO ESPECIALIZADO	BASE	13B	2	317,256.00	107,664.00	424,920.00	38,260.80	13,077.60	373,581.60
ABOGADO	BASE	13C	1	161,940.00	54,252.00	216,192.00	19,069.20	6,675.60	190,447.20
ANALISTA	BASE	13C	11	1,781,340.00	596,772.00	2,378,112.00	209,761.20	73,461.60	2,094,889.20
PSICOLOGO	BASE	13C	1	161,940.00	54,252.00	216,192.00	19,069.20	6,675.60	190,447.20
ANALISTA PROGRAMADOR	BASE	13C	2	323,880.00	108,504.00	432,384.00	38,138.40	13,351.20	380,894.40
PSICOLOGO	BASE	13C	1	161,940.00	54,252.00	216,192.00	19,069.20	6,675.60	190,447.20
TECNICO ESPECIALIZADO	BASE	13C	22	3,562,680.00	1,193,544.00	4,756,224.00	419,522.40	146,863.20	4,189,838.40
AUXILIAR	CONFIANZA	1	1	46,524.00	43,888.80	90,412.80	0.00	1,917.60	88,495.20
AUXILIAR	CONFIANZA	3	1	48,876.00	43,584.00	92,460.00	0.00	2,014.80	90,445.20
CHOFER	CONFIANZA	3	1	48,876.00	43,584.00	92,460.00	0.00	2,014.80	90,445.20
ADMINISTRATIVO	CONFIANZA	4	1	50,124.00	43,627.20	93,751.20	0.00	2,066.40	91,684.80
AGENTE ESTATAL DE INVESTIGACIONES	CONFIANZA	5	1136	58,045,056.00	61,532,121.60	119,577,177.60	0.00	2,392,416.00	117,184,761.60
AUXILIAR DE PERITO	CONFIANZA	5	2	102,192.00	86,582.40	188,774.40	0.00	4,212.00	184,562.40
JEFE DE GRUPO	CONFIANZA	7	59	3,221,400.00	3,462,120.00	6,683,520.00	56,640.00	132,750.00	6,494,130.00
SUPERVISOR GENERAL	CONFIANZA	9	1	60,420.00	59,784.00	120,204.00	2,205.60	2,490.00	115,508.40
COMANDANTE	CONFIANZA	9	39	2,356,380.00	2,331,576.00	4,687,956.00	86,018.40	97,110.00	4,504,827.60
PERITO QUIMICO	CONFIANZA	11	12	828,720.00	653,328.00	1,482,048.00	28,180.80	34,156.80	1,419,710.40
GESTOR ADMINISTRATIVO DE DIRECCIÓN	CONFIANZA	12	1	83,472.00	45,516.00	128,988.00	7,070.80	3,440.40	118,476.80
PROGRAMADOR DE COMPUTADORA	CONFIANZA	12	2	147,456.00	88,824.00	236,280.00	5,791.20	6,076.80	224,412.00
SECRETARIO MINISTERIAL	CONFIANZA	12	168	12,386,304.00	9,207,072.00	21,593,376.00	486,460.80	510,451.20	20,596,464.00
PERITO	CONFIANZA	12	182	13,418,496.00	9,854,208.00	23,272,704.00	526,999.20	552,988.80	22,192,716.00
ANALISTA	CONFIANZA	13	3	250,416.00	136,548.00	386,964.00	21,218.40	10,321.20	355,424.40
AUDITOR	CONFIANZA	13	1	83,472.00	45,516.00	128,988.00	7,072.80	3,440.40	118,474.80
MEDICO LEGISTA	CONFIANZA	13	2	166,944.00	141,600.00	308,544.00	17,301.60	6,880.80	284,361.60
MEDICO OFICIAL	CONFIANZA	13	26	2,170,272.00	1,489,176.00	3,659,448.00	183,892.80	89,450.40	3,386,104.80
JEFE DE OFICINA	CONFIANZA	15	7	645,288.00	330,960.00	976,248.00	57,481.20	26,594.40	892,172.40
AGENTE DEL MINISTERIO PUBLICO	CONFIANZA	15	451	41,574,984.00	30,393,792.00	71,968,776.00	4,195,923.60	1,713,439.20	66,059,413.20
AUXILIAR DE DIRECTOR	CONTRATO CONFIANZA	1	1	46,524.00	43,881.60	90,405.60	0.00	1,917.60	88,488.00
INTENDENTE	CONTRATO CONFIANZA	1	1	46,524.00	43,881.60	90,405.60	0.00	1,917.60	88,488.00
AUXILIAR	CONTRATO CONFIANZA	1	8	372,192.00	351,052.80	723,244.80	0.00	15,340.80	707,904.00
AUXILIAR	CONTRATO CONFIANZA	2	1	47,640.00	43,516.80	91,156.80	0.00	1,963.20	89,193.60
SECRETARIA EJECUTIVA DE DIRECTOR	CONTRATO CONFIANZA	2	1	47,640.00	43,516.80	91,156.80	0.00	1,963.20	89,193.60
ADMINISTRATIVO	CONTRATO CONFIANZA	3	2	97,752.00	87,168.00	184,920.00	0.00	3,069.60	181,850.40
ADMINISTRATIVO	CONTRATO CONFIANZA	5	1	51,096.00	43,291.20	94,387.20	0.00	2,106.00	92,281.20
CHOFER AUXILIAR DE SECRETARIO	CONTRATO CONFIANZA	5	1	51,096.00	43,291.20	94,387.20	0.00	2,106.00	92,281.20
CHOFER TITULAR DE SECRETARIO	CONTRATO CONFIANZA	6	1	52,512.00	43,347.60	95,859.60	0.00	2,164.80	93,694.80



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TABULADOR DE SUELDOS Y SALARIOS

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
SECRETARIA EJECUTIVA DE DIRECTOR	CONTRATO CONFIANZA	7	4	218,400.00	173,236.80	391,636.80	0.00	9,000.00	382,636.80
TECNICO	CONTRATO CONFIANZA	7	1	54,600.00	43,309.20	97,909.20	0.00	2,250.00	95,659.20
SECRETARIA EJECUTIVA DE SUBSECRETARIO	CONTRATO CONFIANZA	8	1	56,652.00	43,428.00	100,080.00	74.40	2,335.20	97,670.40
TECNICO	CONTRATO CONFIANZA	9	6	362,520.00	261,720.00	624,240.00	5,205.60	14,940.00	604,094.40
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	9	5	302,100.00	218,100.00	520,200.00	4,338.00	12,450.00	503,412.00
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	10	1	65,304.00	43,860.00	109,164.00	1,425.60	2,691.60	105,046.80
TRABAJADOR SOCIAL	CONTRATO CONFIANZA	10	2	130,608.00	87,720.00	218,328.00	2,851.20	5,383.20	210,093.60
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	11	1	69,060.00	44,052.00	113,112.00	2,348.40	2,846.40	107,917.20
ANALISTA PROGRAMADOR	CONTRATO CONFIANZA	12	2	147,456.00	88,824.00	236,280.00	5,791.20	6,076.80	224,412.00
ANALISTA	CONTRATO CONFIANZA	12	13	958,464.00	577,356.00	1,535,820.00	37,642.80	39,499.20	1,458,678.00
GESTOR ADMINISTRATIVO DE DIRECCIÓN	CONTRATO CONFIANZA	12	3	221,184.00	133,236.00	354,420.00	8,686.80	9,115.20	336,618.00
MEDICO LEGISTA	CONTRATO CONFIANZA	12	1	73,728.00	44,412.00	118,140.00	2,895.60	3,038.40	112,206.00
JEFE DE OFICINA	CONTRATO CONFIANZA	15	12	1,106,208.00	567,072.00	1,673,280.00	98,539.20	45,590.40	1,529,150.40
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	16A	23	1,890,600.00	384,468.00	2,275,068.00	202,860.00	77,942.40	1,994,265.60
SECRETARIA EJECUTIVA	MANDOS MEDIOS Y SUPERIORES	16A	1	82,200.00	16,716.00	98,916.00	8,820.00	3,338.80	86,757.20
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	16A	1	82,200.00	16,716.00	98,916.00	8,820.00	3,338.80	86,757.20
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	16B	25	2,061,000.00	516,300.00	2,577,300.00	238,500.00	84,960.00	2,253,840.00
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	17A	35	2,893,800.00	1,269,660.00	4,163,460.00	443,940.00	119,280.00	3,600,240.00
COORDINADOR	MANDOS MEDIOS Y SUPERIORES	18A	1	83,160.00	58,740.00	141,900.00	17,256.00	3,427.20	121,216.80
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	18A	19	1,580,040.00	1,116,060.00	2,696,100.00	327,864.00	65,116.80	2,303,119.20
ASESOR	MANDOS MEDIOS Y SUPERIORES	18A	7	582,120.00	411,180.00	993,300.00	120,792.00	23,990.40	848,517.60
VISITADOR REGIONAL	MANDOS MEDIOS Y SUPERIORES	19A	1	83,400.00	67,452.00	150,852.00	19,044.00	3,438.00	128,370.00
SUBDIRECTOR	MANDOS MEDIOS Y SUPERIORES	19A	2	166,800.00	134,904.00	301,704.00	38,088.00	6,876.00	256,740.00
SECRETARIO PARTICULAR	MANDOS MEDIOS Y SUPERIORES	19A	1	83,400.00	67,452.00	150,852.00	19,044.00	3,438.00	128,370.00
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	20A	2	167,280.00	159,024.00	326,304.00	42,984.00	6,895.20	276,424.80
COORDINADOR	MANDOS MEDIOS Y SUPERIORES	20A	2	167,280.00	159,024.00	326,304.00	42,984.00	6,895.20	276,424.80
SUBDIRECTOR	MANDOS MEDIOS Y SUPERIORES	20A	14	1,170,960.00	1,113,168.00	2,284,128.00	300,888.00	48,266.40	1,934,973.60
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	20A	1	83,640.00	79,512.00	163,152.00	21,492.00	3,447.60	138,212.40
FISCAL	MANDOS MEDIOS Y SUPERIORES	20A	20	1,672,800.00	1,590,240.00	3,263,040.00	429,840.00	68,952.00	2,764,248.00
COMANDANTE GENERAL	MANDOS MEDIOS Y SUPERIORES	20A	4	334,560.00	318,048.00	652,608.00	85,968.00	13,790.40	552,849.60
VISITADOR GENERAL	MANDOS MEDIOS Y SUPERIORES	21A	1	94,620.00	94,104.00	188,724.00	26,568.00	3,900.00	158,256.00
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	21A	7	662,340.00	658,728.00	1,321,068.00	185,976.00	27,300.00	1,107,792.00
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	22A	7	1,531,320.00	1,353,912.00	2,885,232.00	570,192.00	63,117.60	2,251,922.40
FISCAL ESPECIALIZADO	MANDOS MEDIOS Y SUPERIORES	22A	3	656,280.00	580,248.00	1,236,528.00	244,368.00	27,050.40	965,109.60
OFICIAL MAYOR	MANDOS MEDIOS Y SUPERIORES	22A	1	218,760.00	193,416.00	412,176.00	81,456.00	9,016.80	321,703.20
CONTRALOR INTERNO	MANDOS MEDIOS Y SUPERIORES	22A	1	218,760.00	193,416.00	412,176.00	81,456.00	9,016.80	321,703.20
COORDINADOR GENERAL	MANDOS MEDIOS Y SUPERIORES	22B	1	218,760.00	193,416.00	412,176.00	81,456.00	9,016.80	321,703.20
VICEFISCAL GENERAL	MANDOS MEDIOS Y SUPERIORES	22B	1	218,760.00	193,416.00	412,176.00	81,456.00	9,016.80	321,703.20
FISCAL ESPECIALIZADO	MANDOS MEDIOS Y SUPERIORES	23A	3	847,512.00	733,212.00	1,580,724.00	340,776.00	32,148.00	1,207,800.00
VICEFISCAL GENERAL	MANDOS MEDIOS Y SUPERIORES	23A	2	565,008.00	488,808.00	1,053,816.00	227,184.00	21,432.00	805,200.00
VICEFISCAL REGIONAL	MANDOS MEDIOS Y SUPERIORES	23A	4	1,130,016.00	977,616.00	2,107,632.00	454,368.00	42,864.00	1,610,400.00
FISCAL GENERAL	MANDOS MEDIOS Y SUPERIORES	24A	1	314,376.00	269,904.00	584,280.00	129,660.00	10,716.00	443,904.00



GOBIERNO DEL ESTADO
DE OAXACA



TRIBUNAL ELECTORAL DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS EJERCICIO FISCAL 2019

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS							
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	TOTAL ANUAL NETO 2019	
MAGISTRADO PRESIDENTE	CONFIANZA	24	1	1,952,823.17	1,847,166.28	3,799,989.45	662,989.93	20,767.33	3,116,232.19	
MAGISTRADO	CONFIANZA	23B	2	3,057,549.16	3,486,362.19	6,543,911.35	2,166,425.71	41,534.66	4,335,950.98	
SECRETARIO GENERAL	CONFIANZA	22A	1	767,977.69	508,056.21	1,276,033.90	178,323.62	20,767.33	1,076,942.94	
DIRECTOR	CONFIANZA	21C	1	735,666.33	758,289.75	1,493,956.08	233,429.05	20,767.33	1,239,759.70	
COORDINADOR DE PONENCIA	CONFIANZA	20	3	1,701,889.07	1,649,837.36	3,351,726.43	445,414.12	62,301.99	2,844,010.32	
TITULAR DE LA UNIDAD DE TRANSPARENCIA	CONFIANZA	18A	1	354,758.35	304,546.25	659,304.59	71,008.38	15,334.09	572,962.12	
CONTRALOR INTERNO	CONFIANZA	18A	1	354,758.35	249,885.64	604,643.98	62,640.83	14,021.87	527,981.29	
JEFE DE DEPARTAMENTO	CONFIANZA	17A	4	1,035,005.66	953,853.73	1,988,859.39	193,177.19	45,771.05	1,749,911.14	
RESPONSABLE DEL ARCHIVO JUDICIAL	CONFIANZA	17A	1	165,491.94	117,132.70	282,624.64	22,498.82	6,409.67	253,716.15	
OFICIAL DE PARTES	CONFIANZA	17A	2	517,502.83	291,984.34	809,487.17	73,201.21	18,445.54	717,840.42	
SECRETARIO DE ESTUDIO Y CUENTA	CONFIANZA	16A	20	4,974,347.29	4,756,578.95	9,730,926.24	947,891.54	224,554.33	8,558,480.37	
SUB JEFE DE DEPARTAMENTO	CONFIANZA	15A	1	165,491.94	200,301.80	365,793.74	31,739.61	8,287.76	325,766.36	
JEFE DE OFICINA	CONFIANZA	15A	6	996,103.87	1,212,589.75	2,208,693.62	194,465.05	49,940.22	1,964,288.35	
ACTUARIO	CONFIANZA	10	4	661,967.75	1,326,891.63	1,988,859.38	193,177.19	45,771.03	1,749,911.16	
CHOFER	CONFIANZA	7	4	445,866.58	444,697.93	890,564.51	61,564.71	19,531.12	809,468.68	
OFICIAL ADMINISTRATIVO	CONFIANZA	4	15	1,687,100.45	2,641,510.04	4,328,610.49	340,050.15	96,508.66	3,892,051.67	
OFICIAL DE MANTENIMIENTO	CONFIANZA	4	1	112,473.36	72,464.11	184,937.47	11,004.69	3,945.89	169,986.90	
AUXILIAR	CONFIANZA	1	2	146,631.40	68,900.29	215,531.68	5,368.57	4,207.09	205,956.03	
INTENDENTE	CONFIANZA	1	3	215,978.10	341,555.28	557,533.38	33,780.95	12,011.03	511,741.40	
HONORARIOS	HONORARIOS	16A	15	3,411,990.00		3,411,990.00	531,990.00		2,880,000.00	
TOTAL				88	23,461,373.29	21,232,604.21	44,693,977.50	6,460,141.32	730,878.00	37,502,958.17

NOTA:

* Se consideró el 5% de incremento salarial

* Cuotas patronales IMSS, RCV e INFONAVIT



TRIBUNAL ELECTORAL DEL ESTADO DE OAXACA
ANALÍTICO DE PLAZAS PARA EL EJERCICIO 2019

PLAZAS/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
MAGISTRADO PRESIDENTE	1	3,116,232.19	3,116,232.19
MAGISTRADO	2	4,335,950.98	4,335,950.98
SECRETARIO GENERAL	1	1,076,942.94	1,076,942.94
DIRECTOR	1	1,239,759.70	1,239,759.70
COORDINADOR DE PONENCIA	3	2,844,010.32	2,844,010.32
TITULAR DE LA UNIDAD DE TRANSPARENCIA	1	572,962.12	572,962.12
CONTRALOR INTERNO	1	527,981.29	527,981.29
JEFE DE DEPARTAMENTO	4	1,749,911.14	1,749,911.14
RESPONSABLE DEL ARCHIVO JUDICIAL	1	253,716.15	253,716.15
OFICIAL DE PARTES	2	717,840.42	717,840.42
SECRETARIO DE ESTUDIO Y CUENTA	20	8,558,480.37	8,558,480.37
SUB JEFE DE DEPARTAMENTO	1	325,766.36	325,766.36
JEFE DE OFICINA	6	1,964,288.35	1,964,288.35
ACTUARIO	4	1,749,911.16	1,749,911.16
CHOFER	4	809,468.68	809,468.68
OFICIAL ADMINISTRATIVO	15	3,892,051.67	3,892,051.67
OFICIAL DE MANTENIMIENTO	1	169,986.90	169,986.90
AUXILIAR	2	205,956.03	205,956.03
INTENDENTE	3	511,741.40	511,741.40
HONORARIOS	15	2,880,000.00	2,880,000.00



GOBIERNO DEL ESTADO
DE OAXACA



TRIBUNAL DE JUSTICIA ADMINISTRATIVA

TABULADOR DE SUELDOS

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NUM DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
MAGDO PRES.	NOMBRAMIENTO	24A	1	314,382.00	2,623,845.97	2,938,227.97	1,001,554.00	40,798.80	1,895,875.17
MAGISTRADO	NOMBRAMIENTO	23A	12	218,760.00	1,814,290.33	2,033,050.33	573,381.00	30,025.44	1,429,643.89
MAGISTRADO JUBILADO	NOMBRAMIENTO	23A	1	218,760.00	468,803.33	687,563.33	38,083.20	9,017.04	640,463.09
PENSIONADA	NOMBRAMIENTO	23A	1	218,760.00	21,648.00	240,408.00	-	-	240,408.00
SECRETARIA GENERAL DE ACUERDOS	NOMBRAMIENTO	22A	1	218,760.00	960,752.33	1,179,512.33	242,382.00	13,736.64	923,393.69
DIRECTOR	NOMBRAMIENTO	21C	4	94,620.00	1,013,210.33	1,107,830.33	152,227.00	13,736.64	941,866.69
SECRETARIO PARTICULAR	NOMBRAMIENTO	21A	1	94,620.00	598,710.33	693,330.33	152,227.00	13,736.64	527,366.69
JEFE DE UNIDAD	NOMBRAMIENTO	18A	4	83,160.00	321,472.20	404,632.20	83,355.00	11,920.08	309,357.12
JEFE DE DEPARTAMENTO	NOMBRAMIENTO	17A	11	82,680.00	249,793.82	332,473.82	52,239.00	11,701.20	268,533.62
SECRETARIO DE ACOS DE SALA	NOMBRAMIENTO	16A	6	82,200.00	293,711.25	375,911.25	64,499.00	11,482.32	299,929.93
SECRETARIO DE ESTUDIO Y CTA	NOMBRAMIENTO	16A	7	82,200.00	310,955.25	393,155.25	64,499.00	11,482.32	317,173.93
SECRETARIO DE ACUERDOS	NOMBRAMIENTO	15C	1	96,060.00	187,371.10	283,431.10	28,431.36	12,356.08	242,643.66
JEFE DE OFICINA	NOMBRAMIENTO	15B	3	96,060.00	149,533.30	245,593.30	19,685.16	12,356.08	213,552.06
JEFE D EOFICINA	NOMBRAMIENTO	15A	9	96,060.00	107,101.30	203,161.30	19,685.16	12,356.08	171,120.06
ANALISTA	NOMBRAMIENTO	13A	2	86,976.00	91,776.27	178,752.27	8,661.48	11,197.12	158,893.67
SECRETARIA EJECUTIVA	NOMBRAMIENTO	10B	1	68,040.00	94,496.80	162,536.80	7,450.89	8,782.36	146,303.55
CHOFER	NOMBRAMIENTO	7A	2	56,892.00	88,277.87	145,169.87	2,660.99	7,359.04	135,149.83
OFICIAL ADMINISTRATIVO	NOMBRAMIENTO	4A	25	52,224.00	81,672.19	133,896.19	2,138.40	6,763.60	124,994.19
AUXILIAR	NOMBRAMIENTO	1A	4	48,480.00	80,116.23	128,596.23	2,320.80	6,285.04	119,990.39



GOBIERNO DEL ESTADO
DE OAXACA



TRIBUNAL DE JUSTICIA
ADMINISTRATIVA DEL
ESTADO DE OAXACA

TRIBUNAL DE JUSTICIA ADMINISTRATIVA

ANÁLITICO DE PLAZAS

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
MAGDO PRES.	1	314,382.00	2,623,845.97
MAGISTRADO	12	218,760.00	1,814,290.33
MAGISTRADO JUBILADO	1	218,760.00	468,803.33
PENSIONADA	1	218,760.00	21,648.00
SECRETARIA GENERAL DE ACUERDOS	1	218,760.00	960,752.33
DIRECTOR	4	94,620.00	1,013,210.33
SECRETARIO PARTICULAR	1	94,620.00	598,710.33
JEFE DE UNIDAD	4	83,160.00	321,472.20
JEFE DE DEPARTAMENTO	11	82,680.00	249,793.82
SECRETARIO DE ACDOS DE SALA	6	82,200.00	293711.2533
SECRETARIO DE ESTUDIO Y CTA	7	82,200.00	310955.2533
SECRETARIO DE ACUERDOS	1	96,060.00	187,371.10
JEFE DE OFICINA	3	96,060.00	149,533.30
JEFE D EOFICINA	9	96,060.00	107,101.30
ANALISTA	2	86,976.00	91,776.27
SECRETARIA EJECUTIVA	1	68,040.00	94,496.80
CHOFER	2	56,892.00	88,277.87
OFICIAL ADMINISTRATIVO	25	52,224.00	81,672.19
AUXILIAR	4	48,480.00	80,116.23



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
PROYECCION ANUAL DE PERCEPCIONES Y DEDUCCIONES TOMADA DE LA QUINCENA 11/2018

PLAZA/ PUESTO	RELACION LABORAL	NIVEL	PERCEPCIONES				DEDUCCIONES				
			NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SALUD	SEGURIDAD RETIRO	TOTAL DEDUCCIONES	TOTAL ANUAL NETO
ADM	BASE	NIVEL 10	51	4,563,010.80	2,452,855.92	7,015,866.72	567,220.08	257,697.12	350,753.28	1,175,670.48	5,840,196.24
ADM	BASE	NIVEL 11	51	4,797,835.20	2,687,797.20	7,485,632.40	570,992.16	275,869.92	375,488.16	1,222,350.24	6,263,282.16
ADM	BASE	NIVEL 12	105	10,387,818.00	6,326,567.76	16,714,385.76	1,392,174.48	620,131.44	844,065.60	2,856,371.52	13,858,014.24
ADM	BASE	NIVEL 13	85	8,867,880.00	5,685,171.12	14,553,051.12	1,299,647.52	543,018.48	739,110.72	2,581,776.72	11,971,274.40
ADM	BASE	NIVEL 14	74	8,285,572.80	5,236,487.52	13,522,060.32	1,307,455.20	509,067.60	692,896.08	2,509,418.88	11,012,641.44
ADM	BASE	NIVEL 15	70	8,411,508.00	5,571,563.28	13,983,071.28	1,456,584.48	530,357.52	721,874.16	2,708,816.16	11,274,255.12
ADM	BASE	NIVEL 16	119	15,301,162.80	9,865,561.20	25,166,724.00	2,748,324.48	961,312.56	1,308,454.32	5,018,091.36	20,148,632.64
ADM	BASE	NIVEL 16A	79	10,986,372.00	7,549,435.44	18,535,807.44	2,190,146.16	712,075.68	969,211.92	3,871,433.76	14,664,373.68
ADM	BASE	NIVEL 16B	91	13,687,783.20	9,342,434.16	23,030,217.36	2,867,426.88	892,620.48	1,214,953.20	4,975,000.56	18,055,216.80
ADM	BASE	NIVEL 16C	74	12,039,148.80	8,389,697.76	20,428,846.56	2,699,305.44	795,803.28	1,083,173.76	4,578,282.48	15,850,564.08
ADM	BASE	NIVEL 16D	135	22,841,514.00	17,141,367.84	39,982,881.84	5,596,929.84	1,561,141.44	2,124,890.16	9,282,961.44	30,699,920.40
ADM	BASE	NIVEL 2	3	182,455.20	43,200.00	225,655.20	0.00	8,210.16	11,175.12	19,385.28	206,269.92
ADM	BASE	NIVEL 3	13	824,382.00	260,406.48	1,084,788.48	10,365.36	38,709.12	52,688.40	101,762.88	983,025.60
ADM	BASE	NIVEL 4	79	5,238,079.20	1,930,909.92	7,168,989.12	119,253.60	253,318.08	344,796.72	717,368.40	6,451,620.72
ADM	BASE	NIVEL 5	85	5,909,472.00	2,139,512.40	8,048,984.40	195,257.28	287,422.08	391,210.80	873,890.16	7,175,094.24
ADM	BASE	NIVEL 6	52	3,802,406.40	1,341,764.16	5,144,170.56	137,496.00	185,553.84	252,559.68	575,609.52	4,568,561.04
ADM	BASE	NIVEL 7	31	2,389,802.40	976,811.04	3,366,613.44	148,261.44	121,763.52	165,732.72	435,757.68	2,930,855.76
ADM	BASE	NIVEL 8	61	4,946,050.80	1,930,538.88	6,876,589.68	393,796.32	250,500.96	340,964.64	985,261.92	5,891,327.76
ADM	BASE	NIVEL 9	53	4,512,610.80	2,271,871.20	6,784,482.00	457,264.56	247,339.44	336,657.12	1,041,261.12	5,743,220.88
DOC	BASE	DOCENTE	275	35,446,138.56	12,038,772.54	47,484,911.10	4,722,266.85	1,760,253.60	2,395,894.56	8,878,415.01	38,606,496.09
DOC	BASE	PROFR ASOC B 1_2 T	14	2,237,264.64	893,182.08	3,130,446.72	365,545.44	116,668.32	158,798.64	641,012.40	2,489,434.32
DOC	BASE	PROFR ASOC B 3_4 T	1	177,049.44	82,946.38	259,995.82	34,456.59	8,963.04	12,199.92	55,619.55	204,376.27
DOC	BASE	PROFR ASOC C 1_2 T	118	18,487,532.16	9,465,564.64	27,953,096.80	3,439,209.54	1,053,242.40	1,433,579.28	5,926,031.22	22,027,065.59
DOC	BASE	PROFR ASOC C 3_4 T	69	13,502,097.60	7,996,043.67	21,498,141.27	3,146,766.04	816,805.68	1,111,763.76	5,075,335.48	16,422,805.79
DOC	BASE	PROFR ASOC C T C	12	2,419,243.20	1,487,636.67	3,906,879.87	585,063.73	145,477.44	198,010.32	928,551.49	2,978,328.38
DOC	BASE	PROFR TITULAR A 1_2 T	93	14,671,522.08	9,190,263.92	23,861,786.00	3,022,837.83	887,947.68	1,208,595.36	5,119,380.87	18,742,405.13
DOC	BASE	PROFR TITULAR A 3_4 T	103	22,245,738.48	13,304,048.47	35,549,786.95	5,470,160.31	1,309,143.36	1,781,886.72	8,561,190.39	26,988,596.56
DOC	BASE	PROFR TITULAR A T C	89	20,742,375.60	12,294,645.58	33,037,021.18	5,274,564.16	1,160,832.24	1,580,016.48	8,015,412.88	25,021,608.30
DOC	BASE	PROFR TITULAR B 1_2 T	29	5,018,494.80	3,593,749.20	8,612,244.00	1,191,716.40	318,191.28	433,092.96	1,943,000.64	6,669,243.36



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
PROYECCION ANUAL DE PERCEPCIONES Y DEDUCCIONES TOMADA DE LA QUINCENA 11/2018

PLAZA/ PUESTO	RELACION LABORAL	NIVEL	PERCEPCIONES				DEDUCCIONES				
			NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SALUD	SEGURIDAD RETIRO	TOTAL DEDUCCIONES	TOTAL ANUAL NETO
DOC	BASE	PROFR TITULAR B 3 4 T	46	11,588,573.28	7,939,983.60	19,528,556.88	3,309,368.64	600,631.20	817,523.04	4,727,522.88	14,801,034.00
DOC	BASE	PROFR TITULAR B T C	97	26,758,846.80	18,327,802.09	45,086,648.89	7,902,720.45	1,265,905.20	1,723,031.76	10,891,657.41	34,194,991.48
DOC	BASE	PROFR TITULAR C 1 2 T	6	1,197,013.92	960,926.88	2,157,940.80	338,374.56	75,210.48	102,369.60	515,954.64	1,641,986.16
DOC	BASE	PROFR TITULAR C 3 4 T	11	2,968,451.76	2,213,070.00	5,181,521.76	924,552.96	143,629.20	195,494.64	1,263,676.80	3,917,844.96
DOC	BASE	PROFR TITULAR C T C	74	23,930,445.60	18,856,953.60	42,787,399.20	8,466,951.60	966,232.80	1,315,145.76	10,748,330.16	32,039,069.04
DOC	BASE	TEC DOC ASOC C 1 2 T	24	2,325,001.44	2,040,922.56	4,365,924.00	386,383.68	156,325.20	212,775.60	755,484.48	3,610,439.52
DOC	BASE	TEC DOC ASOC C 3 4 T	6	786,947.04	718,045.20	1,504,992.24	182,626.80	56,176.32	76,462.08	315,265.20	1,189,727.04
DOC	BASE	TECNICO DOCENTE	140	6,981,002.40	4,866,765.84	11,847,768.24	317,002.08	387,165.84	526,975.92	1,231,143.84	10,616,624.40
CONFIANZA	CONFIANZA	JEFE DE MATERIA	20	3,588,984.00	168,960.00	3,757,944.00	460,281.60	161,505.60	219,825.60	841,612.80	2,916,331.20
DOC	IDONEO	DOCENTE	23	2,231,949.60	391,467.60	2,623,417.20	177,035.76	100,438.08	136,707.60	414,181.44	2,209,235.76
ADM	INTERINO	NIVEL 10	1	86,958.00	13,368.00	100,326.00	3,969.84	3,913.20	5,326.08	13,209.12	87,116.88
ADM	INTERINO	NIVEL 11	1	91,436.40	13,368.00	104,804.40	7,034.64	4,114.56	5,600.40	16,749.60	88,054.80
ADM	INTERINO	NIVEL 14	1	108,828.00	13,368.00	122,196.00	9,266.40	4,897.20	6,665.76	20,829.36	101,366.64
ADM	INTERINO	NIVEL 3	22	1,355,745.60	294,096.00	1,649,841.60	0.00	61,010.40	83,038.56	144,048.96	1,505,792.64
ADM	INTERINO	NIVEL 4	8	515,491.20	106,944.00	622,435.20	4,869.12	23,197.44	31,574.40	59,640.96	562,794.24
ADM	INTERINO	NIVEL 5	1	67,572.00	13,368.00	80,940.00	949.68	3,040.80	4,138.80	8,129.28	72,810.72
ADM	INTERINO	NIVEL 6	4	294,285.60	53,472.00	347,757.60	6,895.92	13,242.72	18,024.96	38,163.60	309,594.00
DOC	INTERINO	DOCENTE	124	10,132,473.60	1,175,343.36	11,307,816.96	704,544.48	455,963.04	620,615.04	1,781,122.56	9,526,694.40
DOC	INTERINO	TECNICO DOCENTE	63	1,406,476.80	222,051.84	1,628,528.64	7,639.68	63,290.16	86,147.76	157,077.60	1,471,451.04
DIRECTIVO	MM	COORDINADOR	4	1,240,905.60	33,792.00	1,274,697.60	205,813.44	52,228.80	71,088.96	329,131.20	945,566.40
DIRECTIVO	MM	DIRECTOR DE AREA	3	1,642,582.80	25,344.00	1,667,926.80	340,349.04	39,171.60	53,316.72	432,837.36	1,235,089.44
DIRECTIVO	MM	DIRECTOR DE PLANTEL A	37	12,401,719.20	312,576.00	12,714,295.20	2,120,943.60	483,116.40	657,572.88	3,261,632.88	9,452,662.32
DIRECTIVO	MM	DIRECTOR DE PLANTEL B	23	8,865,644.40	194,304.00	9,059,948.40	1,590,427.92	300,315.60	408,761.52	2,299,505.04	6,760,443.36
DIRECTIVO	MM	DIRECTOR DE PLANTEL C	6	2,659,651.20	50,688.00	2,710,339.20	496,478.88	78,343.20	106,633.44	681,455.52	2,028,883.68
DIRECTIVO	MM	DIRECTOR GRAL DEL SIST	1	1,035,417.60	8,448.00	1,043,865.60	263,261.76	13,057.20	17,772.24	294,091.20	749,774.40
DIRECTIVO	MM	INVEST EDUC CEA	12	2,181,772.80	101,376.00	2,283,148.80	282,231.36	98,179.20	133,634.88	514,045.44	1,769,103.36
DIRECTIVO	MM	JEFE DE DEPARTAMENTO	25	6,780,060.00	211,200.00	6,991,260.00	1,065,318.00	305,100.00	415,278.00	1,785,696.00	5,205,564.00
DIRECTIVO	MM	SUB-DIR DE PLANTEL B	29	8,216,802.00	244,992.00	8,461,794.00	1,310,936.88	369,756.96	503,277.60	2,183,971.44	6,277,822.56
DIRECTIVO	MM	SUB-DIR DE PLANTEL C	12	3,910,075.20	101,376.00	4,011,451.20	661,507.20	156,686.40	213,266.88	1,031,460.48	2,979,990.72
DIRECTIVO	MM	SUBDIRECTOR DE AREA	6	1,965,448.80	50,688.00	2,016,136.80	333,203.04	78,343.20	106,633.44	518,179.68	1,497,957.12
		TOTALES	2944	430,238,883.60	221,215,867.00	651,454,750.60	83,291,427.18	23,149,625.76	31,509,174.48	137,950,227.42	513,504,523.18



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
ANALITICO DE PLAZAS

PLAZA/PUESTO	PUESTO	NUMERO DE PLAZAS	REMUNERACION ANUAL	
			DE	HASTA
ADM/BASE	NIVEL 10	51	137,566.01	137,566.01
ADM/BASE	NIVEL 11	51	146,777.11	146,777.11
ADM/BASE	NIVEL 12	105	159,184.63	159,184.63
ADM/BASE	NIVEL 13	85	171,212.37	171,212.37
ADM/BASE	NIVEL 14	74	182,730.54	182,730.54
ADM/BASE	NIVEL 15	70	199,758.16	199,758.16
ADM/BASE	NIVEL 16	119	211,485.08	211,485.08
ADM/BASE	NIVEL 16A	79	234,630.47	234,630.47
ADM/BASE	NIVEL 16B	91	253,079.31	253,079.31
ADM/BASE	NIVEL 16C	74	276,065.49	276,065.49
ADM/BASE	NIVEL 16D	135	296,169.50	296,169.50
ADM/BASE	NIVEL 2	3	75,218.40	75,218.40
ADM/BASE	NIVEL 3	13	83,445.27	83,445.27
ADM/BASE	NIVEL 4	79	90,746.70	90,746.70
ADM/BASE	NIVEL 5	85	94,693.93	94,693.93
ADM/BASE	NIVEL 6	52	98,926.36	98,926.36
ADM/BASE	NIVEL 7	31	108,600.43	108,600.43
ADM/BASE	NIVEL 8	61	112,730.98	112,730.98
ADM/BASE	NIVEL 9	53	128,009.09	128,009.09
DOC/BASE	DOCENTE	275	172,672.40	172,672.40
DOC/BASE	PROFR ASOC B 1 2 T	14	223,603.34	223,603.34
DOC/BASE	PROFR ASOC B 3 4 T	1	259,995.82	259,995.82
DOC/BASE	PROFR ASOC C 1 2 T	118	236,890.65	236,890.65
DOC/BASE	PROFR ASOC C 3 4 T	69	311,567.26	311,567.26
DOC/BASE	PROFR ASOC C T C	12	325,573.32	325,573.32
DOC/BASE	PROFR TITULAR A 1 2 T	93	256,578.34	256,578.34
DOC/BASE	PROFR TITULAR A 3 4 T	103	345,143.56	345,143.56
DOC/BASE	PROFR TITULAR A T C	89	371,202.49	371,202.49
DOC/BASE	PROFR TITULAR B 1 2 T	29	296,973.93	296,973.93
DOC/BASE	PROFR TITULAR B 3 4 T	46	424,533.85	424,533.85
DOC/BASE	PROFR TITULAR B T C	97	464,810.81	464,810.81
DOC/BASE	PROFR TITULAR C 1 2 T	6	359,656.80	359,656.80
DOC/BASE	PROFR TITULAR C 3 4 T	11	471,047.43	471,047.43
DOC/BASE	PROFR TITULAR C T C	74	578,208.10	578,208.10
DOC/BASE	TEC DOC ASOC C 1 2 T	24	181,913.50	181,913.50
DOC/BASE	TEC DOC ASOC C 3 4 T	6	250,832.04	250,832.04
DOC/BASE	TECNICO DOCENTE	140	84,626.92	84,626.92
CONFIANZA/CONFIANZA	JEFE DE MATERIA	20	187,897.20	187,897.20
DOC/IDONEO	DOCENTE	23	114,061.62	114,061.62
ADM/INTERINO	NIVEL 10	1	100,326.00	100,326.00
ADM/INTERINO	NIVEL 11	1	104,804.40	104,804.40
ADM/INTERINO	NIVEL 14	1	122,196.00	122,196.00
ADM/INTERINO	NIVEL 3	22	74,992.80	74,992.80
ADM/INTERINO	NIVEL 4	8	77,804.40	77,804.40
ADM/INTERINO	NIVEL 5	1	80,940.00	80,940.00
ADM/INTERINO	NIVEL 6	4	86,939.40	86,939.40
DOC/INTERINO	DOCENTE	124	91,192.07	91,192.07
DOC/INTERINO	TECNICO DOCENTE	63	25,849.66	25,849.66
DIRECTIVO/MM	COORDINADOR	4	318,674.40	318,674.40
DIRECTIVO/MM	DIRECTOR DE AREA	3	555,975.60	555,975.60
DIRECTIVO/MM	DIRECTOR DE PLANTEL A	37	343,629.60	343,629.60
DIRECTIVO/MM	DIRECTOR DE PLANTEL B	23	393,910.80	393,910.80
DIRECTIVO/MM	DIRECTOR DE PLANTEL C	6	451,723.20	451,723.20
DIRECTIVO/MM	DIRECTOR GRAL DEL SIST	1	1,043,865.60	1,043,865.60
DIRECTIVO/MM	INVEST EDUC CEA	12	190,262.40	190,262.40
DIRECTIVO/MM	JEFE DE DEPARTAMENTO	25	279,650.40	279,650.40
DIRECTIVO/MM	SUB-DIR DE PLANTEL B	29	291,786.00	291,786.00
DIRECTIVO/MM	SUB-DIR DE PLANTEL C	12	334,287.60	334,287.60
DIRECTIVO/MM	SUBDIRECTOR DE AREA	6	336,022.80	336,022.80



GOBIERNO DEL ESTADO
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COLEGIO DE ESTUDIOS CIENTÍFICOS Y TECNOLÓGICOS DEL ESTADO DE OAXACA

TABULADOR DE SUELDOS

PLAZA/PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
ALMACENISTA	BASE	2	137,592.24	294,543.30	432,135.54	16,245.45	9,866.78	406,023.31
ANALISTA ESPECIALIZADO	BASE	18	1,948,754.64	3,934,251.27	5,883,005.90	361,119.20	135,575.75	5,386,310.94
ASOCIADO "A", 1/2 TIEMPO	BASE	13	1,575,443.22	2,113,497.29	3,688,940.51	262,701.01	84,728.46	3,341,511.04
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	BASE	60	3,947,761.09	8,159,712.73	12,107,473.82	338,720.99	275,985.85	11,492,766.99
BIBLIOTECARIO	BASE	24	1,821,042.26	4,050,340.54	5,871,382.80	317,711.38	134,494.33	5,419,177.08
CAPTURISTA	BASE	39	3,281,363.01	6,735,772.58	10,017,135.59	601,702.57	229,750.88	9,185,682.14
CHOFER	BASE	1	68,796.12	133,424.35	202,220.47	5,673.49	4,612.33	191,934.65
DOCENTE CON ACTIVIDADES COMPLEMENTARIAS	BASE	32	2,959,756.30	4,908,163.57	7,867,919.86	387,906.98	180,120.24	7,299,892.64
DOCENTE CON ACTIVIDADES DE ORIENTACION EDUCATIVA	BASE	2	255,835.85	394,684.52	650,520.38	27,667.65	14,981.83	607,870.90
DOCENTE HORAS CLASE	BASE	153	21,785,739.43	31,305,400.23	53,091,139.66	2,656,949.48	1,225,703.11	49,208,487.06
ENCARGADO DE LA SALA DE COMPUTO MOD "B"	BASE	12	1,231,973.58	1,915,381.23	3,147,354.82	206,534.58	72,882.27	2,867,937.97
ENCARGADO DE LA SALA DE COMPUTO MOD "C"	BASE	44	5,194,792.18	9,153,094.81	14,347,886.99	921,477.03	331,412.82	13,094,997.14
ENCARGADO DE ORDEN	BASE	36	3,028,949.61	6,192,979.49	9,221,929.10	550,772.38	211,468.79	8,459,687.93
ENFERMERA	BASE	3	265,049.76	538,083.96	803,133.71	52,177.11	18,445.54	732,511.06
JEFE DE OFICINA	BASE	68	7,552,407.50	15,456,550.83	23,008,958.33	1,288,816.40	534,320.16	21,185,821.77
LABORATORISTA	BASE	24	2,019,301.23	4,343,814.60	6,363,115.83	405,759.00	146,036.16	5,811,320.67
OFICIAL DE MANTENIMIENTO	BASE	7	481,572.83	1,038,993.65	1,520,566.48	58,221.27	34,712.31	1,427,632.90
OFICIAL DE SERVICIOS	BASE	52	3,577,398.18	6,619,577.49	10,196,975.67	329,710.63	234,728.89	9,632,536.15
PROFESOR CECYTE I ASOCIADO "B", 3/4 TIEMPO	BASE	93	15,538,378.33	26,934,024.61	42,472,402.94	2,450,149.46	984,378.36	39,037,875.12
PROFESOR CECYTE I ASOCIADO "B", 1/2 TIEMPO	BASE	82	11,536,240.00	19,704,506.25	31,240,746.25	1,416,327.28	723,130.59	29,101,288.38
PROFESOR CECYTE II	BASE	2	119,747.93	310,213.00	429,960.92	20,201.41	9,808.28	399,951.24
PROFESOR CECYTE II ASOCIADO "C", 3/4 TIEMPO	BASE	232	44,465,930.74	80,831,416.64	125,297,347.38	6,453,061.51	2,910,583.97	115,933,701.89
PROFESOR CECYTE II ASOCIADO "C", 1/2 TIEMPO	BASE	64	10,712,327.00	18,744,122.71	29,456,449.71	1,557,978.33	682,077.69	27,216,393.69
PROFESOR CECYTE II ASOCIADO "C", TIEMPO COMPLETO	BASE	10	2,187,974.27	4,038,896.18	6,226,870.45	247,319.86	144,675.00	5,834,875.59
PROFESOR CECYTE III TITULAR "A" 1/2 TIEMPO	BASE	5	959,998.44	1,753,866.29	2,713,864.73	141,899.23	62,964.98	2,509,000.51
PROFESOR CECYTE III TITULAR "A" TIEMPO COMPLETO	BASE	11	2,588,214.73	4,895,268.74	7,483,483.47	513,727.46	174,012.18	6,795,743.83
PROFESOR CECYTE III TITULAR "A" 3/4 TIEMPO	BASE	43	9,628,695.17	17,825,038.94	27,453,734.11	1,385,519.72	638,010.50	25,430,203.90
PROFESOR CECYTE IV TITULAR "B" 3/4 TIEMPO	BASE	4	1,091,141.46	2,405,259.35	3,496,400.81	351,667.99	81,459.07	3,063,273.75
PROGRAMADOR	BASE	17	1,840,490.49	4,033,820.06	5,874,310.55	276,400.50	135,540.33	5,462,369.72
SECRETARIO DE DIRECTOR DE PLANTEL	BASE	33	2,776,539.19	6,009,652.70	8,786,191.89	564,851.70	201,708.54	8,019,631.65
TAQUIMECANOGRAFA	BASE	46	3,164,621.46	6,763,461.75	9,928,083.21	372,013.93	226,722.19	9,329,347.09
TECNICO ESPECIALIZADO	BASE	9	1,045,717.55	2,219,871.97	3,265,589.52	198,328.81	75,412.30	2,991,848.41
TRABAJADOR SOCIAL	BASE	23	2,135,354.21	4,869,749.98	7,005,104.19	466,583.28	161,240.99	6,377,279.93
VIGILANTE	BASE	61	4,196,563.25	8,733,531.69	12,930,094.94	488,256.69	296,125.39	12,145,712.86
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	CONFIANZA	5	852,476.51	563,252.34	1,415,728.84	108,633.40	33,583.41	1,273,512.03



GOBIERNO DEL ESTADO
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COLEGIO DE ESTUDIOS CIENTÍFICOS Y TECNOLÓGICOS DEL ESTADO DE OAXACA

TABULADOR DE SUELDOS

PLAZA/PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACION ES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	CONFIANZA	15	2,941,062.21	2,793,098.25	5,734,160.46	281,229.93	135,287.45	5,317,643.09
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	CONFIANZA	45	10,146,749.76	7,106,853.53	17,253,603.29	485,770.75	399,780.70	16,368,051.84
COORDINADOR DE PLANTEL	CONFIANZA	99	34,539,446.20	19,445,366.11	53,984,812.31	4,126,204.26	1,254,301.34	48,604,306.70
COORDINADOR DE TÉCNICOS ESPECIALIZADOS	CONFIANZA	26	3,458,350.24	2,795,782.37	6,254,132.61	324,319.12	143,097.75	5,786,715.75
DIRECTOR DE PLANTEL "A"	CONFIANZA	11	4,668,400.79	2,544,819.90	7,213,220.69	363,447.47	167,672.76	6,682,100.45
DIRECTOR DE PLANTEL "B"	CONFIANZA	30	14,643,325.81	7,823,989.40	22,467,315.21	1,693,631.83	522,847.76	20,250,835.63
INGENIERO EN SISTEMAS	CONFIANZA	4	532,052.93	423,768.80	955,821.73	48,758.53	21,866.03	885,197.16
RESPONSABLE DEL CENTRO "A"	CONFIANZA	6	1,446,941.18	1,065,588.62	2,512,529.80	101,164.51	58,103.83	2,353,261.45
RESPONSABLE DEL CENTRO "B"	CONFIANZA	14	3,684,581.54	2,521,192.58	6,205,774.12	330,108.22	146,772.95	5,728,892.96
RESPONSABLE DEL CENTRO "C"	CONFIANZA	45	13,619,855.96	10,537,264.09	24,157,120.05	1,215,916.56	560,406.44	22,380,797.04
SECRETARIA DE DIRECTOR DE	CONFIANZA	8	742,183.43	738,585.83	1,480,769.26	20,416.68	33,625.27	1,426,727.31
SUBDIRECTOR DE PLANTEL	CONFIANZA	21	7,568,515.75	4,237,037.68	11,805,553.42	199,976.25	274,007.27	11,331,569.91
SUPERVISOR	CONFIANZA	10	1,330,132.32	1,148,337.67	2,478,469.99	137,806.85	56,750.72	2,283,912.42
AUXILIAR DE SERVICIOS Y MANTENIMIENTO (INTERINO)	INTERINOS	13	826,400.72	817,445.23	1,643,845.95	59,003.25	36,757.75	1,548,084.95
BIBLIOTECARIO (INTERINO)	INTERINOS	1	73,312.78	65,079.38	138,392.15	1,882.88	3,107.65	133,401.63
CAPTURISTA (INTERINO)	INTERINOS	1	81,293.87	82,033.24	163,327.11	2,978.66	3,692.53	156,655.92
CAPTURISTA (INTERINO)	INTERINOS	2	162,587.74	134,864.93	297,452.67	6,536.08	6,700.10	284,216.48
CHOFER (INTERINO)	INTERINOS	1	66,471.84	63,062.44	129,534.28	695.59	2,899.87	125,938.82
DOCENTE CON ACTIVIDADES COMPLEMENTARIAS (INTERINO)	INTERINOS	1	85,116.74	62,219.65	147,336.39	3,081.74	3,317.45	140,937.21
DOCENTE HORAS CLASE (INTERINO)	INTERINOS	140	16,248,786.43	11,754,395.81	28,003,182.24	900,070.03	644,025.11	26,459,087.09
ENCARGADO DE LA SALA DE COMPUTO MOD "B" (INTERINO)	INTERINOS	1	98,247.17	72,430.86	170,678.02	4,082.19	3,864.96	162,730.88
ENCARGADO DE LA SALA DE COMPUTO MOD "C" (INTERINO)	INTERINOS	3	338,961.67	230,330.13	569,291.80	10,162.00	12,937.94	546,191.85
ENCARGADO DE ORDEN (INTERINO)	INTERINOS	1	81,293.87	67,432.47	148,726.33	3,268.04	3,350.05	142,108.24
ENFERMERA (INTERINO)	INTERINOS	2	170,725.32	137,264.16	307,989.48	3,155.34	6,947.26	297,886.88
JEFE DE OFICINA (INTERINO)	INTERINOS	2	224,536.21	153,129.38	377,665.59	6,441.43	8,581.61	362,642.54
LABORATORISTA (INTERINO)	INTERINOS	1	81,293.87	67,432.47	148,726.33	3,268.04	3,350.05	142,108.24
OFICIAL DE MANTENIMIENTO (INTERINO)	INTERINOS	1	66,374.96	63,033.88	129,408.85	5,134.24	2,896.93	121,377.67
(INTERINO)	INTERINOS	7	460,842.86	440,122.14	900,965.00	35,493.36	20,163.65	845,308.00
SECRETARIO DE DIRECTOR DE PLANTEL (INTERINO)	INTERINOS	4	325,175.47	269,729.86	594,905.33	13,072.16	13,400.20	568,432.97
(INTERINO)	INTERINOS	6	398,831.04	378,374.66	777,205.70	4,173.57	17,399.24	755,632.90
TRABAJADOR SOCIAL (INTERINO)	INTERINOS	2	179,414.35	139,825.97	319,240.32	4,844.33	7,211.16	307,184.83
VIGILANTE (INTERINO)	INTERINOS	5	332,359.20	315,312.22	647,671.42	3,477.97	14,499.36	629,694.08
DIRECTOR DE AREA	MMYS	5	2,310,313.75	3,307,220.13	5,617,533.88	186,436.62	131,074.84	5,300,022.41
DIRECTOR GENERAL	MMYS	1	611,975.38	1,438,299.75	2,050,275.13	211,137.19	47,953.69	1,791,184.25
JEFE DE DEPARTAMENTO	MMYS	11	3,565,764.61	4,401,121.83	7,966,886.45	552,858.32	185,351.11	7,228,677.02
SUBDIRECTOR DE AREA	MMYS	3	1,153,587.48	1,498,150.76	2,651,738.24	271,149.24	61,784.81	2,318,804.20
TOTAL		1878	303,239,205.15	407,064,215.83	710,303,420.98	37,423,940.42	16,437,047.88	656,442,432.69



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO DE ESTUDIOS CIENTÍFICOS Y TECNOLÓGICOS DEL ESTADO DE OAXACA

ANALITICO DE PLAZAS

Plaza/Puesto	Número de Plazas y/o Horas	Remuneraciones	
		De	Hasta
DIRECTOR GENERAL	1	\$ 2,050,275.13	\$ 2,050,275.13
DIRECTOR DE AREA	5	\$ 5,617,533.88	\$ 5,617,533.88
SUBDIRECTOR DE AREA	3	\$ 2,651,738.24	\$ 2,651,738.24
JEFE DE DEPARTAMENTO	11	\$ 7,966,886.45	\$ 7,966,886.45
DIRECTOR DE PLANTEL "A"	11	\$ 7,213,220.69	\$ 7,213,220.69
DIRECTOR DE PLANTEL "B"	30	\$ 22,467,315.21	\$ 22,467,315.21
ALMACENISTA	2	\$ 432,135.54	\$ 432,135.54
ANALISTA ESPECIALIZADO	18	\$ 5,883,005.90	\$ 5,883,005.90
ASOCIADO "A", 1/2 TIEMPO	13	\$ 3,688,940.51	\$ 3,688,940.51
AUXILIAR DE SERVICIOS Y MANTENIMIENTO	60	\$ 12,107,473.82	\$ 12,107,473.82
AUXILIAR DE SERVICIOS Y MANTENIMIENTO (INTERINO)	13	\$ 1,643,845.95	\$ 1,643,845.95
AUXILIAR DEL RESPONSABLE DEL CENTRO "A"	5	\$ 1,415,728.84	\$ 1,415,728.84
AUXILIAR DEL RESPONSABLE DEL CENTRO "B"	15	\$ 5,734,160.46	\$ 5,734,160.46
AUXILIAR DEL RESPONSABLE DEL CENTRO "C"	45	\$ 17,253,603.29	\$ 17,253,603.29
BIBLIOTECARIO	24	\$ 5,871,382.80	\$ 5,871,382.80
BIBLIOTECARIO (INTERINO)	1	\$ 138,392.15	\$ 138,392.15
CAPTURISTA	39	\$ 10,017,135.59	\$ 10,017,135.59
CAPTURISTA (INTERINO)	1	\$ 163,327.11	\$ 163,327.11
CAPTURISTA (INTERINO)	2	\$ 297,452.67	\$ 297,452.67
CHOFER	1	\$ 202,220.47	\$ 202,220.47
CHOFER (INTERINO)	1	\$ 129,534.28	\$ 129,534.28
COORDINADOR DE PLANTEL	99	\$ 53,984,812.31	\$ 53,984,812.31
COORDINADOR DE TECNICOS ESPECIALIZADOS	26	\$ 6,254,132.61	\$ 6,254,132.61
DOCENTE CON ACTIVIDADES COMPLEMENTARIAS	32	\$ 7,867,919.86	\$ 7,867,919.86
DOCENTE CON ACTIVIDADES COMPLEMENTARIAS (INTERINO)	1	\$ 147,336.39	\$ 147,336.39
DOCENTE CON ACTIVIDADES DE ORIENTACION EDUCATIVA	2	\$ 650,520.38	\$ 650,520.38
DOCENTE HORAS CLASE	153	\$ 53,091,139.66	\$ 53,091,139.66
DOCENTE HORAS CLASE (INTERINO)	140	\$ 28,003,182.24	\$ 28,003,182.24
ENCARGADO DE LA SALA DE COMPUTO MOD "B"	12	\$ 3,147,354.82	\$ 3,147,354.82
ENCARGADO DE LA SALA DE COMPUTO MOD "B" (INTERINO)	1	\$ 170,678.02	\$ 170,678.02
ENCARGADO DE LA SALA DE COMPUTO MOD "C"	44	\$ 14,347,886.99	\$ 14,347,886.99
ENCARGADO DE LA SALA DE COMPUTO MOD "C" (INTERINO)	3	\$ 569,291.80	\$ 569,291.80
ENCARGADO DE ORDEN	36	\$ 9,221,929.10	\$ 9,221,929.10
ENCARGADO DE ORDEN (INTERINO)	1	\$ 148,726.33	\$ 148,726.33
ENFERMERA	3	\$ 803,133.71	\$ 803,133.71
ENFERMERA (INTERINO)	2	\$ 307,989.48	\$ 307,989.48
INGENIERO EN SISTEMAS	4	\$ 955,821.73	\$ 955,821.73
JEFE DE OFICINA	68	\$ 23,008,958.33	\$ 23,008,958.33
JEFE DE OFICINA (INTERINO)	2	\$ 377,665.59	\$ 377,665.59
LABORATORISTA	24	\$ 6,363,115.83	\$ 6,363,115.83
LABORATORISTA (INTERINO)	1	\$ 148,726.33	\$ 148,726.33
OFICIAL DE MANTENIMIENTO	7	\$ 1,520,566.48	\$ 1,520,566.48
OFICIAL DE MANTENIMIENTO (INTERINO)	1	\$ 129,408.85	\$ 129,408.85
OFICIAL DE SERVICIOS	52	\$ 10,196,975.67	\$ 10,196,975.67
OFICIAL DE SERVICIOS (INTERINO)	7	\$ 900,965.00	\$ 900,965.00
PROFESOR CECYTE I ASOCIADO "B", 3/4 TIEMPO	93	\$ 42,472,402.94	\$ 42,472,402.94
PROFESOR CECYTE I ASOCIADO "B", 1/2 TIEMPO	82	\$ 31,240,746.25	\$ 31,240,746.25
PROFESOR CECYTE II	2	\$ 429,960.92	\$ 429,960.92
PROFESOR CECYTE II ASOCIADO "C", 3/4 TIEMPO	232	\$ 125,297,347.38	\$ 125,297,347.38
PROFESOR CECYTE II ASOCIADO "C", 1/2 TIEMPO	64	\$ 29,456,449.71	\$ 29,456,449.71
PROFESOR CECYTE II ASOCIADO "C", TIEMPO COMPLETO	10	\$ 6,226,870.45	\$ 6,226,870.45
PROFESOR CECYTE III TITULAR "A" 1/2 TIEMPO	5	\$ 2,713,864.73	\$ 2,713,864.73
PROFESOR CECYTE III TITULAR "A" TIEMPO COMPLETO	11	\$ 7,483,483.47	\$ 7,483,483.47
PROFESOR CECYTE III TITULAR "A" 3/4 TIEMPO	43	\$ 27,453,734.11	\$ 27,453,734.11
PROFESOR CECYTE IV TITULAR "B" 3/4 TIEMPO	4	\$ 3,496,400.81	\$ 3,496,400.81
PROGRAMADOR	17	\$ 5,874,310.55	\$ 5,874,310.55
RESPONSABLE DEL CENTRO "A"	6	\$ 2,512,529.80	\$ 2,512,529.80
RESPONSABLE DEL CENTRO "B"	14	\$ 6,205,774.12	\$ 6,205,774.12
RESPONSABLE DEL CENTRO "C"	45	\$ 24,157,120.05	\$ 24,157,120.05
SECRETARIA DE DIRECTOR DE AREA	8	\$ 1,480,769.26	\$ 1,480,769.26
SECRETARIO DE DIRECTOR DE PLANTEL	33	\$ 8,786,191.89	\$ 8,786,191.89
SECRETARIO DE DIRECTOR DE PLANTEL (INTERINO)	4	\$ 594,905.33	\$ 594,905.33
SUBDIRECTOR DE PLANTEL	21	\$ 11,805,553.42	\$ 11,805,553.42
SUPERVISOR	10	\$ 2,478,469.99	\$ 2,478,469.99
TAQUIMECANOGRAFA	46	\$ 9,928,083.21	\$ 9,928,083.21
TAQUIMECANOGRAFA (INTERINO)	6	\$ 777,205.70	\$ 777,205.70
TECNICO ESPECIALIZADO	9	\$ 3,265,589.52	\$ 3,265,589.52
TRABAJADOR SOCIAL	23	\$ 7,005,104.19	\$ 7,005,104.19
TRABAJADOR SOCIAL (INTERINO)	2	\$ 319,240.32	\$ 319,240.32
VIGILANTE	61	\$ 12,930,094.94	\$ 12,930,094.94
VIGILANTE (INTERINO)	5	\$ 647,671.42	\$ 647,671.42
TOTAL	1,878	\$710,303,420.98	\$710,303,420.98



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2018

BASE

PLAZA/PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	PERCEPCION			DEDUCCIONES		
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIONES	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
CHOFER	BASE	2	442,841.06	153,720.11	596,561.17	15,741.12	2,232.00	578,588.05
INTENDENCIA	BASE	29	2,939,591.82	1,179,311.24	4,118,903.06	125,071.20	32,364.00	3,961,467.86
PROFESOR ASOCIADO A	BASE	12	5,160,236.64	590,242.59	5,750,479.23	297,501.12	70,966.08	5,382,012.03
PROFESOR ASOCIADO A TC	BASE	5	3,650,098.60	490,153.44	4,140,252.04	123,958.80	29,569.20	3,986,724.04
PROFESOR ASOCIADO B	BASE	278	63,945,482.16	12,506,470.38	76,451,952.54	6,892,109.28	1,644,047.52	67,915,795.74
SECRETARIA	BASE	33	3,283,811.69	2,053,749.80	5,337,561.48	195,505.20	53,008.56	5,089,047.72
VELADOR	BASE	2	162,730.47	84,430.88	247,161.35	8,625.60	2,232.00	236,303.75
VIGILANTE	BASE	1	121,420.53	76,860.05	198,280.58	7,870.56	1,116.00	189,294.02
SUMAS		362	\$79,706,212.96	\$ 17,134,938.49	\$96,841,151.45	\$ 7,666,382.88	\$ 1,835,535.36	\$87,339,233.21



COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2018

CONTRATO

PLAZA/PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	PERCEPCION			DEDUCCIONES		
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIONES	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
INTENDENTE	CONTRATO	7	529,519.76	124,568.43	654,088.19	30,191.28	12,403.44	611,493.47
PROFESOR ASOCIADO A TC	CONTRATO	18	3,849,309.54	542,330.09	4,391,639.63	446,251.68	98,483.04	3,846,904.91
PROFESOR ASOCIADO B	CONTRATO	98	23,821,660.34	2,912,642.06	26,734,302.39	2,429,592.48	536,185.44	23,768,524.47
SECRETARIA	CONTRATO	7	647,601.15	238,231.55	885,832.70	41,470.80	15,168.72	829,193.18
VELADOR	CONTRATO	2	151,291.36	43,180.63	194,471.99	8,625.60	3,543.84	182,302.55
SUMAS		132	\$ 28,999,382.15	\$ 3,860,952.75	\$ 32,860,334.90	\$ 2,956,131.84	\$ 665,784.48	\$29,238,418.58



COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2018

CONFIANZA

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NUMERO DE PLAZAS	PERCEPCION			DEDUCCIONES		
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIONES	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
CHOFER	CONFIANZA		2	194,293.52	105,837.51	300,131.03	12,733.92	4,554.24	282,842.87
COORDINADOR(A) ACADEMICO	CONFIANZA		6	1,128,291.30	402,489.46	1,530,780.76	119,715.84	28,591.20	1,382,473.72
INTENDENTE	CONFIANZA		4	302,582.72	162,813.48	465,396.20	17,252.16	7,087.68	441,056.36
TECNICO ESPECIALIZADO	CONFIANZA	14	6	582,880.56	38,927.50	621,808.06	38,201.76	13,662.72	569,943.58
TECNICO ESPECIALIZADO	CONFIANZA	15	13	1,660,863.49	264,593.76	1,925,457.25	127,433.28	40,497.60	1,757,526.37
TECNICO ESPECIALIZADO	CONFIANZA	16	34	6,393,650.70	770,871.64	7,164,522.34	678,389.76	162,016.80	6,324,115.78
VIGILANTE	CONFIANZA		2	194,293.52	105,837.51	300,131.03	12,681.60	4,539.36	282,910.07
SUMAS			67	\$10,456,855.81	\$ 1,851,370.86	\$12,308,226.67	\$1,006,408.32	\$260,949.60	\$11,040,868.75



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2018
MANDOS MEDIOS Y SUPERIORES

			PERCEPCION			DEDUCCIONES		
PLAZA/PUESTO	RELACION LABORAL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIONES	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
DIRECTOR GENERAL	MMYS	1	676,612.75	123,770.63	800,383.38	127,421.04	18,137.04	654,825.30
DIRECTOR ACADEMICO	MMYS	1	509,632.05	93,225.35	602,857.40	83,735.76	13,566.96	505,554.68
DIRECTOR ADMINISTRATIVO	MMYS	1	509,632.05	93,225.35	602,857.40	83,735.76	13,566.96	505,554.68
DIRECTOR DE LA LEMS	MMYS	1	509,632.05	93,225.35	602,857.40	83,735.76	13,566.96	505,554.68
DIRECTOR DE PLANEACIÓN	MMYS	1	509,632.05	93,225.35	602,857.40	83,735.76	13,566.96	505,554.68
DIRECTOR(A) DE PLANTEL	MMYS	49	23,041,957.47	1,814,992.25	24,856,949.72	3,704,482.32	611,955.12	20,540,512.28
JEFE DE DEPARTAMENTO	MMYS	17	6,078,025.81	911,834.00	6,989,859.81	889,513.44	159,866.64	5,940,479.73
JEFA DE LA UNIDAD ACERVO	MMYS	1	357,530.93	65,402.00	422,932.93	52,324.32	9,403.92	361,204.69
JEFE DE UNIDAD JURIDICA	MMYS	1	357,530.93	65,402.00	422,932.93	52,324.32	9,403.92	361,204.69
SUBDIRECTORA ACADEMICA	MMYS	1	424,114.93	77,582.00	501,696.93	66,075.12	11,226.24	424,395.57
SUMAS		74	\$32,974,301.02	\$ 3,431,884.28	\$36,406,185.30	\$ 5,227,083.60	\$874,260.72	\$ 30,304,840.98



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO SUPERIOR PARA LA EDUCACION INTEGRAL INTERCULTURAL DE OAXACA

ANALITICO DE PLAZAS

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
DIRECTOR GENERAL	1		800,383.38
DIRECTOR ADMINISTRATIVO	1		602,857.40
DIRECTOR ACADEMICO	1		602,857.40
DIRECTOR DE LA LEMS	1		602,857.40
DIRECTOR DE PLANEACIÓN	1		602,857.40
JEFE DE DEPARTAMENTO	17		6,989,859.81
JEFE DE LA UNIDAD	2		845,865.86
SUBDIRECTORA ACADEMICA	1		501,696.93
DIRECTOR(A) DE PLANTEL	49		24,856,949.72
COORDINADOR(A) ACADEMICO	6		1,530,780.76
PROFESOR ASOCIADO A	12		5,750,479.23
PROFESOR ASOCIADO A TC	23		8,531,891.67
PROFESOR ASOCIADO B	376		103,186,254.93
TECNICO ESPECIALIZADO 14	6		621,808.06
TECNICO ESPECIALIZADO 15	13		1,925,457.25
TECNICO ESPECIALIZADO 16	34		7,164,522.34
SECRETARIA	40		6,223,394.18
CHOFER	4		896,692.20
VELADOR	4		441,633.34
VIGILANTE	3		498,411.61
INTENDENTE	40		5,238,387.44
	635		178,415,898.32



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDOS PERSONAL DE BASE

PUESTO	RELACION	NIVEL	NUM. DE PLAZ.		QUIN.	PERCEPCIONES						TOTAL BRUTO	DEDUCCIONES			TOTAL DEDUCCION ES	TOTAL NETO	
	LABORAL					SUELDO 2018	DESPENSA GRAVADO	DESPENSA EXENTO	ESTIMULO GRAVADO	MAT. DIDAC. GRAVADO	ACTIVIDADES CULTURALES Y		QUINQ. GRAVADO	ISS	IMSS			CESANTIA Y VEJEZ
ASESOR	BASE	13	695	D	0	6,956.76	557.84	967.20	1,878.76	700.84	2,902.72	13,964.12	928.56	233.54	179.68	1,341.78	12,622.34	
ASESOR	BASE	13		D	1	6,956.76	557.84	967.20	1,878.76	700.84	2,902.72	275.00	14,239.12	977.84	238.24	182.88	1,398.96	12,840.16
ASESOR	BASE	13		D	2	6,956.76	557.84	967.20	1,878.76	700.84	2,902.72	550.00	14,514.12	1,027.12	242.91	186.08	1,456.11	13,058.01
ASESOR	BASE	13		D	3	6,956.76	557.84	967.20	1,878.76	700.84	2,902.72	825.00	14,789.12	1,076.40	247.61	189.27	1,513.28	13,275.84
ASESOR	BASE	13A		D	0	7,535.98	557.84	967.20	1,878.76	700.84	2,902.72		14,543.34	1,032.36	246.48	188.50	1,467.34	13,076.00
ASESOR	BASE	13A		D	1	7,535.98	557.84	967.20	1,878.76	700.84	2,902.72	275.00	14,818.34	1,081.64	251.16	191.70	1,524.50	13,293.84
ASESOR	BASE	13A		D	2	7,535.98	557.84	967.20	1,878.76	700.84	2,902.72	550.00	15,093.34	1,130.92	255.85	194.89	1,581.66	13,511.68
ASESOR	BASE	13A		D	3	7,535.98	557.84	967.20	1,878.76	700.84	2,902.72	825.00	15,368.34	1,180.20	260.55	198.09	1,638.84	13,729.50
ASESOR	BASE	13B		D	0	9,236.62	557.84	967.20	1,878.76	700.84	2,902.72		16,243.98	1,349.64	284.44	214.39	1,848.47	14,395.51
ASESOR	BASE	13B		D	1	9,236.62	557.84	967.20	1,878.76	700.84	2,902.72	275.00	16,518.98	1,408.38	289.14	217.58	1,915.10	14,603.88
ASESOR	BASE	13B		D	2	9,236.62	557.84	967.20	1,878.76	700.84	2,902.72	550.00	16,793.98	1,467.12	293.83	220.79	1,981.74	14,812.24
ASESOR	BASE	13B		D	3	9,236.62	557.84	967.20	1,878.76	700.84	2,902.72	825.00	17,068.98	1,525.86	298.51	223.99	2,048.36	15,020.62
ASESOR	BASE	13C		D	0	10,392.80	557.84	967.20	1,878.76	700.84	2,902.72		17,400.16	1,596.60	310.26	231.98	2,138.84	15,261.32
ASESOR	BASE	13C		D	1	10,392.80	557.84	967.20	1,878.76	700.84	2,902.72	275.00	17,675.16	1,655.34	314.95	235.19	2,205.48	15,469.68
ASESOR	BASE	13C		D	2	10,392.80	557.84	967.20	1,878.76	700.84	2,902.72	550.00	17,950.16	1,714.08	319.63	238.38	2,272.09	15,678.07
ASESOR	BASE	13C		D	3	10,392.80	557.84	967.20	1,878.76	700.84	2,902.72	825.00	18,225.16	1,772.82	324.33	241.58	2,338.73	15,886.43
ASESOR	BASE	13D		D	0	11,547.84	557.84	967.20	1,878.76	700.84	2,902.72		18,555.20	1,843.32	336.05	249.58	2,428.95	16,126.25
ASESOR	BASE	13D		D	1	11,547.84	557.84	967.20	1,878.76	700.84	2,902.72	275.00	18,830.20	1,902.06	340.75	252.77	2,495.58	16,334.62
ASESOR	BASE	13D		D	2	11,547.84	557.84	967.20	1,878.76	700.84	2,902.72	550.00	19,105.20	1,960.80	345.43	255.97	2,562.20	16,543.00
ASESOR	BASE	13D		D	3	11,547.84	557.84	967.20	1,878.76	700.84	2,902.72	825.00	19,380.20	2,019.54	350.12	259.16	2,628.82	16,751.38
ASESOR	BASE	13E		D	0	13,710.03	557.84	967.20	1,878.76	700.84	2,902.72		20,717.39	2,305.16	384.34	282.50	2,972.00	17,745.39
ASESOR	BASE	13E		D	1	13,710.03	557.84	967.20	1,878.76	700.84	2,902.72	275.00	20,992.39	2,363.90	389.02	285.68	3,038.60	17,953.79
ASESOR	BASE	13E		D	2	13,710.03	557.84	967.20	1,878.76	700.84	2,902.72	550.00	21,267.39	2,422.64	393.71	288.88	3,105.23	18,162.16
ASESOR	BASE	13E		D	3	13,710.03	557.84	967.20	1,878.76	700.84	2,902.72	825.00	21,542.39	2,481.38	398.41	292.09	3,171.88	18,370.51
ANALISTA	BASE	13	81	A	0	7,948.98	557.84	967.20	1,878.76		2,731.32	14,084.10	980.78	240.83	184.65	1,406.26	12,677.84	
ANALISTA	BASE	13		A	1	7,948.98	557.84	967.20	1,878.76		2,731.32	275.00	14,359.10	1,030.06	245.51	187.84	1,463.41	12,895.69
ANALISTA	BASE	13		A	2	7,948.98	557.84	967.20	1,878.76		2,731.32	550.00	14,634.10	1,079.34	250.20	191.04	1,520.58	13,113.52
ANALISTA	BASE	13		A	3	7,948.98	557.84	967.20	1,878.76		2,731.32	825.00	14,909.10	1,128.62	254.89	194.25	1,577.76	13,331.34
TECNICO	BASE	10A	2		0	6,216.86	557.84	967.20	1,438.80		2,553.38	11,734.08	647.72	191.62	151.09	990.43	10,743.65	
TECNICO	BASE	10A			1	6,216.86	557.84	967.20	1,438.80		2,553.38	275.00	12,009.08	677.64	196.31	154.28	1,028.23	10,980.85
TECNICO	BASE	10A			2	6,216.86	557.84	967.20	1,438.80		2,553.38	550.00	12,284.08	714.44	200.99	157.48	1,072.91	11,211.17
TECNICO	BASE	10A			3	6,216.86	557.84	967.20	1,438.80		2,553.38	825.00	12,559.08	758.44	205.69	160.69	1,124.82	11,434.26
ADMINISTRATIVO	BASE	4A	9		0	4,772.10	557.84	967.20	1,112.40		2,223.72	9,633.26	201.48	148.16	121.47	471.11	9,162.15	
ADMINISTRATIVO	BASE	4A			1	4,772.10	557.84	967.20	1,112.40		2,223.72	275.00	9,908.26	231.40	152.85	124.67	508.92	9,399.34
ADMINISTRATIVO	BASE	4A			2	4,772.10	557.84	967.20	1,112.40		2,223.72	550.00	10,183.26	261.32	157.54	127.87	546.73	9,636.53
ADMINISTRATIVO	BASE	4A			3	4,772.10	557.84	967.20	1,112.40		2,223.72	825.00	10,458.26	327.16	162.23	131.05	620.44	9,837.82
AUXILIAR DE OFICINA	BASE	3A	5		0	4,653.32	557.84	967.20	827.47		2,187.68	9,193.51	116.46	140.04	115.93	372.43	8,821.08	
AUXILIAR DE OFICINA	BASE	3A			1	4,653.32	557.84	967.20	827.47		2,187.68	275.00	9,468.51	187.48	144.73	119.13	451.34	9,017.17
AUXILIAR DE OFICINA	BASE	3A			2	4,653.32	557.84	967.20	827.47		2,187.68	550.00	9,743.51	217.40	149.42	122.33	489.15	9,254.36
AUXILIAR DE OFICINA	BASE	3A			3	4,653.32	557.84	967.20	827.47		2,187.68	825.00	10,018.51	247.32	154.11	125.52	526.95	9,491.56
SUMA						331,885.16	22,313.60	38,688.00	66,119.96	16,820.16	108,449.68	16,500.00	600,776.56	47,030.74	10,344.38	7,870.89	65,246.01	535,530.55



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDOS PERSONAL DE MANDOS MEDIOS

DATOS DE LA PLAZA			PERCEPCIONES					TOTAL BRUTO	DEDUCCIONES			TOTAL DEDUCCIONES	TOTAL NETO
RELACION LABORAL	PUESTO	NUM. DE PLAZ.	NIVEL	SUELDO	PREVISION SOCIAL MMYS EXENTO	COMP. FIJA GARANTIZADA GRAVADO	QUINQ. GRAVADO		ISS	IMSS	CESANTIA Y VEJEZ		
MANDOS MEDIOS	DIRECTOR GENERAL	1	22B	16,055.76	2,457.98	14,775.00		33,288.74	6,143.02	802.49	567.60	7,513.11	25,775.63
MANDOS MEDIOS	DIRECTOR DE AREA 0	3	20A	6,970.00	1,827.04	5,283.00		14,080.04	1,680.76	317.72	237.08	2,235.56	11,844.48
MANDOS MEDIOS	DIRECTOR DE AREA 1		20A	6,970.00	1,827.04	5,283.00	200.00	14,280.04	1,723.48	321.14	239.40	2,284.02	11,996.02
MANDOS MEDIOS	JEFE DE DEPARTAMENTO		17A	6,890.00	1,821.48	1,680.00		10,391.48	917.46	233.09	179.37	1,329.92	9,061.56
MANDOS MEDIOS	JEFE DE DEPARTAMENTO	13	17A	6,890.00	1,821.48	1,680.00	200.00	10,591.48	959.28	236.49	181.69	1,377.46	9,214.02
MANDOS MEDIOS	JEFE DE DEPARTAMENTO		17A	6,890.00	1,821.48	1,680.00	400.00	10,791.48	1,002.00	239.90	184.02	1,425.92	9,365.56
MEDIOS	DEPARTAMENTO		17A	6,890.00	1,821.48	1,680.00	600.00	10,991.48	1,044.72	243.31	186.34	1,474.37	9,517.11
	SUMA			57,555.76	13,397.98	32,061.00	1,400.00	104,414.74	13,470.72	2,394.14	1,775.50	17,640.36	86,774.38



INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA

TABULADOR DE SUELDOS PERSONAL DE CONTRATO

RELACION LABORAL	PUESTO	NIVEL		NUM. DE PLAZ.	QUIN.	PERCEPCIONES					TOTAL BRUTO	DEDUCCIONES			TOTAL DEDUCCIONES	TOTAL NETO	
						SUELDO 2017	DESPENSA GRAVADO	DESPENSA EXENTO	ESTIMULO GRAVADO	MAT. DIDAC. GRAVADO		ACTIVIDADES CULTURALES Y DEPORTIVAS	ISS	IMSS			CESANTIA Y VEJEZ
CONTRATO	ASESOR	13	D	34	0	6,956.76	236.80	967.20	1,721.00	642.00	3,206.98	13,730.74	841.32	219.59	170.17	1,231.08	12,499.66
CONTRATO	ASESOR	13	D		1	6,956.76	236.80	967.20	1,721.00	642.00	3,406.98	13,930.74	841.32	223.01	172.50	1,236.83	12,693.91
CONTRATO	ASESOR	13	D		2	6,956.76	236.80	967.20	1,721.00	642.00	3,606.98	14,130.74	841.32	226.41	174.82	1,242.55	12,888.19
CONTRATO	ANALISTA	13	A	4	0	7,264.50	236.80	967.20	1,721.00		3,100.44	13,289.94	787.84	213.31	165.89	1,167.04	12,122.90
CONTRATO	ANALISTA	13	A		1	7,264.50	236.80	967.20	1,721.00		3,300.44	13,489.94	787.84	216.72	168.21	1,172.77	12,317.17
CONTRATO	ANALISTA	13	A		2	7,264.50	236.80	967.20	1,721.00		3,500.44	13,689.94	787.84	220.13	170.54	1,178.51	12,511.43
CONTRATO	ADMINISTRATIVO	4A		1	0	4,360.28	236.80	967.20	1,019.00		2,495.40	9,078.68	70.50	129.92	109.02	309.44	8,769.24
CONTRATO	ADMINISTRATIVO	4A			1	4,360.28	236.80	967.20	1,019.00		2,695.40	9,278.68	70.50	133.33	111.35	315.18	8,963.50
CONTRATO	ADMINISTRATIVO	4A			2	4,360.28	236.80	967.20	1,019.00		2,895.40	9,478.68	70.50	136.73	113.67	320.90	9,157.78
CONTRATO	AUXILIAR DE OFICINA	3A		1	0	4,251.68	236.80	967.20	758.00		2,454.04	8,667.72	0.04	122.48	103.95	226.47	8,441.25
CONTRATO	AUXILIAR DE OFICINA	3A			1	4,251.68	236.80	967.20	758.00		2,654.04	8,867.72	0.04	125.88	106.27	232.19	8,635.53
CONTRATO	AUXILIAR DE OFICINA	3A			2	4,251.68	236.80	967.20	758.00		2,854.04	9,067.72	0.04	129.29	108.60	237.93	8,829.79
	SUMA					68,499.66	2,841.60	11,606.40	15,657.00	1,926.00	36,170.58	136,701.24	5,099.10	2,096.80	1,674.99	8,870.89	127,830.35



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA
TABULADOR MENSUAL DE SUELDO DEL PERSONAL DE CONTRATO CONFIANZA

RELACION LABORAL	PUESTO	NIVEL		NUM. DE PLAZ.	QUIN.	PERCEPCIONES					TOTAL BRUTO	DEDUCCIONES			TOTAL DEDUCCIONES	TOTAL NETO
						SUELDO CON 4.2% INCREMENTO	DESPENSA GRAVADO	DEPENSA EXENTO	ESTIMULO GRAVADO	ACTIVIDADES CULTURALES Y DEPORTIVAS		ISS	IMSS	CESANTIA Y VEJEZ		
CONTRATO CFZA	JEFE DE OFICINA	15	A	15	0	8,020.24	311.35	967.20	2,868.00	3,417.24	15,584.03	1,126.64	255.44	194.61	1,576.69	14,007.34
CONTRATO CFZA	JEFE DE OFICINA	15	A		1	8,020.24	311.35	967.20	2,868.00	3,617.24	15,784.03	1,126.64	258.84	196.94	1,582.42	14,201.61
CONTRATO CFZA	JEFE DE OFICINA	15	A		2	8,020.24	311.35	967.20	2,868.00	3,817.24	15,984.03	1,126.64	262.26	199.26	1,588.16	14,395.87
CONTRATO CFZA	VERIFICADOR REGIONAL	14A		16	0	7,738.56	311.35	967.20	2,297.00	3,253.68	14,567.79	973.84	236.98	182.04	1,392.86	13,174.93
CONTRATO CFZA	VERIFICADOR REGIONAL	14A			1	7,738.56	311.35	967.20	2,297.00	3,453.68	14,767.79	973.84	240.40	184.35	1,398.59	13,369.20
CONTRATO CFZA	VERIFICADOR REGIONAL	14A			2	7,738.56	311.35	967.20	2,297.00	3,653.68	14,967.79	973.84	243.81	186.68	1,404.33	13,563.46
CONTRATO CFZA	ANALISTA	13	A	1	0	7,264.50	311.35	967.20	1,721.00	3,100.42	13,364.47	799.78	214.57	166.75	1,181.10	12,183.37
CONTRATO CFZA	ANALISTA	13	A		1	7,264.50	311.35	967.20	1,721.00	3,300.42	13,564.47	799.78	217.99	169.08	1,186.85	12,377.62
CONTRATO CFZA	ANALISTA	13	A		2	7,264.50	311.35	967.20	1,721.00	3,500.42	13,764.47	799.78	221.40	171.40	1,192.58	12,571.89
CONTRATO CFZA	AUX. D.E OFICINA	3A		1	0	4,251.68	311.35	967.20	758.00	2,454.04	8,742.27	8.16	123.74	104.82	236.72	8,505.55
CONTRATO CFZA	AUX. D.E OFICINA	3A			1	4,251.68	311.35	967.20	758.00	2,654.04	8,942.27	8.16	127.15	107.14	242.45	8,699.82
CONTRATO CFZA	AUX. D.E OFICINA	3A			2	4,251.68	311.35	967.20	758.00	2,854.04	9,142.27	8.16	130.56	109.47	248.19	8,894.08
	SUM A					81,824.94	3,736.20	11,606.40	22,932.00	39,076.14	159,175.68	8,725.26	2,533.14	1,972.54	13,230.94	145,944.74



INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA
TABULADOR MENSUAL DE SUELDO DEL PERSONAL DE CONFIANZA

RELACION LABORAL	CATEGORIA	NIVEL		NUM. DE PLAZ.	QUIN	PERCEPCIONES						TOTAL BRUTO	DEDUCCIONES			TOTAL DEDUCCIONES	TOTAL NETO	
						SUELDO	DESPENSA GRAVADO	DESPENSA EXENTO	ESTIMULO GRAVADO	MAT. DIDAC. GRAVADO	ACTIVIDADES CULTURALES Y DEPORTIVAS		QUINQ. GRAVADO	ISS	IMSS			CESANTIA Y VEJEZ
CONFIANZA	DIRECTOR DE PLANTEL	15	D		0	7,681.98	369.76	967.20	2,668.00	992.00	3,515.32		16,194.26	1,218.42	264.49	200.78	1,683.69	14,510.57
CONFIANZA	DIRECTOR DE PLANTEL	15	D		1	7,681.98	369.76	967.20	2,668.00	992.00	3,515.32	225.00	16,419.26	1,258.74	268.33	203.40	1,730.47	14,688.79
CONFIANZA	DIRECTOR DE PLANTEL	15	D		2	7,681.98	369.76	967.20	2,668.00	992.00	3,515.32	450.00	16,644.26	1,304.28	272.16	206.01	1,782.45	14,861.81
CONFIANZA	DIRECTOR DE PLANTEL	15	D		3	7,681.98	369.76	967.20	2,668.00	992.00	3,515.32	675.00	16,869.26	1,352.34	275.99	208.63	1,836.96	15,032.30
CONFIANZA	DIRECTOR DE PLANTEL	15A	D		0	10,925.28	369.76	967.20	2,668.00	992.00	3,735.60		19,657.84	1,900.94	336.50	249.88	2,487.32	17,170.52
CONFIANZA	DIRECTOR DE PLANTEL	15A	D		1	10,925.28	369.76	967.20	2,668.00	992.00	3,735.60	225.00	19,882.84	1,949.00	340.33	252.49	2,541.82	17,341.02
CONFIANZA	DIRECTOR DE PLANTEL	15A	D		2	10,925.28	369.76	967.20	2,668.00	992.00	3,735.60	450.00	20,107.84	1,997.06	344.16	255.10	2,596.32	17,511.52
CONFIANZA	DIRECTOR DE PLANTEL	15A	D		3	10,925.28	369.76	967.20	2,668.00	992.00	3,735.60	675.00	20,332.84	2,045.12	348.01	257.71	2,650.84	17,682.00
CONFIANZA	DIRECTOR DE PLANTEL	15B	D		0	13,237.60	369.76	967.20	2,668.00	992.00	3,892.64		30,727.20	2,394.84	387.82	284.87	3,067.53	19,059.67
CONFIANZA	DIRECTOR DE PLANTEL	15B	D		1	13,237.60	369.76	967.20	2,668.00	992.00	3,892.64	225.00	22,352.20	2,442.90	391.66	287.49	3,122.05	19,230.15
CONFIANZA	DIRECTOR DE PLANTEL	15B	D		2	13,237.60	369.76	967.20	2,668.00	992.00	3,892.64	450.00	22,577.20	2,490.96	395.50	290.10	3,176.56	19,400.64
CONFIANZA	DIRECTOR DE PLANTEL	15B	D		3	13,237.60	369.76	967.20	2,668.00	992.00	3,892.64	675.00	22,802.20	2,539.02	399.33	292.72	3,231.07	19,571.13
CONFIANZA	DIRECTOR DE PLANTEL	15C	D		0	14,392.66	369.76	967.20	2,668.00	992.00	3,971.10		23,360.72	2,641.56	413.46	302.36	3,357.38	20,003.34
CONFIANZA	DIRECTOR DE PLANTEL	15C	D		1	14,392.66	369.76	967.20	2,668.00	992.00	3,971.10	225.00	23,585.72	2,689.62	417.31	304.97	3,411.90	20,173.82
CONFIANZA	DIRECTOR DE PLANTEL	15C	D		2	14,392.66	369.76	967.20	2,668.00	992.00	3,971.10	450.00	23,810.72	2,737.68	421.14	307.59	3,466.41	20,344.31
CONFIANZA	DIRECTOR DE PLANTEL	15C	D		3	14,392.66	369.76	967.20	2,668.00	992.00	3,971.10	675.00	24,035.72	2,785.74	424.97	310.20	3,520.91	20,514.81
	SUMA					184,950.08	5,916.19	15,475.20	42,688.00	15,872.00	60,458.63	5,400.00	330,760.10	33,748.22	5,701.16	4,214.30	43,663.68	287,096.42



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO DE ESTUDIOS DE BACHILLERATO DEL ESTADO DE OAXACA
ANALÍTICO DE PLAZAS 2019

		Remuneraciones	
PLAZA/puesto	Número de plazas	De	Hasta
BASE			
ASESOR/DOCENTE 0	49	13,964.12	14,789.12
ASESOR/DOCENTE A	82	14,543.34	15,368.34
ASESOR/DOCENTE B	58	16,243.98	17,068.98
ASESOR/DOCENTE C	107	17,400.16	18,225.16
ASESOR/DOCENTE D	238	18,555.20	19,380.20
ASESOR/DOCENTE E	162	20,717.39	21,542.39
ANALISTA	83	14,084.10	14,909.10
TECNICO	2	11,734.08	12,559.08
ADMINISTRATIVO	10	9,633.26	10,458.26
AUXILIAR DE OFICINA	6	9,193.51	10,018.51
TOTAL	797		

CONFIANZA			
DIRECTOR DE PLANTEL 0	57	16,194.26	16,869.26
DIRECTOR DE PLANTEL A	81	19,657.84	20,332.84
DIRECTOR DE PLANTEL B	121	22,127.20	22,802.20
DIRECTOR DE PLANTEL C	2	23,360.72	24,035.72
TOTAL	261		

MANDOS MEDIOS Y SUPERIORES			
DIRECTOR GENERAL	1	33,288.74	33,288.74
DIRECTOR DE AREA	3	14,080.04	14,280.04
JEFE DE DEPARTAMENTO	13	10,391.48	10,991.48
TOTAL	17		

CONTRATO			
ASESOR/DOCENTE 0	34	13,730.74	14,130.74
ANALISTA	4	13,289.94	13,689.94
ADMINISTRATIVO	1	9,078.68	9,478.68
AUXILIAR DE OFICINA	1	8,667.72	9,067.72
TOTAL	40		

CONTRATO CONFIANZA			
JEFE DE OFICINA	16	15,584.03	15,984.03
VERIFICADOR REGIONAL	16	14,567.79	14,967.79
ANALISTA	1	13,364.47	13,764.47
AUXILIAR DE OFICINA	1	8,742.27	9,142.27
TOTAL	34		

HONORARIOS			
LIDER DE PROYECTO	1	16,482.00	16,482.00
ENLACE	2	15,121.00	15,121.00
EXPERTOS	2	15,121.00	15,121.00
ASESOR	20	10,045.00	10,045.00
TOTAL	25		

TOTAL DE PLAZAS	1174
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**SUELDOS Y SALARIOS EJERCICIO 2019.**

ZONA ECONOMICA III PERSONAL DE BASE									
BASE	NOMBRAMIENTO	02	02	13,945.92	7,050.00	20,995.92	I.S.R.	4.500% ISSSTE Y 6.125%	251,951.04
BASE	NOMBRAMIENTO	03	02	14,281.60	7,050.00	21,331.60	I.S.R.	4.500% ISSSTE Y 6.125%	255,979.20
BASE	NOMBRAMIENTO	07	13	99,166.60	62,809.50	161,976.10	I.S.R.	4.500% ISSSTE Y 6.125%	1,943,713.20
TOTAL BASE ZONA ECONOMICA III									2,451,643.44

MANDOS MEDIOS Y SUPERIORES									
CONFIANZA	NOMBRAMIENTO	MB2	01	14,611.06	51,625.12	66,236.18	I.S.R.	4.500% ISSSTE Y 6.125%	794,834.16
CONFIANZA	NOMBRAMIENTO	OA1	01	5,346.50	12,264.74	17,611.24	I.S.R.	4.500% ISSSTE Y 6.125%	211,334.88
CONFIANZA	NOMBRAMIENTO	OA1	06	28,114.20	77,553.24	105,667.44	I.S.R.	4.500% ISSSTE Y 6.125%	1,268,009.28
CONFIANZA	NOMBRAMIENTO	OA1	11	46,099.68	147,623.96	193,723.64	I.S.R.	4.500% ISSSTE Y 6.125%	2,324,683.68
CONFIANZA	NOMBRAMIENTO	OA1	05	21,644.25	66,411.95	88,056.20	I.S.R.	4.500% ISSSTE Y 6.125%	1,056,674.40
CONFIANZA	NOMBRAMIENTO	OA1	02	9298.7	25923.78	35222.48	I.S.R.	4.500% ISSSTE Y 6.125%	422,669.76
TOTAL MANDOS MEDIOS Y SUPERIORES									6,078,206.16
GRAN TOTAL									47,988,810.12



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO ESTATAL DE EDUCACION PARA ADULTOS

DIRECCION OAXACA.

SUELDOS Y SALARIOS EJERCICIO 2019.

ANALITICO DE PLAZAS

ZONA ECONOMICA II PERSONAL DE BASE

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
BASE	01		
BASE	04	01/01/19	31/12/19
BASE	02	01/01/19	31/12/19
BASE	16	01/01/19	31/12/19
BASE	08	01/01/19	31/12/19
BASE	19	01/01/19	31/12/19
BASE	21	01/01/19	31/12/19
BASE	01	01/01/19	31/12/19
BASE	32	01/01/19	31/12/19
BASE	170	01/01/19	31/12/19
BASE	10	01/01/19	31/12/19
SUBTOTAL BASE	284		

ZONA ECONOMICA III PERSONAL DE BASE

BASE	02	01/01/19	31/12/19
BASE	02	01/01/19	31/12/19
BASE	13	01/01/19	31/12/19

SUBTOTAL BASE 17

TOTAL BASE 301

ZONA ECONOMICA II CONFIANZA

CONFIANZA	01	01/01/19	31/12/19
CONFIANZA	01	01/01/19	31/12/19
CONFIANZA	01	01/01/19	31/12/19
CONFIANZA	06	01/01/19	31/12/19

TOTAL CONFIANZA 09

MANDOS MEDIOS Y SUPERIORES

CONFIANZA	01	01/01/19	31/12/19
CONFIANZA	01	01/01/19	31/12/19
CONFIANZA	06	01/01/19	31/12/19
CONFIANZA	11	01/01/19	31/12/19
CONFIANZA	05	01/01/19	31/12/19
CONFIANZA	02	01/01/19	31/12/19
TOTAL MANDOS	26	01/01/19	31/12/19

TOTAL GENERAL 336



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
TABULADOR DE SUELDOS

PLAZA	RELACION LABORAL	NIVEL	NUMERO PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES RETENCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
CF33834	CONFIANZA	27	23	\$2,727,360.24	\$878,373.91	\$3,605,734.15	\$198,195.60	\$235,228.73	\$3,172,309.82
E7223	BASE	07	28	\$6,299,912.64	\$2,642,763.48	\$8,942,676.12	\$860,758.08	\$437,367.84	\$7,644,550.20
E0289	BASE	07	12	\$1,758,204.00	\$807,658.44	\$2,565,862.44	\$164,005.92	\$160,371.54	\$2,241,484.98
E9215	BASE	01	8	\$2,960,981.76	\$1,208,289.12	\$4,169,270.88	\$501,493.44	\$124,962.24	\$3,542,815.20
JP07541	BASE	14	23	\$3,509,952.72	\$1,597,700.75	\$5,107,653.47	\$423,025.20	\$330,700.37	\$4,353,927.90
E2335	BASE	07	31	\$4,684,696.44	\$1,591,345.01	\$6,276,041.45	\$452,705.40	\$428,728.47	\$5,394,607.58
E1067	BASE	07	1659	\$38,768,005.92	\$25,261,500.95	\$64,029,506.87	\$2,046,024.72	\$3,625,671.65	\$58,357,810.50
CF22811	CONFIANZA	24	16	\$1,765,512.96	\$569,620.64	\$2,335,133.60	\$117,127.68	\$149,860.03	\$2,068,145.89
E0365	BASE	0	4	\$145,562.40	\$75,991.80	\$221,554.20	\$8,988.72	\$13,613.43	\$198,952.05
E7029	BASE	07	1	\$193,869.00	\$80,452.56	\$274,321.56	\$25,033.08	\$15,620.28	\$233,668.20
JP07537	BASE	10	6	\$750,794.40	\$341,237.34	\$1,092,031.74	\$75,688.56	\$68,754.83	\$947,588.35
E2231	BASE	07	4	\$576,460.32	\$196,867.28	\$773,327.60	\$52,981.92	\$52,626.70	\$667,718.98
AA0301	CONFIANZA	22	17	\$7,317,912.84	\$2,172,228.16	\$9,490,140.99	\$1,446,413.88	\$265,544.76	\$7,778,182.35
AA0412	BASE	08	3	\$329,070.24	\$118,614.00	\$447,684.24	\$29,542.32	\$29,455.18	\$388,686.74
CF21817	CONFIANZA	27ZA	6	\$753,007.68	\$231,712.38	\$984,720.06	\$52,991.28	\$62,219.29	\$869,509.49
T06007	BASE	15	30	\$4,744,764.00	\$1,755,647.40	\$6,500,411.40	\$587,350.80	\$449,045.82	\$5,464,014.78
JA01007	BASE	12	29	\$4,121,767.68	\$1,875,239.18	\$5,997,006.86	\$468,484.56	\$384,688.64	\$5,143,833.66
E1525	BASE	07	9	\$935,102.40	\$329,740.45	\$1,264,842.85	\$67,929.48	\$82,155.67	\$1,114,757.70
S01811	BASE	21	1	\$103,404.48	\$33,418.82	\$136,823.30	\$6,516.36	\$8,640.34	\$121,666.60
E7717	BASE	07	2	\$649,212.72	\$271,310.30	\$920,523.02	\$104,319.12	\$31,240.56	\$784,963.34
AA0501	CONFIANZA	20	54	\$13,176,367.20	\$3,910,287.69	\$17,086,654.89	\$2,095,761.60	\$673,178.81	\$14,317,714.48
E0299	BASE	07	53	\$10,016,395.80	\$4,265,730.44	\$14,282,126.24	\$1,181,319.12	\$827,874.84	\$12,272,932.28
E0441	BASE	07	78	\$36,348,448.40	\$11,601,371.85	\$47,950,220.25	\$6,800,422.80	\$1,218,381.84	\$39,931,415.61
CF34844	CONFIANZA	21	1	\$103,404.48	\$33,418.82	\$136,823.30	\$6,516.36	\$8,640.34	\$121,666.60
S03802	BASE	21	3	\$310,213.44	\$100,256.46	\$410,469.90	\$19,549.08	\$25,921.03	\$364,999.79
E7215	BASE	07	6	\$2,240,911.44	\$946,062.90	\$3,186,974.34	\$376,120.08	\$93,721.68	\$2,717,132.58
E7243	BASE	07	2	\$373,118.16	\$156,274.60	\$529,392.76	\$46,190.88	\$31,240.56	\$451,961.32
E1813	BASE	07	5	\$433,316.40	\$157,467.95	\$590,784.35	\$25,452.60	\$37,014.27	\$528,317.48
P04803	BASE	25	17	\$1,893,695.28	\$610,854.71	\$2,504,549.99	\$127,269.48	\$161,099.87	\$2,216,180.64
P05005	BASE	14	11	\$1,678,673.04	\$619,816.89	\$2,298,489.93	\$202,316.40	\$158,161.05	\$1,938,012.48
CF33890	CONFIANZA	27ZB	812	\$104,837,644.80	\$31,663,331.00	\$136,500,975.80	\$7,324,175.04	\$8,521,761.36	\$120,655,039.40
E7011	BASE	07	1	\$146,744.28	\$60,200.29	\$206,944.57	\$15,461.04	\$12,920.16	\$178,563.37
E7607	BASE	07	1	\$119,850.00	\$48,813.03	\$168,663.03	\$10,580.88	\$10,253.22	\$147,828.93
E1405	BASE	07	7	\$1,405,277.16	\$475,405.07	\$1,880,682.23	\$172,688.88	\$109,341.96	\$1,598,651.39
E7609	BASE	07	7	\$932,929.20	\$381,363.71	\$1,314,292.91	\$89,723.76	\$81,056.14	\$1,143,513.01
E9207	BASE	01	3	\$668,805.12	\$273,492.63	\$942,297.75	\$92,224.08	\$46,860.84	\$803,212.83
JS08012	BASE	03	1	\$86,226.48	\$39,041.01	\$125,267.49	\$6,395.40	\$7,325.38	\$111,546.71
E1411	BASE	07	23	\$7,769,810.76	\$2,548,231.87	\$10,318,042.63	\$1,224,801.72	\$359,266.44	\$8,733,974.47
E0421	BASE	07	175	\$159,508,842.48	\$59,634,801.77	\$219,143,644.25	\$36,971,431.44	\$2,733,549.00	\$179,438,663.81
E7207	BASE	07	2	\$450,036.96	\$188,771.70	\$638,808.66	\$61,482.72	\$31,240.56	\$546,085.38
E0165	BASE	07	262	\$8,358,094.92	\$4,598,869.84	\$12,956,964.76	\$460,355.04	\$768,163.48	\$11,728,446.24
T03804	BASE	25	46	\$5,124,116.64	\$1,652,900.98	\$6,777,017.62	\$344,376.24	\$435,917.30	\$5,996,724.08
A03803	BASE	21	582	\$60,181,407.36	\$19,449,753.24	\$79,631,160.60	\$3,792,521.52	\$5,028,679.92	\$70,809,959.16
JA01026	BASE	03	2	\$172,452.96	\$78,082.02	\$250,534.98	\$12,790.80	\$14,650.77	\$223,093.41
CF12814	CONFIANZA	27ZA	87	\$10,918,611.36	\$3,359,829.51	\$14,278,440.87	\$768,373.56	\$902,179.65	\$12,607,887.66
JA01004	BASE	05	25	\$2,413,152.00	\$1,094,041.50	\$3,507,193.50	\$192,435.00	\$210,492.94	\$3,104,265.56
A01803	BASE	21	642	\$66,385,676.16	\$21,454,882.44	\$87,840,558.60	\$4,183,503.12	\$5,547,100.53	\$78,109,954.95
E1589	BASE	0	65	\$4,573,366.20	\$1,729,115.70	\$6,302,481.90	\$225,888.00	\$379,782.98	\$5,696,810.93
AA04003	BASE	13	6	\$846,190.08	\$321,137.91	\$1,167,327.99	\$96,141.84	\$78,890.63	\$992,295.53
E2711	BASE	07	58	\$67,620,287.52	\$24,544,907.32	\$92,165,194.84	\$17,073,885.12	\$905,976.24	\$74,185,333.48
E0681	BASE	07	2	\$304,428.96	\$105,795.14	\$410,224.10	\$29,665.92	\$27,888.28	\$332,669.90
E1563	BASE	07	74	\$2,603,506.32	\$1,363,715.86	\$3,967,222.18	\$123,968.76	\$237,538.85	\$3,605,714.57
E1589	BASE	07	176	\$12,383,268.48	\$4,681,913.28	\$17,065,181.76	\$611,635.20	\$1,028,335.44	\$15,425,211.12
E0885	BASE	07	1	\$142,993.80	\$48,812.11	\$191,805.91	\$12,976.08	\$13,009.87	\$165,819.96
T22818	BASE	27	132	\$15,652,676.16	\$5,041,102.44	\$20,693,778.60	\$1,137,470.40	\$1,350,008.35	\$18,206,299.85
E0265	BASE	07	2	\$208,959.72	\$76,207.23	\$285,166.95	\$16,634.40	\$19,094.55	\$249,438.00
E1489	BASE	07	1963	\$296,058,047.64	\$103,061,872.28	\$399,119,919.92	\$28,660,148.16	\$26,522,877.16	\$343,936,894.60
E1485	BASE	07	5932	\$875,128,293.12	\$408,420,918.14	\$1,283,549,211.26	\$82,356,454.68	\$79,511,620.38	\$1,121,681,136.20
S01807	BASE	21	31	\$3,205,538.88	\$1,035,983.42	\$4,241,522.30	\$202,007.16	\$267,850.65	\$3,771,664.49
E7033	BASE	07	13	\$1,908,622.56	\$782,695.81	\$2,691,318.37	\$200,993.52	\$167,962.10	\$2,322,362.75
E9011	BASE	01	4	\$581,753.76	\$235,284.76	\$817,038.52	\$61,844.16	\$51,680.65	\$703,513.71
E0205	BASE	07	35	\$15,391,891.68	\$4,857,864.38	\$20,249,756.06	\$2,764,983.36	\$546,709.80	\$16,938,062.90
E1483	BASE	07	634	\$113,540,501.76	\$38,984,235.42	\$152,524,737.18	\$12,746,021.40	\$9,870,137.07	\$129,908,578.71
JS06006	BASE	01	1	\$81,902.16	\$37,059.03	\$118,961.19	\$5,924.88	\$6,865.93	\$106,170.38
A08029	BASE	07	109	\$10,127,294.64	\$4,589,415.57	\$14,716,710.21	\$776,363.40	\$875,881.60	\$13,064,465.21
E0281	BASE	07	21084	\$3,259,022,874.24	\$1,473,316,224.86	\$4,732,339,099.10	\$325,018,427.16	\$287,241,303.42	\$4,120,079,368.52
JA01028	BASE	07	54	\$5,715,528.48	\$2,593,726.38	\$8,309,254.86	\$496,160.64	\$508,121.26	\$7,304,972.96
E1492	BASE	07	3	\$566,965.80	\$192,925.59	\$759,891.39	\$66,867.12	\$46,860.84	\$646,163.43
AA0201	CONFIANZA	23	9	\$5,100,229.80	\$1,514,453.98	\$6,614,683.79	\$1,132,725.60	\$140,582.52	\$5,341,375.67
E2233	BASE	07	17	\$3,295,034.52	\$1,097,906.41	\$4,392,940.93	\$395,231.64	\$265,544.76	\$3,732,164.53
E0365	BASE	07	1226	\$68,532,451.08	\$30,260,591.13	\$98,793,042.21	\$5,138,045.64	\$6,361,760.37	\$87,293,236.20
CF21807	CONFIANZA	26	14	\$1,608,563.04	\$518,457.10	\$2,127,020.14	\$112,524.72	\$137,792.72	\$1,836,720.70
E9305	BASE	01	22	\$1,244,334.96	\$600,237.85	\$1,844,572.81	\$76,274.88	\$115,657.44	\$1,652,640.49
E1451	BASE	07	2	\$285,987.60	\$100,070.32	\$386,057.92	\$25,952.16	\$26,019.74	\$334,086.02
CF12804	CONFIANZA	27Z	556	\$67,672,227.84	\$21,435,184.44	\$89,107,412.28	\$4,892,043.84	\$5,753,404.04	\$78,461,964.40
CF34810	CONFIANZA	25	1	\$111,393.84	\$35,932.63	\$147,326.47	\$7,486.44	\$9,476.46	\$130,363.57
E1495	BASE	07	14	\$2,475,165.84	\$847,287.28	\$3,322,453.12	\$276,986.64	\$218,683.92	\$2,826,782.56
E7811	BASE	07	1	\$278,779.32	\$117,148.07	\$395,927.39	\$41,613.12	\$15,620.28	\$338,693.99
S02805	BASE	22	214	\$22,813,238.88	\$7,366,241.66	\$30,179,480.54	\$1,467,586.32	\$1,920,416.53	\$26,791,477.69



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
TABULADOR DE SUELDOS

PLAZA	RELACION LABORAL	NIVEL	NUMERO PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES RETENCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
E7125	BASE	07	35	\$6,738,366.60	\$2,773,517.95	\$9,511,884.55	\$854,435.40	\$546,709.80	\$8,110,739.35
E1481	BASE	07	175	\$54,688,041.72	\$18,021,458.54	\$72,709,500.26	\$8,332,615.44	\$2,733,549.00	\$61,643,335.82
T05808	BASE	21	1	\$103,404.48	\$33,418.82	\$136,823.30	\$6,516.36	\$8,640.34	\$121,666.60
S01804	BASE	21	3	\$310,213.44	\$100,256.46	\$410,469.90	\$19,549.08	\$25,921.03	\$364,999.79
JA01009	BASE	10	30	\$3,753,972.00	\$1,706,186.70	\$5,460,158.70	\$378,442.80	\$343,774.17	\$4,737,941.73
T14807	BASE	21	25	\$2,585,112.00	\$835,470.50	\$3,420,582.50	\$162,909.00	\$216,008.59	\$3,041,664.91
A01806	BASE	25	2839	\$316,247,063.76	\$102,012,736.57	\$418,259,800.33	\$21,254,003.16	\$26,903,678.46	\$370,102,118.71
S10802	BASE	22	1	\$106,603.92	\$34,421.69	\$141,025.61	\$6,857.88	\$8,973.91	\$125,193.82
A08007	BASE	12	3	\$426,389.76	\$156,730.80	\$583,120.56	\$48,463.92	\$39,795.38	\$494,861.26
E7149	BASE	07	1	\$190,253.52	\$78,249.26	\$268,502.78	\$23,940.48	\$15,620.28	\$228,942.02
E1903	BASE	07	1	\$153,988.80	\$52,233.67	\$206,222.47	\$15,181.68	\$14,117.64	\$176,923.15
E0961	BASE	07	1	\$35,092.20	\$18,593.27	\$53,685.47	\$1,709.64	\$3,269.86	\$48,705.97
E1817	BASE	07	2	\$192,927.12	\$68,978.34	\$261,905.46	\$12,173.28	\$16,742.43	\$232,989.75
JA08005	BASE	02	1	\$83,566.32	\$37,821.77	\$121,388.09	\$6,105.96	\$7,042.74	\$108,239.39
AA0101	CONFIANZA	24	1	\$745,826.64	\$221,099.05	\$966,925.69	\$179,598.72	\$15,620.28	\$771,706.69
A01805	BASE	21	21	\$2,171,494.08	\$701,795.22	\$2,873,289.30	\$136,843.56	\$181,447.21	\$2,554,998.53
E0461	BASE	07	24	\$1,291,392.96	\$575,957.52	\$1,867,350.48	\$72,921.60	\$120,331.03	\$1,674,097.85
E7905	BASE	07	1	\$20,789.40	\$6,852.29	\$27,641.69	\$923.04	\$584.13	\$26,134.52
E0763	BASE	0	42	\$5,247,524.52	\$1,874,998.35	\$7,122,522.87	\$495,087.00	\$490,764.15	\$6,136,671.72
E0689	BASE	0	2	\$304,428.96	\$105,795.14	\$410,224.10	\$29,665.92	\$27,888.28	\$352,669.90
E7815	BASE	07	2	\$746,970.48	\$315,354.30	\$1,062,324.78	\$125,373.36	\$31,240.56	\$905,710.86
E0366	BASE	07	3	\$114,589.08	\$59,158.69	\$173,747.77	\$5,886.36	\$10,970.92	\$156,890.49
E0261	BASE	07	87	\$4,676,778.96	\$2,063,196.71	\$6,739,975.67	\$256,889.52	\$427,494.65	\$6,055,591.50
E7245	BASE	07	1	\$220,454.88	\$92,454.71	\$312,909.59	\$29,832.24	\$15,620.28	\$267,457.07
AA0801	CONFIANZA	17	74	\$12,126,392.64	\$3,595,913.25	\$15,722,305.89	\$1,605,298.32	\$627,697.01	\$13,489,310.56
E7309	BASE	07	13	\$2,785,699.20	\$391,159.65	\$3,176,858.85	\$364,445.64	\$78,273.22	\$2,734,139.99
E1461	BASE	07	241	\$35,310,597.00	\$12,321,828.72	\$47,632,425.72	\$3,293,785.56	\$3,220,795.09	\$41,117,845.06
JP01002	BASE	08	2	\$219,380.16	\$99,590.32	\$318,970.48	\$19,694.88	\$19,636.78	\$279,638.82
E7617	BASE	07	1	\$221,328.24	\$92,091.64	\$313,419.88	\$30,516.96	\$15,620.28	\$267,282.64
E2405	BASE	07	3623	\$340,315,780.92	\$122,106,548.68	\$462,422,329.60	\$21,099,772.32	\$29,399,416.80	\$411,923,140.48
P05010	BASE	09	3	\$345,317.04	\$124,977.33	\$470,294.37	\$32,454.00	\$31,181.40	\$406,658.97
JA04003	BASE	08	52	\$5,703,884.16	\$2,589,348.32	\$8,293,232.48	\$512,066.88	\$510,556.41	\$7,270,609.19
E7123	BASE	07	19	\$3,276,464.88	\$1,344,623.35	\$4,621,088.23	\$388,099.32	\$292,409.32	\$3,940,579.59
T14805	BASE	24	1	\$110,344.56	\$35,601.29	\$145,945.85	\$7,320.48	\$9,366.25	\$129,259.12
E7217	BASE	07	23	\$9,841,577.64	\$4,160,847.20	\$14,002,424.84	\$1,726,087.44	\$359,266.44	\$11,917,070.96
CF12825	CONFIANZA	272B	23	\$2,969,539.20	\$896,867.75	\$3,866,406.95	\$207,458.16	\$241,379.94	\$3,417,568.85
T18817	BASE	24	1	\$110,344.56	\$35,601.29	\$145,945.85	\$7,320.48	\$9,366.25	\$129,259.12
E9007	BASE	01	19	\$2,257,357.32	\$913,221.89	\$3,170,579.21	\$201,036.72	\$194,811.15	\$2,774,731.34
E2792	BASE	07	165	\$10,267,086.96	\$4,460,507.19	\$14,727,594.15	\$702,312.48	\$998,288.54	\$13,026,993.14
E7227	BASE	07	63	\$20,120,879.52	\$8,476,152.30	\$28,597,031.82	\$3,191,454.00	\$984,077.64	\$24,421,500.18
E0401	BASE	07	32	\$39,076,003.68	\$14,102,980.00	\$53,178,983.68	\$10,022,334.96	\$499,848.96	\$42,656,799.76
E9211	BASE	01	1	\$276,167.64	\$112,666.27	\$388,833.91	\$41,613.12	\$15,620.28	\$331,600.51
JS06009	BASE	08	4	\$438,760.32	\$199,180.64	\$637,940.96	\$39,389.76	\$39,273.57	\$559,277.63
E7023	BASE	07	18	\$2,155,628.16	\$878,486.22	\$3,034,114.38	\$190,455.84	\$184,557.93	\$2,659,100.61
E0371	BASE	07	45	\$2,119,628.52	\$996,301.43	\$3,115,929.95	\$145,879.92	\$197,203.94	\$2,772,846.09
E0689	BASE	07	125	\$20,612,615.28	\$7,118,773.07	\$27,731,388.35	\$2,195,751.84	\$1,776,540.25	\$23,759,096.26
E2709	BASE	07	9	\$12,171,023.52	\$4,344,067.01	\$16,515,090.53	\$3,217,763.04	\$140,582.52	\$13,156,744.97
S01803	BASE	21	380	\$39,293,702.40	\$12,699,151.60	\$51,992,854.00	\$2,476,216.80	\$3,283,330.53	\$46,233,306.67
E7709	BASE	07	1	\$192,538.92	\$79,244.31	\$271,783.23	\$24,412.44	\$15,620.28	\$231,750.51
E7025	BASE	07	125	\$16,652,505.00	\$6,809,461.25	\$23,461,966.25	\$1,602,210.00	\$1,447,431.00	\$20,412,325.25
E7035	BASE	07	1	\$221,301.96	\$92,089.89	\$313,391.85	\$30,516.96	\$15,620.28	\$267,254.61
E0763	BASE	07	7598	\$635,371,849.80	\$249,227,260.72	\$884,599,110.52	\$61,467,559.56	\$57,469,360.66	\$765,662,190.30
E1333	BASE	07	24	\$4,393,863.36	\$1,470,648.24	\$5,864,511.60	\$506,600.64	\$374,886.72	\$4,983,024.24
E7235	BASE	07	131	\$56,030,230.08	\$23,697,140.20	\$79,727,370.28	\$9,831,193.68	\$2,046,256.68	\$67,849,919.92
JA08026	BASE	09	20	\$2,302,113.60	\$1,045,546.20	\$3,347,659.80	\$216,360.00	\$207,876.00	\$2,923,423.80
E7133	BASE	07	15	\$3,191,074.20	\$1,317,473.55	\$4,508,547.75	\$426,897.00	\$234,304.20	\$3,847,346.55
E3001	BASE	07	277	\$4,032,078.48	\$3,510,855.89	\$7,542,934.37	\$154,000.92	\$377,092.01	\$7,011,841.44
E1905	BASE	07	1	\$171,590.28	\$57,679.78	\$229,270.06	\$18,717.48	\$15,620.28	\$194,932.30
E7209	BASE	07	4	\$1,007,313.12	\$422,809.52	\$1,430,122.64	\$144,259.68	\$62,481.12	\$1,223,381.84
E0492	BASE	07	60	\$3,154,784.28	\$1,449,083.28	\$4,603,867.56	\$214,017.96	\$304,211.33	\$4,085,638.27
E0363	BASE	07	10711	\$579,615,536.88	\$259,456,908.19	\$839,072,445.07	\$45,467,913.24	\$52,524,510.49	\$741,080,021.34
JA01024	BASE	03	1	\$86,226.48	\$39,041.01	\$125,267.49	\$6,395.40	\$7,325.38	\$111,546.70
E2225	BASE	07	3	\$328,506.48	\$115,740.18	\$444,246.66	\$22,796.28	\$29,117.66	\$392,332.72
E1421	BASE	07	5	\$1,268,583.36	\$426,490.41	\$1,695,073.77	\$178,963.44	\$78,101.40	\$1,438,008.93
E1445	BASE	07	3	\$665,954.64	\$225,720.00	\$891,674.64	\$86,909.76	\$46,860.84	\$757,904.04
E7307	BASE	07	16	\$2,881,854.72	\$381,225.32	\$3,263,080.04	\$347,059.68	\$72,845.14	\$2,843,175.22
E0963	BASE	07	24	\$1,361,008.44	\$597,173.21	\$1,958,181.65	\$94,267.20	\$127,250.41	\$1,736,664.04
A08025	BASE	10	4	\$500,529.60	\$182,344.96	\$682,874.56	\$50,459.04	\$45,836.56	\$586,578.96
E7007	BASE	07	1	\$119,850.00	\$48,813.03	\$168,663.03	\$10,580.88	\$10,253.22	\$147,828.93
E7229	BASE	07	54	\$20,159,130.96	\$8,513,961.30	\$28,673,092.26	\$3,385,080.72	\$843,495.12	\$24,444,516.42
T06803	BASE	26	1254	\$144,081,289.44	\$46,438,943.10	\$190,520,232.54	\$10,078,999.92	\$12,342,290.60	\$168,098,942.02
E9009	BASE	01	6	\$792,511.20	\$320,487.84	\$1,112,999.04	\$76,906.08	\$69,476.69	\$966,616.27
E1494	BASE	07	23	\$4,346,737.80	\$1,879,296.19	\$6,226,033.99	\$512,647.92	\$359,266.44	\$5,354,119.63
CF34813	CONFIANZA	27	1	\$118,580.88	\$38,190.17	\$156,771.05	\$8,617.20	\$10,227.34	\$137,926.51
E9017	BASE	01	7	\$1,515,620.64	\$623,057.05	\$2,138,677.69	\$210,822.24	\$109,341.96	\$1,818,513.49
E1305	BASE	07	26	\$5,986,036.80	\$1,977,577.84	\$7,963,614.64	\$806,042.76	\$406,127.28	\$6,751,444.60
E1501	BASE	07	6	\$803,635.92	\$277,111.85	\$1,080,747.77	\$72,515.04	\$73,804.22	\$934,428.51
CF33892	CONFIANZA	272A	55	\$6,902,570.40	\$2,124,030.15	\$9,026,600.55	\$485,753.40	\$570,343.45	\$7,970,503.70
E7233	BASE	07	61	\$17,003,671.92	\$7,145,907.83	\$24,149,579.75	\$2,538,400.32	\$952,837.08	\$20,658,342.35



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
TABULADOR DE SUELDOS

PLAZA	RELACION LABORAL	NIVEL	NUMERO PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES RETENCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
E1587	BASE	07	311	\$24,916,889.64	\$9,222,579.10	\$34,139,468.74	\$1,434,652.20	\$2,113,289.01	\$30,591,527.53
E0101	BASE	07	71	\$27,090,251.40	\$8,703,302.31	\$35,793,553.71	\$4,639,061.64	\$1,109,039.88	\$30,045,452.19
E0629	BASE	0	6	\$1,031,439.60	\$355,067.88	\$1,386,507.48	\$110,975.04	\$93,721.68	\$1,181,810.76
E0195	BASE	07	85	\$20,139,846.36	\$6,654,414.40	\$26,794,260.76	\$2,821,690.56	\$1,327,723.80	\$22,644,846.40
E0351	BASE	07	16	\$19,985,336.16	\$7,197,000.14	\$27,182,336.30	\$5,169,861.84	\$249,924.48	\$21,762,549.98
S01808	BASE	21	5	\$517,022.40	\$167,094.10	\$684,116.50	\$32,581.80	\$43,201.72	\$608,332.98
E1303	BASE	07	6	\$2,389,094.40	\$767,405.05	\$3,156,499.45	\$421,567.56	\$93,721.68	\$2,641,210.21
E1471	BASE	07	11	\$1,572,931.80	\$550,386.76	\$2,123,318.56	\$142,736.88	\$143,108.58	\$1,837,473.10
A01808	BASE	21	1	\$103,404.48	\$33,418.82	\$136,823.30	\$6,516.36	\$8,640.34	\$121,666.60
E7251	BASE	07	3	\$826,125.12	\$347,235.42	\$1,173,360.54	\$122,673.60	\$46,860.84	\$1,003,826.10
E0341	BASE	07	118	\$52,311,983.28	\$16,695,544.79	\$69,007,528.07	\$9,480,980.76	\$1,843,193.04	\$57,683,354.27
E7213	BASE	07	10	\$3,195,092.40	\$1,345,508.70	\$4,540,601.10	\$506,580.00	\$156,202.80	\$3,877,818.30
T03803	BASE	22	9	\$959,435.28	\$309,795.21	\$1,269,230.49	\$61,720.92	\$80,765.18	\$1,126,744.39
E0201	BASE	07	179	\$67,113,109.80	\$21,230,144.54	\$88,343,254.34	\$11,050,916.64	\$2,796,030.12	\$74,496,307.58
T05010	BASE	06	1	\$101,286.72	\$36,246.68	\$137,533.40	\$8,459.16	\$8,925.54	\$120,148.70
E0451	BASE	07	24	\$31,482,143.04	\$11,275,988.98	\$42,758,132.02	\$8,254,245.24	\$374,886.72	\$34,129,000.06
E2229	BASE	07	1	\$143,395.08	\$48,993.73	\$192,388.81	\$13,099.44	\$13,084.02	\$166,205.35
E0201	BASE	0	10	\$3,056,360.40	\$964,674.50	\$4,021,034.90	\$447,426.00	\$156,202.80	\$3,417,406.10
E0687	BASE	07	1439	\$232,403,994.24	\$80,389,732.48	\$312,793,726.72	\$24,274,437.36	\$20,348,884.49	\$268,170,404.87
E2333	BASE	07	160	\$23,877,100.80	\$8,119,635.20	\$31,996,736.00	\$2,275,008.00	\$2,182,183.92	\$27,539,544.08
E7007	BASE	0	19	\$2,277,150.00	\$927,447.57	\$3,204,597.57	\$201,036.72	\$194,811.15	\$2,808,749.70
A01807	BASE	27	307	\$36,404,330.16	\$11,724,382.19	\$48,128,712.35	\$2,645,480.40	\$3,139,792.15	\$42,343,439.80
E0671	BASE	07	9	\$625,918.32	\$268,408.68	\$894,327.00	\$43,204.44	\$58,537.75	\$792,584.81
E0692	BASE	07	9	\$1,758,630.96	\$596,692.80	\$2,355,323.76	\$212,325.84	\$140,582.52	\$2,002,415.40
E7615	BASE	07	2	\$388,220.88	\$160,941.74	\$549,162.62	\$50,066.16	\$31,240.56	\$467,855.90
E0113	BASE	07	4	\$1,557,259.68	\$500,272.72	\$2,057,532.40	\$262,414.56	\$62,481.12	\$1,732,636.72
E1441	BASE	07	220	\$31,458,636.00	\$11,007,735.20	\$42,466,371.20	\$2,854,737.60	\$2,862,171.51	\$36,749,462.09
E0221	BASE	07	1387	\$294,282,138.12	\$96,994,721.05	\$391,276,859.17	\$37,781,497.08	\$21,665,328.36	\$331,830,033.73
E0121	BASE	07	397	\$99,873,151.08	\$32,759,157.28	\$132,632,308.36	\$14,501,140.20	\$6,201,251.16	\$111,929,917.00
E0181	BASE	07	6582	\$1,058,409,844.32	\$358,512,801.65	\$1,416,922,645.97	\$110,514,698.52	\$90,831,146.62	\$1,215,576,800.82
JA08004	BASE	03	2	\$172,452.96	\$78,082.02	\$250,534.98	\$12,790.80	\$14,650.77	\$223,093.41
E7807	BASE	07	2	\$450,036.72	\$188,771.68	\$638,808.40	\$61,482.72	\$31,240.56	\$546,085.12
E0181	BASE	0	35	\$5,128,095.00	\$1,746,670.45	\$6,874,765.45	\$478,350.60	\$467,750.32	\$5,928,664.53
A03804	BASE	23	56	\$6,158,382.72	\$1,986,991.44	\$8,145,374.16	\$406,600.32	\$522,288.14	\$7,216,485.70
E9015	BASE	01	3	\$576,014.76	\$234,035.64	\$810,050.40	\$75,099.24	\$46,860.84	\$688,090.32
E0285	BASE	07	1	\$268,730.88	\$87,820.39	\$356,551.27	\$38,402.52	\$15,620.28	\$302,528.47
E9217	BASE	01	25	\$10,601,826.00	\$4,325,422.25	\$14,927,248.25	\$1,876,182.00	\$390,507.00	\$12,660,559.25
T06806	BASE	21	1	\$103,404.48	\$33,418.82	\$136,823.30	\$6,516.36	\$8,640.34	\$121,666.60
E7111	BASE	07	1	\$212,761.56	\$87,833.12	\$300,594.68	\$28,459.80	\$15,620.28	\$256,514.60
CF04807	CONFIANZA	27Z	18	\$2,190,827.52	\$693,944.82	\$2,884,772.34	\$158,375.52	\$186,261.28	\$2,540,135.54
E7135	BASE	07	2	\$648,938.40	\$271,292.00	\$920,230.40	\$104,319.12	\$31,240.56	\$784,670.72
E2725	BASE	07	99	\$52,917,596.76	\$16,881,445.71	\$69,799,042.47	\$10,591,697.04	\$1,546,407.72	\$57,660,937.71
A02804	BASE	22	3	\$319,811.76	\$103,265.07	\$423,076.83	\$20,573.64	\$26,921.73	\$375,581.46
T17804	BASE	24	17	\$1,875,857.52	\$605,221.93	\$2,481,079.45	\$124,448.16	\$159,226.28	\$2,197,405.01
E0183	BASE	07	101	\$2,580,843.00	\$1,595,927.58	\$4,176,770.58	\$121,715.88	\$239,449.34	\$3,815,605.37
E9209	BASE	01	2	\$498,934.80	\$203,694.66	\$702,629.46	\$72,129.84	\$31,240.56	\$599,259.06
E7809	BASE	07	1	\$251,828.28	\$105,702.38	\$357,530.66	\$36,064.92	\$15,620.28	\$305,845.46
E0629	BASE	07	67	\$16,296,545.88	\$5,491,486.76	\$21,788,032.64	\$2,354,122.92	\$1,046,558.76	\$18,387,350.96
E0392	BASE	07	60	\$3,884,579.04	\$1,673,308.55	\$5,557,887.59	\$281,820.72	\$377,954.24	\$4,898,112.63
E0633	BASE	07	10	\$7,754,345.28	\$2,430,275.08	\$10,184,620.36	\$1,716,184.08	\$156,202.80	\$8,312,233.48
E0463	BASE	07	1732	\$872,980,573.56	\$400,236,246.92	\$1,273,216,820.48	\$69,641,865.48	\$79,246,870.43	\$1,124,328,084.57
E7129	BASE	07	2	\$567,464.88	\$236,504.20	\$803,969.08	\$86,242.32	\$31,240.56	\$686,486.20
E7247	BASE	07	1	\$236,706.60	\$99,351.01	\$336,057.61	\$33,081.12	\$15,620.28	\$287,356.21
CF04808	CONFIANZA	27ZA	6	\$753,007.68	\$231,712.38	\$984,720.06	\$52,991.28	\$62,219.29	\$869,509.49
E1815	BASE	07	1	\$87,336.84	\$31,702.66	\$119,039.50	\$5,160.36	\$7,471.07	\$106,408.07
E0361	BASE	07	19	\$867,734.52	\$411,450.97	\$1,279,185.49	\$54,345.24	\$80,913.23	\$1,143,927.02
E0125	BASE	07	9	\$2,862,100.44	\$930,202.95	\$3,792,303.39	\$452,359.80	\$140,582.52	\$3,199,361.07
S05805	BASE	21	776	\$80,241,876.48	\$25,933,004.32	\$106,174,880.80	\$5,056,695.36	\$6,704,906.56	\$94,413,278.88
JA08029	BASE	04	40	\$3,716,438.40	\$1,684,189.20	\$5,400,627.60	\$284,904.00	\$321,424.44	\$4,794,299.16
E7109	BASE	07	2	\$385,078.08	\$158,488.64	\$543,566.72	\$48,824.88	\$31,240.56	\$463,501.28
JA01005	BASE	06	30	\$3,038,601.60	\$1,378,308.60	\$4,416,910.20	\$253,774.80	\$267,766.06	\$3,895,369.34
E0363	BASE	0	60	\$3,216,929.04	\$1,439,184.22	\$4,656,113.26	\$219,375.48	\$300,140.97	\$4,136,596.81
E7027	BASE	07	4	\$667,708.32	\$275,561.00	\$943,269.32	\$78,278.40	\$59,855.33	\$805,135.59
E7127	BASE	07	4	\$972,790.56	\$403,485.44	\$1,376,276.00	\$138,467.04	\$62,481.12	\$1,175,327.84
JP07542	BASE	15	108	\$17,081,150.40	\$7,777,078.92	\$24,858,229.32	\$2,114,462.88	\$1,616,564.95	\$21,127,201.49
P03802	BASE	25	8	\$891,150.72	\$287,461.04	\$1,178,611.76	\$59,891.52	\$75,811.70	\$1,042,908.54
E0301	BASE	07	31	\$32,844,267.12	\$12,061,649.93	\$44,905,917.05	\$8,006,763.00	\$484,228.68	\$36,414,925.37
E1487	BASE	07	3205	\$446,779,051.20	\$215,316,194.70	\$662,095,245.90	\$41,195,659.80	\$41,463,711.58	\$579,435,874.52
E0105	BASE	07	1	\$328,468.32	\$105,347.22	\$433,815.54	\$50,937.36	\$15,620.28	\$367,257.90
T26805	BASE	22	1	\$106,603.92	\$34,421.69	\$141,025.61	\$6,857.88	\$8,973.91	\$125,193.82
E2227	BASE	07	4	\$459,901.44	\$161,117.28	\$621,018.72	\$33,735.84	\$41,041.94	\$546,240.94
AA0401	CONFIANZA	21	2	\$622,938.48	\$184,962.78	\$807,901.26	\$109,128.96	\$31,240.56	\$667,531.74
S02803	BASE	21	2	\$206,808.96	\$66,837.64	\$273,646.60	\$13,032.72	\$17,280.69	\$243,333.19
E7817	BASE	07	7	\$2,995,262.76	\$1,266,344.80	\$4,261,607.56	\$525,330.96	\$109,341.96	\$3,626,934.64
E9213	BASE	01	11	\$3,482,198.28	\$1,420,500.95	\$4,902,699.23	\$557,238.00	\$171,823.08	\$4,173,638.15
AA0802	CONFIANZA	17	7	\$845,250.84	\$250,384.43	\$1,095,635.28	\$88,061.40	\$43,628.52	\$963,945.35
S01813	BASE	24	2233	\$246,399,402.48	\$79,497,680.57	\$325,897,083.05	\$16,346,631.84	\$20,914,840.72	\$288,635,610.49



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO ESTATAL DE EDUCACIÓN PÚBLICA DE OAXACA
TABULADOR DE SUELDOS

PLAZA	RELACION LABORAL	NIVEL	NUMERO PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES RETENCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
E7813	BASE	07	3	\$958,527.72	\$403,652.61	\$1,362,180.33	\$151,974.00	\$46,860.84	\$1,163,345.49
AA0402	CONFIANZA	21	40	\$14,036,969.52	\$4,167,357.49	\$18,204,327.01	\$2,553,775.20	\$624,811.20	\$15,025,740.61
E1335	BASE	07	72	\$14,606,089.92	\$4,861,885.84	\$19,467,975.76	\$1,820,363.64	\$1,124,660.16	\$16,522,951.96
E1443	BASE	07	1	\$144,707.64	\$50,566.97	\$195,274.61	\$13,303.56	\$13,183.37	\$168,787.68
E0792	BASE	07	43	\$1,556,791.32	\$827,818.85	\$2,384,610.17	\$81,742.44	\$151,236.88	\$2,151,630.85
JA01008	BASE	11	14	\$1,861,860.00	\$846,640.06	\$2,708,500.06	\$198,833.04	\$172,116.13	\$2,337,550.89
E9013	BASE	01	6	\$993,858.48	\$402,354.90	\$1,396,213.38	\$117,417.60	\$89,783.00	\$1,189,012.78
JS06008	BASE	09	4	\$460,422.72	\$209,109.24	\$669,531.96	\$43,272.00	\$41,575.20	\$584,684.76
S02810	BASE	21	2	\$206,808.96	\$66,837.64	\$273,646.60	\$13,032.72	\$17,280.69	\$243,333.19
E7113	BASE	07	1	\$243,291.72	\$100,877.63	\$344,169.35	\$34,616.76	\$15,620.28	\$293,932.31
E0281	BASE	0	146	\$21,391,482.00	\$9,826,511.02	\$31,217,993.02	\$1,995,405.36	\$1,951,187.07	\$27,271,400.59
JS08013	BASE	04	13	\$1,207,842.48	\$547,361.49	\$1,755,203.97	\$92,593.80	\$104,462.94	\$1,558,147.23
E9303	BASE	01	13	\$694,446.48	\$336,144.68	\$1,030,591.16	\$40,006.56	\$63,739.49	\$926,845.11
E0199	BASE	07	11	\$2,078,874.60	\$693,940.28	\$2,772,814.88	\$245,179.44	\$171,823.08	\$2,355,812.36
E1493	BASE	07	24	\$4,123,540.80	\$1,415,381.28	\$5,538,922.08	\$450,578.88	\$374,886.72	\$4,713,456.48
P02802	BASE	25	8	\$891,150.72	\$287,461.04	\$1,178,611.76	\$59,891.52	\$75,811.70	\$1,042,908.54
E1901	BASE	07	1	\$151,687.92	\$51,520.32	\$203,208.24	\$14,716.68	\$13,886.31	\$174,605.25
E2331	BASE	0	5	\$744,766.20	\$253,306.75	\$998,072.95	\$70,810.80	\$68,052.36	\$859,209.79
E0191	BASE	07	18	\$2,509,211.52	\$874,049.22	\$3,383,260.74	\$231,364.08	\$232,869.52	\$2,919,027.14
E7305	BASE	07	5	\$311,841.00	\$59,227.18	\$371,068.18	\$19,715.64	\$8,761.93	\$342,590.61
E7225	BASE	07	59	\$14,856,771.12	\$6,236,367.26	\$21,093,138.38	\$2,127,830.28	\$921,596.52	\$18,043,711.58
E1491	BASE	07	1610	\$224,435,030.40	\$80,147,957.40	\$304,582,987.80	\$20,694,231.60	\$20,828,884.76	\$263,059,871.44
E0701	BASE	07	35	\$50,476,274.40	\$17,911,677.17	\$68,387,951.57	\$13,558,496.28	\$546,709.80	\$54,282,745.49
CF33865	CONFIANZA	25	1	\$111,393.84	\$35,932.63	\$147,326.47	\$7,486.44	\$9,476.46	\$130,363.57
E1331	BASE	07	200	\$35,143,656.00	\$11,796,348.00	\$46,940,004.00	\$3,919,392.00	\$3,124,056.00	\$39,896,556.00
E1065	BASE	07	3	\$147,387.24	\$67,940.97	\$215,328.21	\$7,726.92	\$13,733.43	\$193,867.86
E7211	BASE	07	5	\$1,393,896.60	\$585,740.35	\$1,979,636.95	\$208,065.60	\$78,101.40	\$1,693,469.95
T16803	BASE	22	1	\$106,603.92	\$34,421.69	\$141,025.61	\$6,857.88	\$8,973.91	\$125,193.82
S08802	BASE	21	1	\$103,404.48	\$33,418.82	\$136,823.30	\$6,516.36	\$8,640.34	\$121,666.60
JA08016	BASE	07	2	\$211,686.24	\$96,063.94	\$307,750.18	\$18,376.32	\$18,819.31	\$270,554.55
E0182	BASE	07	3	\$311,087.88	\$111,219.87	\$422,307.75	\$20,791.44	\$27,400.39	\$374,115.92
E2403	BASE	07	40	\$4,527,148.80	\$1,583,429.60	\$6,110,578.40	\$323,356.80	\$400,513.20	\$5,386,708.40
E2781	BASE	07	6567	\$1,514,166,901.20	\$496,459,897.29	\$2,010,626,798.49	\$201,665,915.40	\$102,578,378.76	\$1,706,382,504.33
E0321	BASE	07	219	\$205,863,076.08	\$76,624,952.05	\$282,488,028.13	\$48,276,880.08	\$3,420,841.32	\$230,790,306.73
JP07540	BASE	13	19	\$2,798,700.00	\$1,273,627.76	\$4,072,327.76	\$327,918.72	\$262,474.48	\$3,481,934.56
E2331	BASE	07	524	\$78,051,497.76	\$26,546,547.40	\$104,598,045.16	\$7,420,971.84	\$7,131,887.33	\$90,045,185.99
A08006	BASE	11	7	\$930,930.00	\$340,646.60	\$1,271,576.60	\$99,416.52	\$86,058.06	\$1,086,102.02
S05806	BASE	23	1630	\$179,252,925.60	\$57,835,643.70	\$237,088,569.30	\$11,834,973.60	\$15,202,315.62	\$210,051,280.08
E7147	BASE	07	1	\$181,251.96	\$74,505.44	\$255,757.40	\$22,186.32	\$15,620.28	\$217,950.80
E0465	BASE	07	3916	\$196,949,650.44	\$90,545,473.05	\$287,495,123.49	\$14,086,541.40	\$18,230,310.24	\$255,178,271.85
E0466	BASE	07	24	\$1,015,028.16	\$502,070.02	\$1,517,098.18	\$55,445.16	\$97,101.81	\$1,364,551.21
E2401	BASE	07	55	\$2,971,900.80	\$1,312,532.65	\$4,284,433.45	\$150,473.40	\$273,062.54	\$3,860,897.51
T26803	BASE	24	37	\$4,082,748.72	\$1,317,247.73	\$5,399,996.45	\$270,857.76	\$346,551.32	\$4,782,587.37
JS07002	BASE	06	3	\$303,860.16	\$137,830.86	\$441,691.02	\$25,377.48	\$26,776.61	\$389,536.93



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ANALÍTICO DE PLAZAS			
PLAZA	NUMERO PLAZAS	DE	HASTA
A01803	642	\$103,404.48	\$103,404.48
A01805	21	\$103,404.48	\$103,404.48
A01806	2839	\$111,345.84	\$111,393.84
A01807	307	\$118,580.88	\$118,580.88
A01808	1	\$103,404.48	\$103,404.48
A02804	3	\$106,603.92	\$106,603.92
A03803	582	\$103,404.48	\$103,404.48
A03804	56	\$109,971.12	\$109,971.12
A04003	6	\$109,690.08	\$147,300.00
A04012	3	\$109,690.08	\$109,690.08
A08006	7	\$132,990.00	\$132,990.00
A08007	3	\$142,129.92	\$142,129.92
A08025	4	\$125,132.40	\$125,132.40
A08029	109	\$92,910.96	\$92,910.96
AA0101	1	\$745,826.64	\$745,826.64
AA0201	9	\$566,692.20	\$566,692.20
AA0301	17	\$368,493.96	\$434,338.68
AA0401	2	\$311,469.24	\$311,469.24
AA0402	40	\$309,042.12	\$353,128.56
AA0501	54	\$244,006.80	\$244,006.80
AA0801	74	\$143,220.96	\$165,692.16
AA0802	7	\$120,750.12	\$120,750.12
CF04807	18	\$121,712.64	\$121,712.64
CF04808	6	\$125,501.28	\$125,501.28
CF12804	556	\$121,712.64	\$121,712.64
CF12814	87	\$125,501.28	\$125,501.28
CF12825	23	\$129,110.40	\$129,110.40
CF21807	14	\$114,897.36	\$114,897.36
CF21817	6	\$125,501.28	\$125,501.28
CF22811	16	\$110,344.56	\$110,344.56
CF33834	23	\$118,580.88	\$118,580.88
CF33865	1	\$111,393.84	\$111,393.84
CF33890	812	\$129,110.40	\$129,110.40
CF33892	55	\$125,501.28	\$125,501.28
CF34810	1	\$111,393.84	\$111,393.84
CF34813	1	\$118,580.88	\$118,580.88
CF34844	1	\$103,404.48	\$103,404.48
E0101	71	\$299,803.80	\$575,310.60
E0105	1	\$328,468.32	\$328,468.32
E0113	4	\$295,493.16	\$420,588.84
E0121	397	\$173,331.72	\$619,400.04
E0125	9	\$245,524.92	\$440,072.28
E0165	262	\$5,794.20	\$152,776.32
E0181	35	\$146,517.00	\$146,517.00
E0181	6582	\$146,517.00	\$517,134.36
E0182	3	\$103,695.96	\$103,695.96
E0183	101	\$6,439.08	\$96,586.20
E0191	18	\$139,400.64	\$139,400.64
E0195	85	\$202,699.56	\$531,487.56
E0199	11	\$188,988.60	\$188,988.60
E0201	10	\$305,636.04	\$305,636.04
E0201	179	\$305,636.04	\$581,142.84
E0205	35	\$338,008.56	\$745,136.16
E0221	1387	\$173,317.08	\$612,123.96
E0261	87	\$11,323.92	\$135,887.04
E0265	2	\$67,770.72	\$141,189.00
E0281	146	\$146,517.00	\$146,517.00
E0281	21084	\$146,517.00	\$517,134.36
E0285	1	\$268,730.88	\$268,730.88



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ANALÍTICO DE PLAZAS			
PLAZA	NUMERO PLAZAS	DE	HASTA
E0289	12	\$146,517.00	\$146,517.00
E0299	53	\$188,988.60	\$188,988.60
E0301	31	\$848,801.04	\$1,616,262.96
E0321	219	\$788,893.20	\$2,410,386.00
E0341	118	\$380,437.44	\$914,483.28
E0351	16	\$818,946.00	\$2,504,056.08
E0361	19	\$7,018.44	\$140,368.80
E0363	60	\$7,278.12	\$174,674.88
E0363	10711	\$7,278.12	\$485,414.28
E0365	4	\$7,278.12	\$101,893.68
E0365	1226	\$7,278.12	\$290,288.88
E0366	3	\$28,492.20	\$56,984.40
E0371	45	\$7,278.12	\$180,450.60
E0392	60	\$25,548.12	\$178,836.84
E0401	32	\$848,801.04	\$2,600,116.56
E0421	175	\$788,893.20	\$1,899,060.72
E0441	78	\$380,437.44	\$1,160,554.32
E0451	24	\$818,946.00	\$2,504,056.08
E0461	24	\$14,036.88	\$84,221.28
E0463	17232	\$7,278.12	\$708,065.40
E0465	3916	\$7,278.12	\$357,673.68
E0466	24	\$14,556.24	\$96,762.96
E0492	60	\$12,372.36	\$178,836.84
E0629	6	\$171,906.60	\$171,906.60
E0629	67	\$171,906.60	\$618,047.16
E0633	10	\$605,266.80	\$1,344,630.48
E0671	9	\$36,390.60	\$152,840.52
E0681	2	\$152,214.48	\$152,214.48
E0687	1439	\$152,214.48	\$538,742.88
E0689	125	\$152,214.48	\$336,936.72
E0689	2	\$152,214.48	\$152,214.48
E0692	9	\$195,403.44	\$195,403.44
E0701	35	\$845,961.12	\$2,042,667.36
E0763	7598	\$7,278.12	\$562,058.64
E0763	42	\$14,556.24	\$145,562.40
E0792	43	\$21,834.36	\$76,644.36
E0885	1	\$142,993.80	\$142,993.80
E0961	1	\$35,092.20	\$35,092.20
E0963	24	\$14,556.24	\$167,396.76
E1065	3	\$42,110.64	\$63,165.96
E1067	1659	\$7,148.52	\$157,267.44
E1303	6	\$298,128.60	\$661,899.96
E1305	26	\$212,408.16	\$299,321.04
E1331	200	\$175,718.28	\$175,718.28
E1333	24	\$183,077.64	\$183,077.64
E1335	72	\$194,043.60	\$335,024.40
E1405	7	\$200,753.88	\$200,753.88
E1411	23	\$329,146.68	\$465,210.84
E1421	5	\$231,329.76	\$287,297.04
E1441	220	\$142,993.80	\$142,993.80
E1443	1	\$144,707.64	\$144,707.64
E1445	3	\$221,984.88	\$221,984.88
E1451	2	\$142,993.80	\$142,993.80
E1461	241	\$146,517.00	\$146,517.00
E1471	11	\$142,993.80	\$142,993.80
E1481	175	\$298,128.60	\$566,492.76
E1483	634	\$169,872.72	\$610,362.00
E1485	5932	\$146,517.00	\$323,632.92



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PLAZA	NUMERO PLAZAS	DE	HASTA
E1487	3205	\$139,400.64	\$139,400.64
E1489	1963	\$146,517.00	\$517,134.36
E1491	1610	\$139,400.64	\$139,400.64
E1492	3	\$188,988.60	\$188,988.60
E1493	24	\$171,814.20	\$171,814.20
E1494	23	\$188,988.60	\$188,988.60
E1495	14	\$176,797.56	\$176,797.56
E1501	6	\$91,232.88	\$163,463.52
E1525	9	\$90,662.64	\$164,015.28
E1563	74	\$22,299.84	\$55,749.60
E1587	311	\$77,325.00	\$205,674.60
E1589	176	\$70,359.48	\$70,359.48
E1589	65	\$70,359.48	\$70,359.48
E1813	5	\$86,663.28	\$86,663.28
E1815	1	\$87,336.84	\$87,336.84
E1817	2	\$96,463.56	\$96,463.56
E1901	1	\$151,687.92	\$151,687.92
E1903	1	\$153,988.80	\$153,988.80
E1905	1	\$171,590.28	\$171,590.28
E2225	3	\$109,502.16	\$109,502.16
E2227	4	\$114,975.36	\$114,975.36
E2229	1	\$143,395.08	\$143,395.08
E2231	4	\$144,115.08	\$144,115.08
E2233	17	\$193,825.56	\$193,825.56
E2331	524	\$148,953.24	\$148,953.24
E2331	5	\$148,953.24	\$148,953.24
E2333	160	\$149,231.88	\$149,231.88
E2335	31	\$151,119.24	\$151,119.24
E2401	55	\$54,034.56	\$54,034.56
E2403	40	\$113,178.72	\$113,178.72
E2405	3623	\$93,932.04	\$93,932.04
E2709	9	\$840,863.52	\$2,047,525.92
E2711	58	\$819,228.00	\$2,504,338.08
E2725	99	\$394,446.60	\$1,205,193.00
E2781	6567	\$218,343.60	\$766,443.60
E2792	165	\$43,668.72	\$153,288.72
E3001	277	\$14,556.24	\$14,556.24
E7007	1	\$119,850.00	\$119,850.00
E7007	19	\$119,850.00	\$119,850.00
E7011	1	\$146,744.28	\$146,744.28
E7023	18	\$119,757.12	\$119,757.12
E7025	125	\$133,220.04	\$133,220.04
E7027	4	\$166,927.08	\$166,927.08
E7029	1	\$193,869.00	\$193,869.00
E7033	13	\$146,817.12	\$146,817.12
E7035	1	\$221,301.96	\$221,301.96
E7109	2	\$192,539.04	\$192,539.04
E7111	1	\$212,761.56	\$212,761.56
E7113	1	\$243,291.72	\$243,291.72
E7123	19	\$172,445.52	\$172,445.52
E7125	35	\$192,524.76	\$192,524.76
E7127	4	\$243,197.64	\$243,197.64
E7129	2	\$283,732.44	\$283,732.44
E7133	15	\$212,738.28	\$212,738.28
E7135	2	\$324,469.20	\$324,469.20
E7147	1	\$181,251.96	\$181,251.96
E7149	1	\$190,253.52	\$190,253.52
E7207	2	\$225,018.48	\$225,018.48



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ANALÍTICO DE PLAZAS			
PLAZA	NUMERO PLAZAS	DE	HASTA
E7209	4	\$251,828.28	\$251,828.28
E7211	5	\$278,779.32	\$278,779.32
E7213	10	\$319,509.24	\$319,509.24
E7215	6	\$373,485.24	\$373,485.24
E7217	23	\$427,894.68	\$427,894.68
E7223	28	\$224,996.88	\$224,996.88
E7225	59	\$251,809.68	\$251,809.68
E7227	63	\$319,379.04	\$319,379.04
E7229	54	\$373,317.24	\$373,317.24
E7233	61	\$278,748.72	\$278,748.72
E7235	131	\$427,711.68	\$427,711.68
E7243	2	\$186,559.08	\$186,559.08
E7245	1	\$220,454.88	\$220,454.88
E7247	1	\$236,706.60	\$236,706.60
E7251	3	\$275,375.04	\$275,375.04
E7305	5	\$20,789.40	\$83,157.60
E7307	16	\$60,038.64	\$300,193.20
E7309	13	\$103,944.00	\$394,987.20
E7607	1	\$119,850.00	\$119,850.00
E7609	7	\$133,275.60	\$133,275.60
E7615	2	\$194,110.44	\$194,110.44
E7617	1	\$221,328.24	\$221,328.24
E7709	1	\$192,538.92	\$192,538.92
E7717	2	\$324,606.36	\$324,606.36
E7807	2	\$225,018.36	\$225,018.36
E7809	1	\$251,828.28	\$251,828.28
E7811	1	\$278,779.32	\$278,779.32
E7813	3	\$319,509.24	\$319,509.24
E7815	2	\$373,485.24	\$373,485.24
E7817	7	\$427,894.68	\$427,894.68
E7905	1	\$20,789.40	\$20,789.40
E9007	19	\$118,808.28	\$118,808.28
E9009	6	\$132,085.20	\$132,085.20
E9011	4	\$145,438.44	\$145,438.44
E9013	6	\$165,643.08	\$165,643.08
E9015	3	\$192,004.92	\$192,004.92
E9017	7	\$199,117.20	\$219,417.24
E9207	3	\$222,935.04	\$222,935.04
E9209	2	\$249,467.40	\$249,467.40
E9211	1	\$276,167.64	\$276,167.64
E9213	11	\$316,563.48	\$316,563.48
E9215	8	\$370,122.72	\$370,122.72
E9217	25	\$424,073.04	\$424,073.04
E9303	13	\$22,045.92	\$66,137.76
E9305	22	\$37,707.12	\$75,414.24
JA01004	25	\$96,526.08	\$96,526.08
JA01005	30	\$101,286.72	\$101,286.72
JA01007	29	\$142,129.92	\$142,129.92
JA01008	14	\$132,990.00	\$132,990.00
JA01009	30	\$125,132.40	\$125,132.40
JA01024	1	\$86,226.48	\$86,226.48
JA01026	2	\$86,226.48	\$86,226.48
JA01028	54	\$105,843.12	\$105,843.12
JA04003	52	\$109,690.08	\$109,690.08
JA08004	2	\$86,226.48	\$86,226.48
JA08005	1	\$83,566.32	\$83,566.32



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PLAZA	NUMERO PLAZAS	DE	HASTA
JA08016	2	\$105,843.12	\$105,843.12
JA08026	20	\$115,105.68	\$115,105.68
JA08029	40	\$92,910.96	\$92,910.96
JP01002	2	\$109,690.08	\$109,690.08
JP07537	6	\$125,132.40	\$125,132.40
JP07540	19	\$147,300.00	\$147,300.00
JP07541	23	\$152,606.64	\$152,606.64
JP07542	108	\$158,158.80	\$158,158.80
JS06006	1	\$81,902.16	\$81,902.16
JS06008	4	\$115,105.68	\$115,105.68
JS06009	4	\$109,690.08	\$109,690.08
JS07002	3	\$101,286.72	\$101,286.72
JS08012	1	\$86,226.48	\$86,226.48
JS08013	13	\$92,910.96	\$92,910.96
P02802	8	\$111,393.84	\$111,393.84
P03802	8	\$111,393.84	\$111,393.84
P04803	17	\$111,393.84	\$111,393.84
P05005	11	\$152,606.64	\$152,606.64
P05010	3	\$115,105.68	\$115,105.68
S01803	380	\$103,404.48	\$103,404.48
S01804	3	\$103,404.48	\$103,404.48
S01807	31	\$103,404.48	\$103,404.48
S01808	5	\$103,404.48	\$103,404.48
S01811	1	\$103,404.48	\$103,404.48
S01813	2233	\$110,344.56	\$110,344.56
S02803	2	\$103,404.48	\$103,404.48
S02805	214	\$106,603.92	\$106,603.92
S02810	2	\$103,404.48	\$103,404.48
S03802	3	\$103,404.48	\$103,404.48
S05805	776	\$103,404.48	\$103,404.48
S05806	1630	\$109,971.12	\$109,971.12
S08802	1	\$103,404.48	\$103,404.48
S10802	1	\$106,603.92	\$106,603.92
T03803	9	\$106,603.92	\$106,603.92
T03804	46	\$111,393.84	\$111,393.84
T05010	1	\$101,286.72	\$101,286.72
T05808	1	\$103,404.48	\$103,404.48
T06007	30	\$158,158.80	\$158,158.80
T06803	1254	\$114,897.36	\$114,897.36
T06806	1	\$103,404.48	\$103,404.48
T14805	1	\$110,344.56	\$110,344.56
T14807	25	\$103,404.48	\$103,404.48
T16803	1	\$106,603.92	\$106,603.92
T17804	17	\$110,344.56	\$110,344.56
T18817	1	\$110,344.56	\$110,344.56
T22818	132	\$118,580.88	\$118,580.88
T26803	37	\$110,344.56	\$110,344.56
T26805	1	106603.92	106603.92



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INSTITUTO TECNOLÓGICO SUPERIOR DE SAN MIGUEL EL GRANDE
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO 2019

PLAZA / PUESTO	NIVEL	NUMERO DE PLAZAS	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL RETENCION	TOTAL ANUAL NETO
MANDOS MEDIOS Y SUPERIORES								
DIRECTOR		1	521,039.66	123,348.67	644,388.34	107,514.38	36,579.34	500,294.62
SUBDIRECTOR		3	398,917.36	102,008.07	500,925.43	94,345.71	28,170.49	378,409.24
JEFE DE DIVISION		4	344,607.31	93,609.60	438,216.91	80,432.61	23,068.09	334,716.21
JEFE DE DEPTO		8	250,096.62	84,455.22	334,551.85	74,414.13	18,768.67	241,369.05
CONTRATO								
INGENIERO EN SISTEMAS	16	1	118,332.77	77,411.90	195,744.67	21,781.62	11,561.88	162,401.16
TECNICO ESPECIALIZADO	14	2	107,150.04	74,286.10	181,436.15	19,651.62	10,601.56	151,182.96
COORDINADOR DE PROMOCIONES	13	1	101,951.52	71,808.53	173,760.05	18,357.25	10,167.80	145,235.01
ANALISTA ESPECIALIZADO	13	2	101,951.52	71,808.53	173,760.05	18,357.25	10,167.80	145,235.01
MEDICO GENERAL	13	1	101,951.52	71,808.53	173,760.05	18,357.25	10,167.80	145,235.01
PSICOLOGO	13	2	101,951.52	71,808.53	173,760.05	18,357.25	10,167.80	145,235.01
JEFE DE OFICINA	12	2	97,029.43	71,221.39	168,250.82	17,488.94	10,091.12	140,670.76
PROGRAMADOR	12	2	97,029.43	71,221.39	168,250.82	17,488.94	10,091.12	140,670.76
SECRETARIA DE DIRECTOR GENERAL	11	1	97,029.43	71,221.39	168,250.82	17,488.94	10,091.12	140,670.76
ANALISTA TECNICO	10	3	88,009.18	69,453.41	157,462.59	13,266.95	9,533.08	134,662.56
SECRETARIA DE SUBDIRECTOR	8	3	79,719.60	68,770.98	148,490.58	12,139.78	7,923.41	128,427.39
CAPTURISTA	7	4	75,833.45	67,356.83	143,190.28	10,733.34	7,425.96	125,030.99
CHOFER DE DIRECTOR	7	1	75,833.45	67,356.83	143,190.28	10,733.34	7,425.96	125,030.99
LABORATORISTA	6	5	72,190.87	66,962.77	139,153.63	6,945.42	6,842.87	125,365.35
SECRETARIA DE JEFE DE DEPARTAMENTO	5	5	68,787.14	65,798.07	134,585.21	4,523.32	4,393.37	125,668.52
BIBLIOTECARIO	4	1	65,559.87	65,798.07	131,357.94	4,523.32	4,393.37	122,441.25
TECNICO EN MANTENIMIENTO	4	3	65,559.87	65,798.07	131,357.94	4,523.32	4,393.37	122,441.25
ALMACENISTA	3	2	62,663.38	65,240.27	127,903.65	4,393.37	4,276.44	119,233.83
AUXILIAR ADMINISTRATIVO	3	1	62,663.38	65,240.27	127,903.65	4,393.37	4,276.44	119,233.83
INTENDENTE	3	4	62,663.38	65,240.27	127,903.65	4,393.37	4,276.44	119,233.83
CHOFER	3	1	62,663.38	65,240.27	127,903.65	4,393.37	4,276.44	119,233.83
VIGILANTE	1	4	58,142.51	63,418.78	121,561.29	3,817.23	4,127.68	113,616.38
PROFESOR TITULAR " A "		1	268,592.03	102,226.42	370,818.45	56,081.01	15,467.26	299,270.18
PROFESOR ASOCIADO " A "		5	188,244.43	75,482.43	263,726.86	44,511.92	10,914.70	208,300.24
PROFESOR ASOCIADO " B "		3	209,796.01	87,812.00	297,608.01	48,443.90	13,362.80	235,801.31
PROFESOR ASOCIADO " C "		3	240,165.09	98,418.99	338,584.09	52,703.92	14,116.06	271,764.10
PROFESOR ASIGNATURA " A " (H/S/M)		325	1,597,085.75	290,881.41	1,887,967.16	511,318.64	110,250.71	1,266,397.81
PROFESOR ASIGNATURA " B " (H/S/M)		480	3,027,287.72	887,716.27	3,915,003.99	815,517.39	105,742.64	2,993,743.96



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO TECNOLÓGICO SUPERIOR DE SAN MIGUEL EL GRANDE ANALÍTICO DE PLAZAS

PLAZA / PUESTO	NIVEL	PLAZAS	REMUNERACIONES	
			DE	HASTA
MANDOS MEDIOS Y SUEPERIORES				
DIRECTOR		1	521,039.66	500,294.62
SUBDIRECTOR		3	398,917.36	378,409.24
JEFE DE DIVISION		4	344,607.31	334,716.21
JEFE DE DEPTO		8	250,096.62	241,369.05
CONTRATO				
INGENIERO EN SISTEMAS	16	1	118,332.77	162,401.16
TECNICO ESPECIALIZADO	14	2	107,150.04	151,182.96
COORDINADOR DE PROMOCIONES	13	1	101,951.52	145,235.01
ANALISTA ESPECIALIZADO	13	2	101,951.52	145,235.01
MEDICO GENERAL	13	1	101,951.52	145,235.01
PSICOLOGO	13	2	101,951.52	145,235.01
JEFE DE OFICINA	12	2	97,029.43	140,670.76
PROGRAMADOR	12	2	97,029.43	140,670.76
SECRETARIA DE DIRECTOR GENERAL	11	1	97,029.43	140,670.76
ANALISTA TECNICO	10	3	88,009.18	134,662.56
SECRETARIA DE SUBDIRECTOR	8	3	79,719.60	128,427.39
CAPTURISTA	7	4	75,833.45	125,030.99
CHOFER DE DIRECTOR	7	1	75,833.45	125,030.99
LABORATORISTA	6	5	72,190.87	125,365.35
SECRETARIA DE JEFE DE DEPARTAMENTO	5	5	68,787.14	125,668.52
BIBLIOTECARIO	4	1	65,559.87	122,441.25
TECNICO EN MANTENIMIENTO	4	3	65,559.87	122,441.25
ALMACENISTA	3	2	62,663.38	119,233.83
AUXILIAR ADMINISTRATIVO	3	1	62,663.38	119,233.83
INTENDENTE	3	4	62,663.38	119,233.83
CHOFER	3	1	62,663.38	119,233.83
VIGILANTE	1	4	58,142.51	113,616.38
PROFESOR TITULAR " A "		1	268,592.03	299,270.18
PROFESOR ASOCIADO " A "		5	188,244.43	208,300.24
PROFESOR ASOCIADO " B "		3	209,796.01	235,801.31
PROFESOR ASOCIADO " C "		3	240,165.09	271,764.10
PROFESOR ASIGNATURA " A " (H/S/M)		325	1,597,085.75	1,266,397.81
PROFESOR ASIGNATURA " B " (H/S/M)		480	3,027,287.72	2,993,743.96



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO TECNOLÓGICO SUPERIOR DE TEPECOLULA

TABULADOR DE SUELDOS

CODIGO	PUESTO	NIVEL	PLAZAS	HRS	SUELDO MENSUAL ZONAL	MENSUAL	TOTAL ANUAL	AGUINALDO 40 DIAS	PRIMA VAC. 24 DIAS	AGUINALDO Y P. VAC ISR	SEGURIDAD SOCIAL	DESPENSA	MAT. DIDACTICO	SUBTOTAL	TOTAL ANUALIZADO	50% FEDERAL	RELACION LABORAL	
ITS0001	DIRECTOR GENERAL		1		\$ 37,241.20	\$ 37,758.36	\$ 453,654.93	\$ 49,654.93	\$ 29,423.33	\$ 25,423.33	\$ 95,753.65			\$ 200,624.87	\$ 653,725.14	\$ 326,862.57	MMYS	
ITS0009	DIRECTOR DE AREA		0		\$ 32,173.40	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			\$ -	\$ -	\$ -	MMYS	
ITS0002	SUBDIRECTOR DE AREA		3		\$ 28,794.50	\$ 87,583.08	\$ 1,050,996.95	\$ 115,178.00	\$ 58,971.14	\$ 58,971.14	\$ 225,153.13			\$ 468,409.07	\$ 1,519,406.02	\$ 759,703.01	MMYS	
ITS0003	JEFE DE DIVISION		5		\$ 24,886.90	\$ 126,162.48	\$ 1,513,949.77	\$ 165,912.67	\$ 84,947.29	\$ 84,947.29	\$ 327,368.18			\$ 677,775.73	\$ 2,191,725.50	\$ 1,095,862.75	MMYS	
ITS0004	JEFE DEPTO		8		\$ 17,643.85	\$ 143,110.91	\$ 1,717,330.97	\$ 188,201.07	\$ 96,358.95	\$ 96,358.95	\$ 381,769.12			\$ 779,249.78	\$ 2,496,580.75	\$ 1,248,290.37	MMYS	
SUBTOTAL					17		\$ 394,614.83	\$ 4,735,377.73	\$ 518,946.67	\$ 311,368.00	\$ 265,700.69	\$ 1,030,044.09		\$ 2,126,069.45	\$ 6,861,437.40	\$ 3,430,718.70		
P01002	INGENIERO EN SISTEMAS	16	1		\$ 8,818.30	\$ 8,940.76	\$ 107,289.08	\$ 11,757.73	\$ 7,054.64	\$ 6,019.96	\$ 26,089.99	\$ 13,092.00		\$ 64,014.32	\$ 171,303.40	\$ 85,651.70	CONTRATO	
CF33118	TECNICO ESPECIALIZADO	14	2		\$ 7,984.95	\$ 16,191.67	\$ 194,300.02	\$ 21,293.20	\$ 12,775.92	\$ 10,902.12	\$ 48,094.94	\$ 26,184.00		\$ 119,250.18	\$ 313,550.20	\$ 156,775.10	CONTRATO	
A06009	CORRINADOR DE PROMOCIONES	13	1		\$ 7,597.55	\$ 7,703.05	\$ 92,436.66	\$ 10,130.07	\$ 6,078.04	\$ 5,186.59	\$ 23,097.96	\$ 13,092.00		\$ 57,584.67	\$ 150,021.32	\$ 75,010.66	CONTRATO	
P011002	ANALISTA ESPECIALIZADO	13	2		\$ 7,597.55	\$ 15,406.11	\$ 184,873.31	\$ 20,260.13	\$ 12,156.08	\$ 10,373.19	\$ 46,195.93	\$ 26,184.00		\$ 115,169.33	\$ 300,042.64	\$ 150,021.32	CONTRATO	
P13006	MEDICO GENERAL	13	1		\$ 7,597.55	\$ 7,703.05	\$ 92,436.66	\$ 10,130.07	\$ 6,078.04	\$ 5,186.59	\$ 23,097.96	\$ 13,092.00		\$ 57,584.67	\$ 150,021.32	\$ 75,010.66	CONTRATO	
P16004	PSICOLOGO	13	2		\$ 7,597.55	\$ 15,406.11	\$ 184,873.31	\$ 20,260.13	\$ 12,156.08	\$ 10,373.19	\$ 46,195.93	\$ 26,184.00		\$ 115,169.33	\$ 300,042.64	\$ 150,021.32	CONTRATO	
A011001	JEFE DE OFICINA	12	2		\$ 7,230.75	\$ 14,662.32	\$ 175,947.86	\$ 19,282.00	\$ 11,569.20	\$ 9,872.38	\$ 44,397.90	\$ 26,184.00		\$ 111,305.48	\$ 287,253.35	\$ 143,626.67	CONTRATO	
T060018	PROGRAMADOR	12	1		\$ 7,230.75	\$ 7,331.16	\$ 87,973.93	\$ 9,641.00	\$ 5,784.60	\$ 4,936.19	\$ 22,198.95	\$ 13,092.00		\$ 55,652.74	\$ 143,626.67	\$ 71,813.34	CONTRATO	
CF53455	SRIA. DIRECTOR GENERAL	12	1		\$ 7,230.75	\$ 7,331.16	\$ 87,973.93	\$ 9,641.00	\$ 5,784.60	\$ 4,936.19	\$ 22,198.95	\$ 13,092.00		\$ 55,652.74	\$ 143,626.67	\$ 71,813.34	CONTRATO	
CF34006	SECRETARIA DE DIRECTOR	11	0		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
P01001	ANALISTA TECNICO	10	3		\$ 6,558.55	\$ 19,948.88	\$ 239,386.55	\$ 26,234.20	\$ 15,740.52	\$ 13,431.91	\$ 61,654.22	\$ 39,276.00		\$ 156,336.85	\$ 395,723.40	\$ 197,861.70	CONTRATO	
CF53455	SECRETARIA DE SUBDIRECTOR	8	3		\$ 5,940.80	\$ 18,069.89	\$ 216,838.72	\$ 23,763.20	\$ 14,257.92	\$ 12,166.76	\$ 57,111.96	\$ 39,276.00		\$ 146,575.84	\$ 363,414.56	\$ 181,707.28	CONTRATO	
P05009	AUXILIAR DE AUDITOR	7	0		\$ 5,651.20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
T06027	CAPTURISTA	7	4		\$ 5,651.20	\$ 22,918.71	\$ 275,024.46	\$ 30,139.73	\$ 18,083.84	\$ 15,431.54	\$ 73,310.08	\$ 52,368.00		\$ 189,333.20	\$ 464,357.66	\$ 232,178.83	CONTRATO	
S13008	CHOFER DE DIRECTOR	7	1		\$ 5,621.20	\$ 5,729.68	\$ 68,756.12	\$ 7,534.93	\$ 4,520.96	\$ 3,857.89	\$ 18,327.52	\$ 13,092.00		\$ 47,333.30	\$ 116,089.41	\$ 58,044.71	CONTRATO	
S05033	OPERADOR DE EQUIPO T.P. ESP	6	0		\$ 5,379.75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
T16005	LABORATORISTA	6	4		\$ 5,379.75	\$ 21,817.83	\$ 261,813.93	\$ 28,692.00	\$ 17,215.20	\$ 14,690.30	\$ 70,648.82	\$ 52,368.00		\$ 183,614.32	\$ 445,428.25	\$ 222,714.12	CONTRATO	
T08003	DIBUJANTE	6	0		\$ 5,379.75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
CF34004	SRIA. J. DEPTO	5	5		\$ 5,126.10	\$ 25,986.42	\$ 311,986.07	\$ 34,174.00	\$ 20,504.40	\$ 17,497.09	\$ 85,202.58	\$ 65,460.00		\$ 222,838.07	\$ 534,675.13	\$ 267,337.57	CONTRATO	
T05003	BIBLIOTECARIO	4	2		\$ 4,885.60	\$ 9,906.89	\$ 118,882.67	\$ 13,028.27	\$ 7,816.96	\$ 6,670.47	\$ 32,902.11	\$ 26,184.00		\$ 86,601.81	\$ 205,484.49	\$ 102,742.24	CONTRATO	
S08011	TECNICO EN MANTENIMIENTO	4	2		\$ 4,885.60	\$ 9,906.89	\$ 118,882.67	\$ 13,028.27	\$ 7,816.96	\$ 6,670.47	\$ 32,902.11	\$ 26,184.00		\$ 86,601.81	\$ 205,484.49	\$ 102,742.24	CONTRATO	
S07009	OFICIAL DE MANTENIMIENTO GENERAL	3	0		\$ 4,669.75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
A03004	ALMACENISTA	3	1		\$ 4,669.75	\$ 4,734.60	\$ 56,815.17	\$ 6,226.33	\$ 3,735.80	\$ 3,187.88	\$ 15,922.02	\$ 13,092.00		\$ 42,164.03	\$ 98,979.20	\$ 49,489.60	CONTRATO	
A01024	AUX ADMVO	3	0		\$ 4,669.75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
S06002	INTENDENTE	3	4		\$ 4,669.75	\$ 18,938.39	\$ 227,260.67	\$ 24,905.33	\$ 14,943.20	\$ 12,751.53	\$ 63,688.06	\$ 52,368.00		\$ 168,656.13	\$ 395,916.79	\$ 197,958.40	CONTRATO	
A08004	TAQUIMECANOGRAFIA	3	0		\$ 4,669.75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
S13008	CHOFER	3	0		\$ 4,669.75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
S10001	VIGILANTE	1	3		\$ 4,332.85	\$ 13,179.06	\$ 158,148.68	\$ 17,331.40	\$ 10,398.84	\$ 8,873.68	\$ 45,288.85	\$ 39,276.00		\$ 121,168.77	\$ 279,317.45	\$ 139,658.72	CONTRATO	
SUBTOTAL					45		\$ 271,812.62	\$ 3,261,751.48	\$ 357,453.00	\$ 214,471.80	\$ 183,015.94	\$ 858,526.83	\$ 589,140.00	\$ -	\$ 2,202,607.57	\$ 5,464,359.05	\$ 2,732,179.52	
E13013	PROFESOR TITULAR "A"		0		\$ 19,222.15	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13014	PROFESOR TITULAR "B"		0		\$ 22,753.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13015	PROFESOR TITULAR "C"		0		\$ 26,672.45	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13010	PROFESOR ASOCIADO "A"	2	2		\$ 13,234.55	\$ 26,836.67	\$ 322,040.01	\$ 35,292.13	\$ 21,175.28	\$ 18,069.57	\$ 73,828.16	\$ 26,184.00	\$ 12,133.20	\$ 186,682.35	\$ 508,722.36	\$ 254,361.18	CONTRATO	
E13011	PROFESOR ASOCIADO "B"	2	2		\$ 14,840.60	\$ 30,093.37	\$ 361,120.48	\$ 39,574.93	\$ 23,744.96	\$ 20,262.37	\$ 81,700.92	\$ 26,184.00	\$ 13,791.60	\$ 205,258.78	\$ 566,379.25	\$ 283,189.63	CONTRATO	
E13012	PROFESOR ASOCIADO "C"	0	0		\$ 16,627.55	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13007	PROFESOR ASISTENTE "A"	0	0		\$ 7,484.30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13008	PROFESOR ASISTENTE "B"	0	0		\$ 8,738.20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13009	PROFESOR ASISTENTE "C"	0	0		\$ 10,027.35	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13005	TECNICO DOCENTE ASOCIADO "A"	0	0		\$ 11,262.35	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E13006	TECNICO DOCENTE ASOCIADO "B"	0	0		\$ 12,388.40	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
SUBTOTAL					4		\$ 56,930.04	\$ 683,160.49	\$ 74,867.07	\$ 44,920.24	\$ 38,331.94	\$ 155,529.08	\$ 52,368.00	\$ 25,924.80	\$ 391,941.12	\$ 1,075,101.61	\$ 537,550.81	
E13001	PROFESOR ASIGNATURA "A"		840		\$ 335.90	\$ 286,074.21	\$ 3,432,890.48	\$ 376,208.00	\$ 225,724.80	\$ 192,618.50	\$ 785,564.39	\$ 274,982.40	\$ 133,560.00	\$ 1,988,658.08	\$ 5,421,548.56	\$ 2,710,744.28	CONTRATO	
E13002	PROFESOR ASIGNATURA "B"		400		\$ 382.95	\$ 155,307.16	\$ 1,863,685.92	\$ 204,240.00	\$ 122,544.88	\$ 104,570.88	\$ 420,205.53	\$ 130,944.00	\$ 69,360.00	\$ 1,051,864.41	\$ 2,915,550.32	\$ 1,457,775.16	CONTRATO	
E13003	TECNICO DOCENTE ASIGNATURA "A"		0		\$ 245.9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
E133004	TECNICO DOCENTE ASIGNATURA "B"		0		\$ 274.2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	-	
SUBTOTAL					1240		\$ 441,381.37	\$ 5,296,576.39	\$ 580,448.00	\$ 348,268.80	\$ 297,189.38	\$ 1,205,769.91	\$ 405,926.40	\$ 202,920.00	\$ 3,040,522.49	\$ 8,337,098.88	\$ 4,168,549.44	
TOTAL					66 1240		\$ 1,164,738.86	\$ 13,976,866.31	\$ 1,531,714.73	\$ 919,028.84	\$ 784,237.94	\$ 3,249,869.92	\$ 1,047,434.40	\$ 228,844.80	\$ 7,761,130.63	\$ 21,737,996.94	\$ 10,868,998.47	



GOBIERNO DEL ESTADO
DE OAXACA



INSTITUTO TECNOLÓGICO SUPERIOR DE TEPOSCOLULA, OAXACA

ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	HORAS	REMUNERACIONES	
			DE	HASTA
DIRECTOR				
DIRECTOR GENERAL	1	0	\$ 453,654.93	\$ 453,654.93
MANDOS MEDIOS Y SUPERIORES				
DIRECTOR GENERAL	1	0	\$ 453,654.93	\$ 453,654.93
DIRECTOR DE ÁREA	0	0	\$ -	\$ -
SUBDIRECTOR DE ÁREA	3	0	\$ 1,050,996.95	\$ 1,050,996.95
JEFE DE DIVISIÓN	5	0	\$ 1,513,949.77	\$ 1,513,949.77
JEFE DEPTO	8	0	\$ 1,717,330.97	\$ 1,717,330.97
SUBTOTAL	17	17	\$ 4,735,377.73	\$ 4,735,377.73
PERSONAL ADMINISTRATIVO				
INGENIERO EN SISTEMAS	1	0	\$ 107,289.08	\$ 107,289.08
TECNICO ESPECIALIZADO	2	0	\$ 194,300.02	\$ 194,300.02
COORDINADOR DE PROMOCIONES	1	0	\$ 92,436.66	\$ 92,436.66
ANALISTA ESPECIALIZADO	2	0	\$ 184,873.31	\$ 184,873.31
MEDICO GENERAL	1	0	\$ 92,436.66	\$ 92,436.66
PSICOLOGO	2	0	\$ 184,873.31	\$ 184,873.31
JEFE DE OFICINA	2	0	\$ 175,947.86	\$ 175,947.86
PROGRAMADOR	1	0	\$ 87,973.93	\$ 87,973.93
SRIA. DIRECTOR GENERAL	1	0	\$ 87,973.93	\$ 87,973.93
SECRETARIA DE DIRECTOR	0	0	\$ -	\$ -
ANALISTA TECNICO	3	0	\$ 239,386.55	\$ 239,386.55
SECRETARIA DE SUBDIRECTOR	3	0	\$ 216,838.72	\$ 216,838.72
AUXILIAR DE AUDITOR	0	0	\$ -	\$ -
CAPTURISTA	4	0	\$ 275,024.46	\$ 275,024.46
CHOFER DE DIRECTOR	1	0	\$ 68,756.12	\$ 68,756.12
OPERADOR DE EQUIPO T.P. ESP	0	0	\$ -	\$ -
LABORATORISTA	4	0	\$ 261,813.93	\$ 261,813.93
DIBUJANTE	0	0	\$ -	\$ -
SRIA. J. DEPTO	5	0	\$ 311,986.07	\$ 311,986.07
BIBLIOTECARIO	2	0	\$ 118,882.67	\$ 118,882.67
TECNICO EN MANTENIMIENTO	2	0	\$ 118,882.67	\$ 118,882.67
OFICIAL DE MANTENIMIENTO GENERAL	0	0	\$ -	\$ -
ALMACENISTA	1	0	\$ 56,815.17	\$ 56,815.17
AUX ADMVO	0	0	\$ -	\$ -
INTENDENTE	4	0	\$ 227,260.67	\$ 227,260.67
TAQUIMECANOGRAFIA	0	0	\$ -	\$ -
CHOFER	0	0	\$ -	\$ -
VIGILANTE	3	0	\$ 158,148.68	\$ 158,148.68
SUBTOTAL	45	45	\$ 3,261,751.48	\$ 3,261,751.48
PERSONAL ACADÉMICO				
PROFESOR TITULAR "A"	0	0	\$ -	\$ -
PROFESOR TITULAR "B"	0	0	\$ -	\$ -
PROFESOR TITULAR "C"	0	0	\$ -	\$ -
PROFESOR ASOCIADO "A"	2	0	\$ 322,040.01	\$ 322,040.01
PROFESOR ASOCIADO "B"	2	0	\$ 361,120.48	\$ 361,120.48
PROFESOR ASOCIADO "C"	0	0	\$ -	\$ -
PROFESOR ASISTENTE "A"	0	0	\$ -	\$ -
PROFESOR ASISTENTE "B"	0	0	\$ -	\$ -
PROFESOR ASISTENTE "C"	0	0	\$ -	\$ -
TECNICO DOCENTE ASOCIADO "A"	0	0	\$ -	\$ -
TECNICO DOCENTE ASOCIADO "B"	0	0	\$ -	\$ -
SUBTOTAL	4	4	\$ 683,160.49	\$ 683,160.49
PROFESOR ASIGNATURA "A"		840	\$ 3,432,890.48	\$ 3,432,890.48
PROFESOR ASIGNATURA "B"		400	\$ 1,863,685.92	\$ 1,863,685.92
TECNICO DOCENTE ASIGNATURA "A"		0	\$ -	\$ -
TECNICO DOCENTE ASIGNATURA "B"		0	\$ -	\$ -
SUBTOTAL		1240	\$ 5,296,576.39	\$ 5,296,576.39
TOTAL	66	1240	\$ 13,976,866.31	\$ 13,976,866.31



GOBIERNO DEL ESTADO
DE OAXACA



Nova Universitas

TABULADOR DE SUELDOS Y SALARIOS EJERCICIO FISCAL 2019

DEPARTAMENTO DE RECURSOS HUMANOS

PUESTO/PLAZA	RELACIÓN LABORAL	NIVEL	NÚMERO PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		Neto Pagado
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
Rector	Mandos Medios y Superiores	N/A	0	\$ 1,247,770.75	\$ 356,771.99	\$ 1,604,542.74	\$ 345,092.86	\$ 18,224.98	\$ 1,241,224.90
Vice- Rector	Mandos Medios y Superiores	N/A	2	\$ 520,395.10	\$ 151,180.67	\$ 671,575.77	\$ 111,969.35	\$ 15,597.87	\$ 544,008.55
Abogado General	Mandos Medios y Superiores	N/A	0	\$ 340,581.50	\$ 100,356.70	\$ 440,938.20	\$ 61,411.75	\$ 10,097.45	\$ 369,429.00
Auditor Interno	Mandos Medios y Superiores	N/A	0	\$ 261,949.55	\$ 78,131.53	\$ 340,081.08	\$ 42,914.94	\$ 7,691.80	\$ 289,474.34
Jefe de Dpto "C"	Mandos Medios y Superiores	N/A	1	\$ 312,436.35	\$ 61,157.90	\$ 373,594.25	\$ 54,792.01	\$ 9,236.50	\$ 309,565.74
Jefe de Dpto "B"	Mandos Medios y Superiores	N/A	7	\$ 261,949.55	\$ 78,131.53	\$ 340,081.08	\$ 42,917.52	\$ 7,692.13	\$ 289,471.43
Jefe de Dpto "A"	Mandos Medios y Superiores	N/A	1	\$ 236,395.90	\$ 47,269.25	\$ 283,665.15	\$ 37,184.80	\$ 6,910.46	\$ 239,569.89
Srio Part Rector	Mandos Medios y Superiores	N/A	1	\$ 261,949.55	\$ 78,131.53	\$ 340,081.08	\$ 42,914.94	\$ 7,691.80	\$ 289,474.34
Jefe de Área "C"	Confianza	N/A	6	\$ 196,132.75	\$ 39,915.27	\$ 236,048.02	\$ 28,584.59	\$ 5,678.82	\$ 201,784.61
Jefe de Área "B"	Confianza	N/A	0	\$ 180,233.35	\$ 37,011.27	\$ 217,244.62	\$ 25,188.48	\$ 5,192.47	\$ 186,863.67
Jefe de Área "A"	Confianza	N/A	0	\$ 131,651.85	\$ 28,137.96	\$ 159,789.81	\$ 14,811.47	\$ 3,706.38	\$ 141,271.96
Titular "C"	Base	N/A	0	\$ 542,700.25	\$ 157,485.18	\$ 700,185.43	\$ 118,660.89	\$ 16,280.18	\$ 565,244.36
Titular "B"	Base	N/A	0	\$ 464,024.50	\$ 135,247.63	\$ 599,272.13	\$ 95,058.17	\$ 13,873.52	\$ 490,340.44
Titular "A"	Base	N/A	1	\$ 363,850.25	\$ 106,933.57	\$ 470,783.82	\$ 66,884.56	\$ 10,809.23	\$ 393,090.03
Asociado "C"	Base	N/A	1	\$ 303,826.00	\$ 89,967.83	\$ 393,793.83	\$ 52,766.86	\$ 8,973.11	\$ 332,053.86
Asociado "C"	Contrato	N/A	7	\$ 303,826.00	\$ 89,967.83	\$ 393,793.83	\$ 52,766.86	\$ 8,973.11	\$ 332,053.86
Asociado "B"	Base	N/A	6	\$ 243,750.65	\$ 100,895.55	\$ 344,646.20	\$ 38,755.78	\$ 7,135.44	\$ 298,754.98
Asociado "B"	Contrato	N/A	10	\$ 243,750.65	\$ 72,987.65	\$ 316,738.30	\$ 38,755.78	\$ 7,135.44	\$ 270,847.08
Asociado "A"	Base	N/A	0	\$ 183,733.70	\$ 56,023.98	\$ 239,757.68	\$ 25,936.16	\$ 5,299.54	\$ 208,521.98
Técnico	Base	N/A	13	\$ 144,054.55	\$ 44,808.74	\$ 188,863.29	\$ 17,460.69	\$ 4,085.77	\$ 167,316.83
Técnico	Contrato	N/A	15	\$ 144,054.55	\$ 44,808.74	\$ 188,863.29	\$ 17,460.69	\$ 4,085.77	\$ 167,316.83
Chofer "C"	Base	N/A	0	\$ 217,485.25	\$ 65,563.79	\$ 283,049.04	\$ 33,145.49	\$ 6,331.99	\$ 243,571.56
Chofer "B"	Base	N/A	0	\$ 145,937.95	\$ 45,341.08	\$ 191,279.03	\$ 17,862.98	\$ 4,143.39	\$ 169,272.66
Chofer "A"	Base	N/A	1	\$ 108,740.80	\$ 34,827.38	\$ 143,568.18	\$ 10,428.15	\$ 3,005.54	\$ 130,134.49
Chofer "A"	Contrato	N/A	1	\$ 108,740.80	\$ 34,827.38	\$ 143,568.18	\$ 10,428.15	\$ 3,005.54	\$ 130,134.49
Secretaría "C"	Base	N/A	0	\$ 114,741.40	\$ 36,523.44	\$ 151,264.84	\$ 11,503.46	\$ 3,189.10	\$ 136,572.28
Secretaría "B"	Base	N/A	0	\$ 97,549.90	\$ 31,664.29	\$ 129,214.19	\$ 8,531.58	\$ 2,663.22	\$ 118,019.39
Secretaría "A"	Base	N/A	5	\$ 85,008.50	\$ 28,119.49	\$ 113,127.99	\$ 6,718.72	\$ 2,279.58	\$ 104,129.69
Secretaría "A"	Contrato	N/A	5	\$ 85,008.50	\$ 28,119.49	\$ 113,127.99	\$ 6,718.72	\$ 2,279.58	\$ 104,129.69
Auxiliar Administrativo	Base	N/A	2	\$ 85,008.50	\$ 28,119.49	\$ 113,127.99	\$ 6,718.72	\$ 2,279.58	\$ 104,129.69
Auxiliar Administrativo	Contrato	N/A	4	\$ 85,008.50	\$ 28,119.49	\$ 113,127.99	\$ 6,718.72	\$ 2,279.58	\$ 104,129.69
Enfermera	Base	N/A	0	\$ 85,008.50	\$ 28,119.49	\$ 113,127.99	\$ 6,718.72	\$ 2,279.58	\$ 104,129.69
Oficial de Mto	Base	N/A	2	\$ 93,556.80	\$ 30,535.65	\$ 124,092.45	\$ 7,892.68	\$ 2,541.07	\$ 113,658.70
Oficial de Mto	Contrato	N/A	3	\$ 93,556.80	\$ 30,535.65	\$ 124,092.45	\$ 7,892.68	\$ 2,541.07	\$ 113,658.70
Auxiliar General	Base	N/A	3	\$ 74,146.10	\$ 25,049.25	\$ 99,195.35	\$ 5,536.89	\$ 1,941.16	\$ 91,717.30
Auxiliar General	Contrato	N/A	1	\$ 74,146.10	\$ 25,049.25	\$ 99,195.35	\$ 5,536.89	\$ 1,941.16	\$ 91,717.30
Intendente	Base	N/A	5	\$ 66,305.90	\$ 28,833.23	\$ 95,139.13	\$ 4,683.88	\$ 1,735.91	\$ 88,719.34
Intendente	Contrato	N/A	6	\$ 66,305.90	\$ 28,833.23	\$ 95,139.13	\$ 4,683.88	\$ 1,735.91	\$ 88,719.34
Jardinero	Base	N/A	4	\$ 66,305.90	\$ 28,833.23	\$ 95,139.13	\$ 4,683.88	\$ 1,735.91	\$ 88,719.34
Jardinero	Contrato	N/A	4	\$ 66,305.90	\$ 28,833.23	\$ 95,139.13	\$ 4,683.88	\$ 1,735.91	\$ 88,719.34



GOBIERNO DEL ESTADO
DE OAXACA



Nova Universitas

ANALÍTICO DE PLAZAS EJERCICIO FISCAL 2019

DEPARTAMENTO DE RECURSOS HUMANOS

PUESTO/PLAZA	NÚMERO PLAZAS	REMUNERACIONES	
		DE	HASTA
Rector	0	\$ 1,604,542.74	\$ 1,604,542.74
Vice- Rector	2	\$ 671,575.77	\$ 671,575.77
Abogado General	0	\$ 440,938.20	\$ 440,938.20
Auditor Interno	0	\$ 340,081.08	\$ 340,081.08
Jefe de Dpto "C"	1	\$ 373,594.25	\$ 373,594.25
Jefe de Dpto "B"	7	\$ 340,081.08	\$ 340,081.08
Jefe de Dpto "A"	1	\$ 283,665.15	\$ 283,665.15
Srio Part Rector	1	\$ 340,081.08	\$ 340,081.08
Jefe de Área "C"	6	\$ 236,048.02	\$ 236,048.02
Jefe de Área "B"	0	\$ 217,244.62	\$ 217,244.62
Jefe de Área "A"	0	\$ 159,789.81	\$ 159,789.81
Titular "C"	0	\$ 700,185.43	\$ 700,185.43
Titular "B"	0	\$ 599,272.13	\$ 599,272.13
Titular "A"	1	\$ 470,783.82	\$ 470,783.82
Asociado "C"	8	\$ 393,793.83	\$ 393,793.83
Asociado "B"	16	\$ 344,646.20	\$ 344,646.20
Asociado "A"	0	\$ 239,757.68	\$ 239,757.68
Técnico	28	\$ 188,863.29	\$ 188,863.29
Chofer "C"	0	\$ 283,049.04	\$ 283,049.04
Chofer "B"	0	\$ 191,279.03	\$ 191,279.03
Chofer "A"	1	\$ 143,568.18	\$ 143,568.18
Chofer "A"	1	\$ 143,568.18	\$ 143,568.18
Secretaria "C"	0	\$ 151,264.84	\$ 151,264.84
Secretaria "B"	0	\$ 129,214.19	\$ 129,214.19
Secretaria "A"	10	\$ 113,127.99	\$ 113,127.99
Auxiliar Administrativo	6	\$ 113,127.99	\$ 113,127.99
Enfermera	0	\$ 113,127.99	\$ 113,127.99
Oficial de Mtto	2	\$ 124,092.45	\$ 124,092.45
Oficial de Mtto	3	\$ 124,092.45	\$ 124,092.45
Auxiliar General	4	\$ 99,195.35	\$ 99,195.35
Intendente	5	\$ 95,139.13	\$ 95,139.13
Intendente	6	\$ 95,139.13	\$ 95,139.13
Jardinero	4	\$ 95,139.13	\$ 95,139.13
Jardinero	4	\$ 95,139.13	\$ 95,139.13



GOBIERNO DEL ESTADO
DE OAXACA



SALUD
Secretaría de Salud
Servicios de Salud en Oaxaca

SERVICIOS DE SALUD DE OAXACA
SUBDIRECCION DE ADMINISTRACION Y FINANZAS
DIRECCION DE ADMINISTRACION
UNIDAD DE SERVICIOS DE PERSONAL

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019, EVENTUAL

ZONA	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	
2	M01003	NO APLICA	9	157,356.00	0.00	157,356.00	27,990.72	0.00	1,164,287.52
2	M01004	NO APLICA	181	182,412.00	203,664.00	386,076.00	72,112.08	0.00	56,827,469.52
2	M01006	NO APLICA	262	157,356.00	0.00	157,356.00	25,998.24	0.00	34,415,733.12
2	M01007	NO APLICA	20	150,972.00	0.00	150,972.00	24,138.00	0.00	2,536,680.00
2	M01015	NO APLICA	2	164,928.00	80,736.00	245,664.00	46,020.96	0.00	399,286.08
2	M01016	NO APLICA	2	217,464.00	228,744.00	446,208.00	89,713.20	0.00	712,989.60
2	M02001	NO APLICA	22	144,108.00	0.00	144,108.00	22,900.08	0.00	2,666,574.24
2	M02003	NO APLICA	16	91,668.00	0.00	91,668.00	9,447.36	0.00	1,315,530.24
2	M02005	NO APLICA	2	76,716.00	0.00	76,716.00	6,876.72	0.00	139,678.56
2	M02006	NO APLICA	22	94,860.00	0.00	94,860.00	10,136.16	0.00	1,863,924.48
2	M02011	NO APLICA	2	95,436.00	0.00	95,436.00	10,326.48	0.00	170,219.04
2	M02012	NO APLICA	2	91,668.00	0.00	91,668.00	9,447.36	0.00	164,441.28
2	M02015	NO APLICA	14	135,108.00	0.00	135,108.00	20,977.68	0.00	1,597,824.48
2	M02034	NO APLICA	1	111,492.00	0.00	111,492.00	14,293.20	0.00	97,198.80
2	M02035	NO APLICA	461	101,040.00	0.00	101,040.00	12,132.00	0.00	40,986,588.00
2	M02036	NO APLICA	140	87,276.00	0.00	87,276.00	9,024.72	0.00	10,955,179.20
2	M02038	NO APLICA	2	91,668.00	0.00	91,668.00	9,447.36	0.00	164,441.28
2	M02040	NO APLICA	19	96,864.00	0.00	96,864.00	10,781.04	0.00	1,635,576.24
2	M02045	NO APLICA	1	91,668.00	0.00	91,668.00	9,447.36	0.00	82,220.64
2	M02047	NO APLICA	6	76,716.00	0.00	76,716.00	6,625.68	0.00	420,541.92
2	M02048	NO APLICA	8	76,716.00	0.00	76,716.00	5,759.52	0.00	567,651.84
2	M02049	NO APLICA	3	124,404.00	0.00	124,404.00	16,830.48	0.00	322,720.56
2	M02058	NO APLICA	2	87,276.00	0.00	87,276.00	8,666.64	0.00	157,218.72
2	M02059	NO APLICA	4	76,716.00	0.00	76,716.00	6,625.68	0.00	280,361.28
2	M02061	NO APLICA	4	76,716.00	0.00	76,716.00	6,625.68	0.00	280,361.28
2	M02066	NO APLICA	13	89,436.00	0.00	89,436.00	8,926.80	0.00	1,046,619.60
2	M02072	NO APLICA	2	101,040.00	0.00	101,040.00	12,131.28	0.00	177,817.44
2	M02073	NO APLICA	40	76,716.00	0.00	76,716.00	6,876.72	0.00	2,793,571.20
2	M02078	NO APLICA	1	135,108.00	0.00	135,108.00	20,977.68	0.00	114,130.32
2	M03001	NO APLICA	3	149,412.00	135,672.00	285,084.00	48,358.80	0.00	710,175.60
2	M03002	NO APLICA	5	144,108.00	0.00	144,108.00	22,900.08	0.00	606,039.60
2	M03004	NO APLICA	7	91,668.00	0.00	91,668.00	9,447.36	0.00	575,544.48
2	M03006	NO APLICA	36	76,716.00	0.00	76,716.00	6,612.72	0.00	2,523,718.08
2	M03011	NO APLICA	2	76,716.00	0.00	76,716.00	6,312.48	0.00	140,807.04
2	M03018	NO APLICA	6	83,940.00	31,200.00	115,140.00	11,574.96	0.00	621,390.24
2	M03019	NO APLICA	1	80,640.00	0.00	80,640.00	7,066.08	0.00	73,573.92
2	M03020	NO APLICA	8	80,040.00	34,200.00	114,240.00	11,413.68	0.00	822,610.56
2	M03022	NO APLICA	23	79,440.00	0.00	79,440.00	6,485.04	0.00	1,677,964.08
2	M03023	NO APLICA	9	79,140.00	0.00	79,140.00	6,344.64	0.00	655,158.24
2	M03024	NO APLICA	74	78,540.00	0.00	78,540.00	6,244.08	0.00	5,349,898.08
2	M03025	NO APLICA	148	77,940.00	0.00	77,940.00	6,165.12	0.00	10,622,682.24
2	M04003	NO APLICA	18	136,560.00	0.00	136,560.00	15,859.92	0.00	2,172,601.44
2	MR1017	NO APLICA	78	184,356.00	115,536.00	299,892.00	58,608.48	0.00	18,820,114.56
2	C40004C	NO APLICA	42	155,017.44	0.00	155,017.44	19,802.40	0.00	5,679,031.68
2	C50000C	NO APLICA	4	402,377.52	0.00	402,377.52	76,564.08	0.00	1,303,253.76
2	CF40001	NO APLICA	12	104,892.00	134,784.00	239,676.00	37,885.44	0.00	2,421,486.72
2	CF40002	NO APLICA	3	92,580.00	129,096.00	221,676.00	34,040.64	0.00	562,906.08
2	CF40003	NO APLICA	8	88,188.00	98,292.00	186,480.00	26,522.64	0.00	1,279,658.88
2	CF40004	NO APLICA	221	84,072.00	81,336.00	165,408.00	22,021.68	0.00	31,688,376.72
2	CF41001	NO APLICA	21	189,552.00	215,952.00	405,504.00	77,502.00	0.00	6,888,042.00
2	CF41006	NO APLICA	1	222,048.00	233,556.00	455,604.00	92,532.00	0.00	363,072.00
2	CF41011	NO APLICA	4	189,552.00	215,952.00	405,504.00	77,502.00	0.00	1,312,008.00
2	CF41014	NO APLICA	2	208,164.00	218,232.00	426,396.00	83,769.60	0.00	685,252.80
2	CF41018	NO APLICA	4	164,448.00	0.00	164,448.00	29,707.68	0.00	538,961.28
2	CF41024	NO APLICA	25	165,228.00	177,384.00	342,612.00	61,889.28	0.00	7,018,068.00
2	CF41030	NO APLICA	2	95,268.00	65,088.00	160,356.00	20,942.64	0.00	278,826.72
2	CF41031	NO APLICA	3	144,108.00	0.00	144,108.00	22,900.08	0.00	363,623.76
2	CF41032	NO APLICA	2	95,268.00	0.00	95,268.00	10,252.56	0.00	170,030.88
2	CF41040	NO APLICA	1	178,032.00	187,452.00	365,484.00	67,268.88	0.00	298,215.12
2	CF41054	NO APLICA	1	134,952.00	100,500.00	235,452.00	36,983.28	0.00	198,468.72
2	CF41056	NO APLICA	6	93,120.00	0.00	93,120.00	10,247.52	0.00	497,234.88
2	CF41058	NO APLICA	1	117,864.00	0.00	117,864.00	15,571.92	0.00	102,292.08
2	CF41059	NO APLICA	12	129,912.00	0.00	129,912.00	18,370.08	0.00	1,338,503.04
2	CMA001C	NO APLICA	1	575,684.40	0.00	575,684.40	128,556.24	0.00	447,128.16
2	M01007C	NO APLICA	7	286,251.84	0.00	286,251.84	48,633.36	0.00	1,663,329.36
2	M02035C	NO APLICA	40	185,712.00	0.00	185,712.00	26,358.72	0.00	6,374,131.20



GOBIERNO DEL ESTADO
DE OAXACA



SALUD
Secretaría de Salud
Secretaría de Salud de Oaxaca

SERVICIOS DE SALUD DE OAXACA
SUBDIRECCION DE ADMINISTRACION Y FINANZAS
DIRECCION DE ADMINISTRACION
UNIDAD DE SERVICIOS DE PERSONAL

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019, FEDERAL

ZONA	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	
2	M01002	NO APLICA	2	214,404.00	239,340.00	453,744.00	99,786.00	23,080.08	661,755.84
2	M01003	NO APLICA	51	184,968.00	197,892.00	382,860.00	78,610.80	19,984.56	14,497,496.64
2	M01004	NO APLICA	635	214,404.00	239,364.00	453,768.00	112,657.44	27,636.48	199,056,040.80
3	M01004	NO APLICA	13	237,228.00	262,980.00	500,208.00	128,048.88	30,578.16	4,440,552.48
2	M01005	NO APLICA	14	209,244.00	241,584.00	450,828.00	111,645.84	27,042.00	4,369,962.24
2	M01006	NO APLICA	1866	184,968.00	197,868.00	382,836.00	83,882.64	21,853.68	517,068,002.88
3	M01006	NO APLICA	14	204,612.00	217,212.00	421,824.00	96,438.48	24,245.76	4,215,956.64
2	M01007	NO APLICA	337	177,468.00	185,352.00	362,820.00	83,336.88	22,990.56	86,437,992.72
3	M01007	NO APLICA	3	195,744.00	204,468.00	400,212.00	95,471.04	25,256.64	838,452.96
2	M01008	NO APLICA	67	192,864.00	213,468.00	406,332.00	91,438.32	22,872.48	19,565,420.40
3	M01008	NO APLICA	2	211,524.00	237,156.00	448,680.00	104,702.64	25,053.36	637,848.00
2	M01009	NO APLICA	25	209,244.00	240,084.00	449,328.00	104,918.64	24,818.64	7,989,768.00
3	M01009	NO APLICA	3	232,092.00	263,988.00	496,080.00	119,629.68	27,489.36	1,046,882.88
2	M01010	NO APLICA	44	222,780.00	253,776.00	476,556.00	106,809.60	24,034.08	15,211,342.08
3	M01010	NO APLICA	1	250,644.00	275,676.00	526,320.00	136,777.44	30,615.60	358,926.96
2	M01011	NO APLICA	32	255,588.00	268,836.00	524,424.00	128,747.76	30,203.28	11,695,134.72
3	M01011	NO APLICA	1	282,228.00	296,988.00	579,216.00	137,607.60	30,350.40	411,258.00
2	M01014	NO APLICA	1	184,608.00	201,660.00	386,268.00	90,619.68	23,837.04	271,811.28
2	M01015	NO APLICA	1	193,860.00	210,360.00	404,220.00	96,740.40	25,080.48	282,399.12
2	M02001	NO APLICA	124	169,392.00	162,312.00	331,704.00	73,747.20	21,897.36	29,271,370.56
3	M02001	NO APLICA	2	188,280.00	179,232.00	367,512.00	96,320.64	24,369.12	493,644.48
2	M02003	NO APLICA	144	107,784.00	68,520.00	176,304.00	34,515.84	14,042.16	18,395,424.00
3	M02003	NO APLICA	2	119,076.00	74,820.00	193,896.00	43,722.00	15,545.52	269,256.96
2	M02005	NO APLICA	18	93,156.00	54,060.00	147,216.00	27,485.52	12,081.36	1,937,684.16
2	M02006	NO APLICA	107	111,528.00	70,164.00	181,692.00	35,890.80	14,551.68	14,043,698.64
3	M02006	NO APLICA	1	122,844.00	76,608.00	199,452.00	40,262.40	16,026.00	143,163.60
2	M02007	NO APLICA	3	107,784.00	68,520.00	176,304.00	32,341.68	12,960.72	393,004.80
2	M02012	NO APLICA	5	107,784.00	68,520.00	176,304.00	34,579.92	14,074.32	638,248.80
2	M02014	NO APLICA	2	107,784.00	68,520.00	176,304.00	29,911.20	11,751.36	269,282.88
2	M02015	NO APLICA	151	158,808.00	141,876.00	300,684.00	61,887.60	18,860.64	33,210,299.76
3	M02015	NO APLICA	1	175,596.00	156,432.00	332,028.00	69,795.84	20,886.00	241,346.16
2	M02016	NO APLICA	23	107,784.00	68,520.00	176,304.00	42,466.80	14,105.76	2,753,823.12
2	M02018	NO APLICA	1	107,784.00	68,520.00	176,304.00	32,341.68	12,960.72	131,001.60
2	M02029	NO APLICA	44	135,432.00	84,876.00	220,308.00	39,438.72	14,753.04	7,309,114.56
3	M02029	NO APLICA	3	149,616.00	95,508.00	245,124.00	45,225.84	16,259.76	550,915.20
2	M02031	NO APLICA	135	187,188.00	184,980.00	372,168.00	75,493.20	20,252.40	37,317,024.00
3	M02031	NO APLICA	8	205,908.00	205,524.00	411,432.00	93,449.76	24,428.64	2,348,428.80
2	M02032	NO APLICA	1	179,388.00	191,376.00	370,764.00	75,072.00	19,423.68	276,268.32
2	M02034	NO APLICA	31	131,040.00	124,968.00	256,008.00	50,867.76	15,678.72	5,873,307.12
2	M02035	NO APLICA	2056	118,752.00	114,540.00	233,292.00	45,236.16	14,242.80	357,359,610.24
3	M02035	NO APLICA	17	130,956.00	131,280.00	262,236.00	52,330.80	15,668.64	3,302,021.52
2	M02036	NO APLICA	1139	102,744.00	96,888.00	199,632.00	36,486.48	12,008.16	172,145,453.04
3	M02036	NO APLICA	4	114,996.00	112,992.00	227,988.00	43,759.20	13,739.76	681,956.16
2	M02037	NO APLICA	2	142,104.00	83,868.00	225,972.00	43,061.04	16,518.96	332,784.00
3	M02037	NO APLICA	1	157,140.00	92,640.00	249,780.00	48,908.16	18,228.48	182,643.36
2	M02038	NO APLICA	49	107,784.00	68,520.00	176,304.00	30,039.36	11,815.44	6,588,010.80
2	M02040	NO APLICA	49	113,844.00	95,076.00	208,920.00	39,438.00	13,668.72	7,634,850.72
3	M02040	NO APLICA	2	120,456.00	110,388.00	230,844.00	44,700.48	14,441.76	343,403.52
2	M02045	NO APLICA	14	107,784.00	68,520.00	176,304.00	32,213.52	12,896.88	1,836,710.40
3	M02045	NO APLICA	1	119,076.00	74,820.00	193,896.00	36,340.56	14,280.24	143,275.20
2	M02046	NO APLICA	5	93,828.00	54,060.00	147,888.00	25,974.00	11,329.44	552,922.80
3	M02046	NO APLICA	2	101,328.00	60,792.00	162,120.00	29,174.16	12,206.16	241,479.36
2	M02047	NO APLICA	62	93,552.00	45,312.00	138,864.00	23,912.40	11,233.44	6,430,525.92
3	M02047	NO APLICA	1	95,868.00	55,920.00	151,788.00	26,530.08	11,408.40	113,849.52
2	M02048	NO APLICA	120	93,156.00	44,868.00	138,024.00	23,532.24	11,092.08	12,407,961.60
3	M02048	NO APLICA	2	95,388.00	54,864.00	150,252.00	26,191.92	11,352.24	225,415.68
2	M02049	NO APLICA	38	146,220.00	103,224.00	249,444.00	49,610.40	17,420.88	6,931,683.36
3	M02049	NO APLICA	1	161,544.00	115,692.00	277,236.00	52,637.52	17,463.36	207,135.12
3	M02050	NO APLICA	1	123,744.00	83,292.00	207,036.00	36,603.84	13,511.28	156,920.88
2	M02051	NO APLICA	2	93,156.00	45,312.00	138,468.00	21,957.60	10,261.20	212,498.40



GOBIERNO DEL ESTADO
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UNIDAD DE SERVICIOS DE PERSONAL

TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019, FEDERAL

ZONA	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	
2	M02054	NO APLICA	196	95,304.00	59,868.00	155,172.00	29,276.64	12,355.20	22,253,871.36
3	M02054	NO APLICA	20	105,300.00	64,824.00	170,124.00	33,089.76	13,725.36	2,466,177.60
2	M02055	NO APLICA	96	102,600.00	63,792.00	166,392.00	32,177.28	13,381.44	11,599,994.88
3	M02055	NO APLICA	9	113,220.00	69,912.00	183,132.00	36,206.64	14,735.28	1,189,710.72
2	M02056	NO APLICA	31	105,396.00	65,892.00	171,288.00	28,968.00	11,562.00	4,053,498.00
3	M02056	NO APLICA	10	116,520.00	72,024.00	188,544.00	37,567.68	15,188.16	1,357,881.60
2	M02057	NO APLICA	48	105,396.00	65,892.00	171,288.00	31,155.12	12,649.44	6,119,205.12
3	M02057	NO APLICA	1	116,520.00	72,024.00	188,544.00	32,653.92	12,743.52	143,146.56
2	M02058	NO APLICA	105	102,600.00	63,792.00	166,392.00	30,113.76	12,354.96	13,011,944.40
3	M02058	NO APLICA	2	113,220.00	69,912.00	183,132.00	33,916.32	13,595.76	271,239.84
2	M02059	NO APLICA	38	93,156.00	45,312.00	138,468.00	23,947.44	11,250.96	3,924,244.80
3	M02059	NO APLICA	2	96,120.00	55,656.00	151,776.00	26,853.36	11,597.76	226,649.76
2	M02061	NO APLICA	29	93,156.00	45,312.00	138,468.00	23,947.44	11,250.96	2,994,818.40
2	M02066	NO APLICA	40	107,784.00	68,544.00	176,328.00	32,346.96	12,960.72	5,240,812.80
2	M02068	NO APLICA	86	117,120.00	71,796.00	188,916.00	34,914.72	13,892.40	12,049,363.68
2	M02072	NO APLICA	3	118,752.00	115,464.00	234,216.00	45,453.36	14,242.80	523,559.52
3	M02072	NO APLICA	1	130,956.00	132,240.00	263,196.00	52,274.16	15,541.20	195,380.64
2	M02073	NO APLICA	524	93,156.00	54,060.00	147,216.00	23,698.08	10,197.36	59,379,973.44
3	M02073	NO APLICA	25	101,328.00	60,792.00	162,120.00	31,082.16	13,154.88	2,947,074.00
2	M02074	NO APLICA	26	111,528.00	70,164.00	181,692.00	35,890.80	14,551.68	3,412,487.52
3	M02074	NO APLICA	1	122,844.00	76,608.00	199,452.00	45,182.40	15,994.08	138,275.52
2	M02077	NO APLICA	12	189,084.00	203,196.00	392,280.00	81,436.80	20,421.36	3,485,062.08
2	M02078	NO APLICA	13	158,808.00	141,876.00	300,684.00	58,152.48	17,172.96	2,929,661.28
2	M02081	NO APLICA	41	126,228.00	124,776.00	251,004.00	49,577.76	15,116.40	7,638,703.44
3	M02081	NO APLICA	4	139,488.00	138,612.00	278,100.00	56,262.72	16,666.08	820,684.80
2	M02082	NO APLICA	47	112,236.00	103,764.00	216,000.00	38,198.16	12,129.12	7,786,617.84
3	M02082	NO APLICA	2	123,840.00	121,740.00	245,580.00	48,104.64	14,773.44	365,403.84
2	M02083	NO APLICA	5	118,752.00	114,540.00	233,292.00	45,236.16	14,242.80	869,065.20
2	M02084	NO APLICA	3	152,688.00	118,260.00	270,948.00	54,820.32	18,176.88	593,852.40
2	M02085	NO APLICA	5	114,876.00	113,568.00	228,444.00	44,004.72	13,789.68	853,248.00
2	M02087	NO APLICA	2	139,488.00	164,060.00	283,548.00	57,544.08	16,666.08	418,675.68
2	M02088	NO APLICA	3	177,468.00	185,352.00	362,820.00	83,246.88	22,958.64	769,843.44
2	M02089	NO APLICA	1	184,608.00	201,696.00	386,304.00	90,720.48	23,868.72	271,714.80
2	M02095	NO APLICA	3	110,508.00	68,172.00	178,680.00	35,267.76	14,453.04	386,877.60
2	M02097	NO APLICA	1	110,508.00	68,172.00	178,680.00	35,267.76	14,453.04	128,959.20
2	M02098	NO APLICA	21	107,784.00	68,520.00	176,304.00	34,644.00	14,105.76	2,678,639.04
3	M02098	NO APLICA	3	119,076.00	74,820.00	193,896.00	38,884.08	15,545.52	418,399.20
2	M02105	NO APLICA	742	158,808.00	141,876.00	300,684.00	62,028.72	18,924.00	163,040,609.76
3	M02105	NO APLICA	31	175,596.00	156,396.00	331,992.00	69,646.08	20,822.88	7,487,214.24
2	M02107	NO APLICA	119	175,608.00	152,988.00	328,596.00	68,847.60	20,823.84	28,432,022.64
3	M02107	NO APLICA	1	195,252.00	166,164.00	361,416.00	78,125.28	23,183.52	260,107.20
2	M02110	NO APLICA	10	150,000.00	121,224.00	271,224.00	54,751.44	17,830.56	1,986,420.00
3	M02110	NO APLICA	1	166,020.00	133,404.00	299,424.00	61,902.00	19,766.88	217,755.12
2	M02112	NO APLICA	4	155,988.00	138,948.00	294,936.00	64,279.44	20,251.92	841,618.56
2	M03001	NO APLICA	7	175,608.00	159,492.00	335,100.00	70,165.68	20,727.84	1,709,445.36
2	M03004	NO APLICA	257	107,784.00	68,520.00	176,304.00	32,277.60	12,928.80	33,692,083.20
2	M03005	NO APLICA	180	93,156.00	44,868.00	138,024.00	21,798.72	10,229.28	19,079,280.00
3	M03005	NO APLICA	12	96,120.00	54,132.00	150,252.00	26,527.92	11,597.76	1,345,515.84
2	M03006	NO APLICA	229	93,156.00	44,868.00	138,024.00	21,862.80	10,261.20	24,251,100.00
3	M03006	NO APLICA	1	96,120.00	54,132.00	150,252.00	26,527.92	11,597.76	112,126.32
2	M03011	NO APLICA	97	93,156.00	34,404.00	127,560.00	21,361.20	11,123.28	9,222,325.44
3	M03011	NO APLICA	3	95,868.00	41,256.00	137,124.00	25,994.40	11,408.40	299,163.60
2	M03012	NO APLICA	27	93,156.00	34,404.00	127,560.00	19,627.68	10,261.20	2,637,120.24
2	M03013	NO APLICA	5	93,156.00	54,060.00	147,216.00	25,687.92	11,187.36	551,703.60
2	M03018	NO APLICA	119	96,840.00	61,536.00	158,376.00	27,594.00	11,341.20	14,213,455.20
2	M03019	NO APLICA	219	95,640.00	55,584.00	151,224.00	24,426.00	10,397.52	25,491,705.12
3	M03019	NO APLICA	6	98,940.00	58,716.00	157,656.00	26,056.32	10,876.08	724,341.60
2	M03020	NO APLICA	441	94,440.00	54,564.00	149,004.00	25,556.16	11,068.08	49,559,474.16
3	M03020	NO APLICA	13	97,740.00	56,964.00	154,704.00	26,887.20	11,475.36	1,512,438.72



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TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019, FEDERAL

ZONA	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	
2	M03021	NO APLICA	217	93,240.00	50,604.00	143,844.00	23,106.00	10,270.08	23,971,538.64
3	M03021	NO APLICA	7	96,540.00	53,784.00	150,324.00	25,869.60	11,306.88	792,032.64
2	M03022	NO APLICA	405	92,040.00	44,664.00	136,704.00	20,850.48	9,779.28	42,960,067.20
3	M03022	NO APLICA	15	95,340.00	47,244.00	142,584.00	24,198.24	11,170.56	1,608,228.00
2	M03023	NO APLICA	297	90,840.00	42,024.00	132,864.00	21,388.32	10,327.20	30,041,098.56
3	M03023	NO APLICA	9	94,140.00	42,024.00	136,164.00	18,626.88	10,206.48	965,975.76
2	M03024	NO APLICA	854	90,240.00	42,024.00	132,264.00	19,902.00	9,588.00	87,768,996.00
3	M03024	NO APLICA	9	93,540.00	42,024.00	135,564.00	22,479.60	10,870.08	919,928.88
2	CF40001	NO APLICA	1	123,108.00	158,232.00	281,340.00	52,149.36	13,443.60	215,747.04
2	CF40003	NO APLICA	2	103,500.00	115,380.00	218,880.00	37,557.36	11,296.80	340,051.68
2	CF40004	NO APLICA	117	98,676.00	95,700.00	194,376.00	32,323.20	10,784.16	17,698,430.88
2	CF41001	NO APLICA	5	222,564.00	253,536.00	476,100.00	104,638.80	24,010.80	1,737,252.00
2	CF41002	NO APLICA	5	229,728.00	262,836.00	492,564.00	109,128.00	24,612.96	1,794,115.20
2	CF41003	NO APLICA	3	243,108.00	254,868.00	497,976.00	110,175.60	25,830.24	1,085,910.48
2	CF41010	NO APLICA	1	361,428.00	387,840.00	749,268.00	185,877.36	30,615.60	532,775.04
2	CF41011	NO APLICA	3	222,564.00	253,536.00	476,100.00	104,458.80	23,946.96	1,043,082.72
2	CF41013	NO APLICA	9	259,356.00	272,772.00	532,128.00	121,447.20	27,920.16	3,444,845.76
2	CF41014	NO APLICA	20	243,108.00	254,868.00	497,976.00	110,175.60	25,830.24	7,239,403.20
3	CF41014	NO APLICA	4	268,548.00	281,904.00	550,452.00	126,494.40	28,737.12	1,580,881.92
2	CF41015	NO APLICA	31	184,788.00	196,800.00	381,588.00	75,925.20	19,869.60	8,859,589.20
3	CF41015	NO APLICA	2	204,420.00	215,892.00	420,312.00	87,902.40	22,083.36	620,652.48
2	CF41018	NO APLICA	2	192,084.00	211,764.00	403,848.00	82,963.20	20,772.24	600,225.12
2	CF41024	NO APLICA	38	192,996.00	207,168.00	400,164.00	81,858.00	20,869.20	11,302,598.40
3	CF41024	NO APLICA	4	210,648.00	227,508.00	438,156.00	93,255.60	22,745.04	1,288,621.44
2	CF41028	NO APLICA	1	225,276.00	242,208.00	467,484.00	102,054.00	24,299.28	341,130.72
2	CF41030	NO APLICA	3	113,208.00	76,476.00	189,684.00	31,449.12	12,391.68	437,529.60
2	CF41031	NO APLICA	6	169,224.00	162,168.00	331,392.00	63,921.36	18,343.44	1,494,763.20
2	CF41032	NO APLICA	1	113,208.00	76,476.00	189,684.00	31,192.80	12,264.24	146,226.96
2	CF41038	NO APLICA	15	112,080.00	75,720.00	187,800.00	30,982.80	12,240.00	2,168,658.00
3	CF41038	NO APLICA	3	123,636.00	83,208.00	206,844.00	35,114.64	13,500.00	474,688.08
2	CF41040	NO APLICA	21	207,948.00	218,940.00	426,888.00	89,695.20	22,394.40	6,610,766.40
3	CF41040	NO APLICA	3	230,652.00	240,828.00	471,480.00	103,072.80	24,806.40	1,030,802.40
2	CF41054	NO APLICA	2	157,608.00	117,384.00	274,992.00	50,585.52	17,077.68	414,657.60
2	CF41055	NO APLICA	1	93,072.00	53,820.00	146,892.00	21,988.56	10,093.20	114,810.24
2	CF41056	NO APLICA	10	112,080.00	75,708.00	187,788.00	30,313.68	11,908.80	1,455,655.20
3	CF41056	NO APLICA	1	123,636.00	83,208.00	206,844.00	34,986.48	13,436.16	158,421.36
2	CF41057	NO APLICA	5	113,124.00	95,436.00	208,560.00	35,481.12	12,382.80	803,480.40
3	CF41057	NO APLICA	2	125,028.00	117,072.00	242,100.00	42,567.12	13,488.24	372,089.28
2	CF41058	NO APLICA	9	137,664.00	94,692.00	232,356.00	40,628.16	14,990.16	1,590,639.12
2	CF41059	NO APLICA	9	152,544.00	118,140.00	270,684.00	49,501.92	16,507.44	1,842,071.76
2	CF41060	NO APLICA	10	157,608.00	117,384.00	274,992.00	50,656.08	17,109.12	2,072,268.00
3	CF41060	NO APLICA	1	174,228.00	131,100.00	305,328.00	57,720.72	18,843.12	228,764.16
2	CF41061	NO APLICA	2	175,644.00	188,616.00	364,260.00	71,510.88	18,962.16	547,573.92
2	CF41062	NO APLICA	23	178,260.00	188,928.00	367,188.00	72,340.80	19,303.44	6,337,506.48
3	CF41062	NO APLICA	2	197,736.00	207,744.00	405,480.00	83,272.80	21,309.12	601,796.16
2	CF41064	NO APLICA	4	192,084.00	211,752.00	403,836.00	82,869.60	20,740.32	1,200,904.32
2	CF41065	NO APLICA	5	204,528.00	206,856.00	411,384.00	85,134.00	22,062.96	1,520,935.20
3	CF41065	NO APLICA	1	225,000.00	229,596.00	454,596.00	98,187.60	24,269.52	332,138.88
2	CF41074	NO APLICA	1	141,972.00	83,796.00	225,768.00	39,028.56	15,384.48	171,354.96
2	CF41075	NO APLICA	9	148,296.00	87,060.00	235,356.00	41,333.76	16,119.84	1,601,121.60
3	CF41075	NO APLICA	1	164,160.00	98,064.00	262,224.00	46,848.72	17,442.00	197,933.28
2	M03025	NO APLICA	1136	7,200.00	32,160.00	39,360.00	17,798.16	1,681.92	22,583,589.12
3	M03025	NO APLICA	2	7,200.00	32,160.00	39,360.00	15,951.84	764.16	45,288.00
2	M02002	NO APLICA	2	169,392.00	162,312.00	331,704.00	64,785.12	17,997.84	497,842.08
2	M02011	NO APLICA	1	112,200.00	75,780.00	187,980.00	36,596.16	14,305.44	137,078.40
2	M02019	NO APLICA	2	107,784.00	68,520.00	176,304.00	29,309.04	11,452.08	271,085.76
2	M02064	NO APLICA	1	93,156.00	45,312.00	138,468.00	21,227.28	9,897.84	107,342.88
2	M02069	NO APLICA	4	102,600.00	63,792.00	166,392.00	27,191.76	10,901.28	513,195.84
2	M02096	NO APLICA	1	95,304.00	59,868.00	155,172.00	28,866.48	12,151.20	114,154.32
2	M03002	NO APLICA	1	169,392.00	162,312.00	331,704.00	64,785.12	17,997.84	248,921.04
2	M03007	NO APLICA	1	175,608.00	159,492.00	335,100.00	69,714.24	20,523.84	244,861.92
2	M02050	NO APLICA	2	112,200.00	75,780.00	187,980.00	32,277.12	12,157.44	287,090.88

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2,501,267,353.44



GOBIERNO DEL ESTADO
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TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019, MANDOS MEDIOS

ZONA	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	
2	CF21135	28	1	58,068.00	96,624.00	154,692.00	22,219.20	6,405.60	126,067.20
2	CF21905	27H	5	67,944.00	205,260.00	273,204.00	144,506.40	7,518.72	605,894.40
3	CF21905	27H	1	67,944.00	205,260.00	273,204.00	144,236.40	7,422.96	121,544.64
2	CF34068	28	4	58,068.00	96,624.00	154,692.00	57,789.60	6,373.68	362,114.88
3	CF34068	28	1	60,888.00	105,984.00	166,872.00	60,202.80	6,469.68	100,199.52
2	CF34245	29	33	69,516.00	166,644.00	236,160.00	134,829.84	7,385.76	3,100,165.20
3	CF34245	29	1	72,336.00	176,040.00	248,376.00	138,494.64	7,686.00	102,195.36
2	CF34260	30	16	89,112.00	261,636.00	350,748.00	225,084.96	9,672.48	1,855,848.96
2	CF34261	29	21	66,924.00	166,644.00	233,568.00	123,330.72	7,110.72	2,165,657.76
2	CF34263	28	46	55,644.00	96,624.00	152,268.00	71,204.40	5,912.16	3,456,966.24
2	CF52254	33	1	153,732.00	444,156.00	597,888.00	541,569.84	16,333.92	39,984.24
2	CF53083	31C	1	69,216.00	216,120.00	285,336.00	159,158.40	7,354.56	118,823.04
2	CF41009	NO APLICA	1	313,680.00	384,588.00	698,268.00	169,651.20	26,813.28	501,803.52
2	CF41011	NO APLICA	1	215,292.00	245,244.00	460,536.00	98,691.60	23,002.32	338,842.08
2	CF41013	NO APLICA	1	250,872.00	263,856.00	514,728.00	114,589.20	26,655.36	373,483.44
2	CF41028	NO APLICA	1	217,908.00	234,288.00	452,196.00	95,829.60	23,153.04	333,213.36
2	CF41065	NO APLICA	1	197,844.00	200,100.00	397,944.00	80,274.00	21,276.24	296,393.76
			136						13,999,197.60



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ZONA	PLAZA/ PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
2	M01003	9	0.00	0.00
2	M01004	181	203,664.00	36,863,184.00
2	M01006	262	0.00	0.00
2	M01007	20	0.00	0.00
2	M01015	2	80,736.00	161,472.00
2	M01016	2	228,744.00	457,488.00
2	M02001	22	0.00	0.00
2	M02003	16	0.00	0.00
2	M02005	2	0.00	0.00
2	M02006	22	0.00	0.00
2	M02011	2	0.00	0.00
2	M02012	2	0.00	0.00
2	M02015	14	0.00	0.00
2	M02034	1	0.00	0.00
2	M02035	461	0.00	0.00
2	M02036	140	0.00	0.00
2	M02038	2	0.00	0.00
2	M02040	19	0.00	0.00
2	M02045	1	0.00	0.00
2	M02047	6	0.00	0.00
2	M02048	8	0.00	0.00
2	M02049	3	0.00	0.00
2	M02058	2	0.00	0.00
2	M02059	4	0.00	0.00
2	M02061	4	0.00	0.00
2	M02066	13	0.00	0.00
2	M02072	2	0.00	0.00
2	M02073	40	0.00	0.00
2	M02078	1	0.00	0.00
2	M03001	3	135,672.00	407,016.00
2	M03002	5	0.00	0.00
2	M03004	7	0.00	0.00
2	M03006	36	0.00	0.00
2	M03011	2	0.00	0.00
2	M03018	6	31,200.00	187,200.00
2	M03019	1	0.00	0.00
2	M03020	8	34,200.00	273,600.00
2	M03022	23	0.00	0.00
2	M03023	9	0.00	0.00
2	M03024	74	0.00	0.00
2	M03025	148	0.00	0.00
2	M04003	18	0.00	0.00
2	MR1017	78	115,536.00	9,011,808.00
2	C40004C	42	0.00	0.00
2	C50000C	4	0.00	0.00
2	CF40001	12	134,784.00	1,617,408.00
2	CF40002	3	129,096.00	387,288.00
2	CF40003	8	98,292.00	786,336.00
2	CF40004	221	81,336.00	17,975,256.00
2	CF41001	21	215,952.00	4,534,992.00
2	CF41006	1	233,556.00	233,556.00
2	CF41011	4	215,952.00	863,808.00
2	CF41014	2	218,232.00	436,464.00
2	CF41018	4	0.00	0.00
2	CF41024	25	177,384.00	4,434,600.00
2	CF41030	2	65,088.00	130,176.00
2	CF41031	3	0.00	0.00
2	CF41032	2	0.00	0.00
2	CF41040	1	187,452.00	187,452.00
2	CF41054	1	100,500.00	100,500.00
2	CF41056	6	0.00	0.00
2	CF41058	1	0.00	0.00
2	CF41059	12	0.00	0.00
2	CMA001C	1	0.00	0.00
2	M01007C	7	0.00	0.00
2	M02035C	40	0.00	0.00
2104			2,687,376.00	79,049,604.00



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ANALITICO DE PLAZAS QNA. 13 DEL 2018, FEDERALES

ZONA	PLAZA/ PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
2	M01002	2	239,340.00	478,680.00
2	M01003	51	197,892.00	10,092,492.00
2	M01004	635	239,364.00	151,996,140.00
3	M01004	13	262,980.00	3,418,740.00
2	M01005	14	241,584.00	3,382,176.00
2	M01006	1866	197,868.00	369,221,688.00
3	M01006	14	217,212.00	3,040,968.00
2	M01007	337	185,352.00	62,463,624.00
3	M01007	3	204,468.00	613,404.00
2	M01008	67	213,468.00	14,302,356.00
3	M01008	2	237,156.00	474,312.00
2	M01009	25	240,084.00	6,002,100.00
3	M01009	3	263,988.00	791,964.00
2	M01010	44	253,776.00	11,166,144.00
3	M01010	1	275,676.00	275,676.00
2	M01011	32	268,836.00	8,602,752.00
2	M01011	1	296,988.00	296,988.00
2	M01014	1	201,660.00	201,660.00
2	M01015	1	210,360.00	210,360.00
3	M02001	17	162,312.00	2,759,304.00
2	M02001	109	179,232.00	19,536,288.00
3	M02003	59	68,520.00	4,042,680.00
2	M02003	87	74,820.00	6,509,340.00
2	M02005	18	54,060.00	973,080.00
3	M02006	42	70,164.00	2,946,888.00
2	M02006	66	76,608.00	5,056,128.00
2	M02007	3	68,520.00	205,560.00
2	M02012	5	68,520.00	342,600.00
2	M02014	2	68,520.00	137,040.00
3	M02015	14	141,876.00	1,986,264.00
2	M02015	138	156,432.00	21,587,616.00
2	M02016	23	68,520.00	1,575,960.00
2	M02018	1	68,520.00	68,520.00
3	M02029	43	84,876.00	3,649,668.00
2	M02029	4	95,508.00	382,032.00
3	M02031	135	184,980.00	24,972,300.00
2	M02031	8	205,524.00	1,644,192.00
2	M02032	1	191,376.00	191,376.00
2	M02034	31	124,968.00	3,874,008.00
3	M02035	376	114,540.00	43,067,040.00
2	M02035	1697	131,280.00	222,782,160.00
3	M02036	353	96,888.00	34,201,464.00
2	M02036	790	112,992.00	89,263,680.00
3	M02037	2	83,868.00	167,736.00
2	M02037	1	92,640.00	92,640.00
2	M02038	49	68,520.00	3,357,480.00
3	M02040	20	95,076.00	1,901,520.00
2	M02040	31	110,388.00	3,422,028.00
3	M02045	10	68,520.00	685,200.00
2	M02045	5	74,820.00	374,100.00
3	M02046	5	54,060.00	270,300.00
2	M02046	2	60,792.00	121,584.00
3	M02047	40	45,312.00	1,812,480.00
2	M02047	23	55,920.00	1,286,160.00
3	M02048	39	44,868.00	1,749,852.00
2	M02048	83	54,864.00	4,553,712.00
3	M02049	9	103,224.00	929,016.00
3	M02049	1	115,692.00	115,692.00
2	M02050	3	83,292.00	249,876.00
2	M02051	2	45,312.00	90,624.00
3	M02054	187	59,868.00	11,195,316.00



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ZONA	PLAZA/ PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
2	M02054	29	64,824.00	1,879,896.00
3	M02055	95	63,792.00	6,060,240.00
2	M02055	10	69,912.00	699,120.00
3	M02056	31	65,892.00	2,042,652.00
2	M02056	10	72,024.00	720,240.00
3	M02057	47	65,892.00	3,096,924.00
2	M02057	2	72,024.00	144,048.00
3	M02058	78	63,792.00	4,975,776.00
2	M02058	29	69,912.00	2,027,448.00
3	M02059	14	45,312.00	634,368.00
2	M02059	26	55,656.00	1,447,056.00
2	M02061	29	45,312.00	1,314,048.00
2	M02066	40	68,544.00	2,741,760.00
2	M02068	86	71,796.00	6,174,456.00
3	M02072	2	115,464.00	230,928.00
2	M02072	2	132,240.00	264,480.00
3	M02073	235	54,060.00	12,704,100.00
2	M02073	314	60,792.00	19,088,688.00
3	M02074	26	70,164.00	1,824,264.00
2	M02074	1	76,608.00	76,608.00
2	M02077	12	203,196.00	2,438,352.00
2	M02078	13	141,876.00	1,844,388.00
3	M02081	41	124,776.00	5,115,816.00
2	M02081	4	138,612.00	554,448.00
3	M02082	47	103,764.00	4,876,908.00
2	M02082	2	121,740.00	243,480.00
2	M02083	5	114,540.00	572,700.00
2	M02084	3	118,260.00	354,780.00
2	M02085	5	113,568.00	567,840.00
2	M02087	2	144,060.00	288,120.00
2	M02088	3	185,352.00	556,056.00
2	M02089	1	201,696.00	201,696.00
2	M02095	3	68,172.00	204,516.00
3	M02097	1	68,172.00	68,172.00
2	M02098	21	68,520.00	1,438,920.00
2	M02098	3	74,820.00	224,460.00
3	M02105	742	141,876.00	105,271,992.00
2	M02105	31	156,396.00	4,848,276.00
3	M02107	119	152,988.00	18,205,572.00
2	M02107	1	166,164.00	166,164.00
3	M02110	10	121,224.00	1,212,240.00
2	M02110	1	133,404.00	133,404.00
3	M02112	4	138,948.00	555,792.00
2	M03001	7	159,492.00	1,116,444.00
2	M03004	257	68,520.00	17,609,640.00
2	M03005	180	44,868.00	8,076,240.00
2	M03005	55	54,132.00	2,977,260.00
3	M03006	33	44,868.00	1,480,644.00
2	M03006	197	54,132.00	10,664,004.00
3	M03011	34	34,404.00	1,169,736.00
2	M03011	66	41,256.00	2,722,896.00
3	M03012	26	34,404.00	894,504.00
2	M03013	5	54,060.00	270,300.00
2	M03018	119	61,536.00	7,322,784.00
2	M03019	219	55,584.00	12,172,896.00
2	M03019	68	58,716.00	3,992,688.00
3	M03020	227	54,564.00	12,386,028.00
2	M03020	227	56,964.00	12,930,828.00
3	M03021	120	50,604.00	6,072,480.00
2	M03021	94	53,784.00	5,055,696.00
3	M03022	209	44,664.00	9,334,776.00



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ZONA	PLAZA/ PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
2	M03022	211	47,244.00	9,968,484.00
3	M03023	157	42,024.00	6,597,768.00
2	M03023	125	42,024.00	5,253,000.00
3	M03024	231	42,024.00	9,707,544.00
2	M03024	590	42,024.00	24,794,160.00
3	CF40001	1	158,232.00	158,232.00
2	CF40003	2	115,380.00	230,760.00
3	CF40004	1	95,700.00	95,700.00
2	CF41001	5	253,536.00	1,267,680.00
2	CF41002	5	262,836.00	1,314,180.00
2	CF41003	3	254,868.00	764,604.00
2	CF41010	1	387,840.00	387,840.00
3	CF41011	3	253,536.00	760,608.00
2	CF41013	9	272,772.00	2,454,948.00
2	CF41014	20	254,868.00	5,097,360.00
2	CF41014	4	281,904.00	1,127,616.00
2	CF41015	31	196,800.00	6,100,800.00
2	CF41015	3	215,892.00	647,676.00
2	CF41018	2	211,764.00	423,528.00
3	CF41024	37	207,168.00	7,665,216.00
2	CF41024	5	227,508.00	1,137,540.00
3	CF41028	1	242,208.00	242,208.00
2	CF41030	3	76,476.00	229,428.00
2	CF41031	6	162,168.00	973,008.00
3	CF41032	1	76,476.00	76,476.00
2	CF41038	15	75,720.00	1,135,800.00
2	CF41038	3	83,208.00	249,624.00
2	CF41040	21	218,940.00	4,597,740.00
2	CF41040	3	240,828.00	722,484.00
2	CF41054	2	117,384.00	234,768.00
3	CF41055	1	53,820.00	53,820.00
2	CF41056	10	75,708.00	757,080.00
3	CF41056	1	83,208.00	83,208.00
2	CF41057	5	95,436.00	477,180.00
2	CF41057	2	117,072.00	234,144.00
2	CF41058	9	94,692.00	852,228.00
3	CF41059	4	118,140.00	472,560.00
2	CF41060	10	117,384.00	1,173,840.00
3	CF41060	1	131,100.00	131,100.00
2	CF41061	2	188,616.00	377,232.00
2	CF41062	23	188,928.00	4,345,344.00
2	CF41062	2	207,744.00	415,488.00
3	CF41064	4	211,752.00	847,008.00
2	CF41065	5	206,856.00	1,034,280.00
2	CF41065	1	229,596.00	229,596.00
3	CF41074	1	83,796.00	83,796.00
2	CF41075	9	87,060.00	783,540.00
2	CF41075	1	98,064.00	98,064.00
2	M02002	2	162,312.00	324,624.00
2	M02011	1	75,780.00	75,780.00
2	M02019	2	68,520.00	137,040.00
2	M02049	25	103,224.00	2,580,600.00
2	M02064	1	45,312.00	45,312.00
2	M02069	4	63,792.00	255,168.00
2	M02096	1	59,868.00	59,868.00
2	M03002	1	162,312.00	162,312.00
2	M03007	1	159,492.00	159,492.00
2	M03012	1	34,404.00	34,404.00
2	M03025	630	42,024.00	26,475,120.00
2	M02049	4	103,224.00	412,896.00
2	M03025	458	42,024.00	19,246,992.00
2	CF40004	116	95,700.00	11,101,200.00
2	CF41059	5	118,140.00	590,700.00
		14813	22,751,784.00	1,674,031,560.00



GOBIERNO DEL ESTADO
DE OAXACA



SERVICIOS DE SALUD DE OAXACA
SUBDIRECCION DE ADMINISTRACION Y FINANZAS
DIRECCION DE ADMINISTRACION
UNIDAD DE SERVICIOS DE PERSONAL
ANALITICO DE PLAZAS QNA. 13 DEL 2018 MANDOS MEDIOS

ZONA	PLAZA/ PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
2	CF21135	1	96,624.00	96,624.00
2	CF21905	5	205,260.00	1,026,300.00
3	CF21905	1	205,260.00	205,260.00
2	CF34068	4	96,624.00	386,496.00
3	CF34068	1	105,984.00	105,984.00
2	CF34245	33	166,644.00	5,499,252.00
3	CF34245	1	176,040.00	176,040.00
2	CF34260	16	261,636.00	4,186,176.00
2	CF34261	21	166,644.00	3,499,524.00
2	CF34263	46	96,624.00	4,444,704.00
2	CF52254	1	444,156.00	444,156.00
2	CF53083	1	216,120.00	216,120.00
2	CF41009	1	313,680.00	384,588.00
2	CF41011	1	215,292.00	245,244.00
2	CF41013	1	250,872.00	263,856.00
2	CF41028	1	217,908.00	234,288.00
2	CF41065	1	197,844.00	200,100.00
136			3,433,212.00	21,614,712.00



GOBIERNO DEL ESTADO
DE OAXACA



SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA
UNIDAD DE RECURSOS HUMANOS



TABULADOR DE SUELDOS Y SALARIOS

PLAZA PUESTO	RELACION LABORAL	NIVEL	NUMERO DE PLAZA	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
ABOGADO 13A.	BASE	13A	1	161,760.00	139,618.30	301,378.30	20,181.60	7,931.76	273,264.94
ABOGADO 13C.	BASE	13C	3	168,744.00	138,435.30	307,179.30	21,723.60	8,097.36	832,075.02
ANALISTA 13A.	BASE	13A	14	161,760.00	128,742.70	290,502.70	20,181.60	7,620.24	3,677,812.04
ANALISTA 13B.	BASE	13B	3	165,288.00	120,791.30	286,079.30	20,960.40	7,492.56	772,879.02
ANALISTA 13C	BASE	13C	12	168,744.00	144,106.50	312,850.50	21,723.60	8,259.84	3,394,404.72
AUXILIAR 1A.	BASE	01A	17	96,216.00	76,017.10	172,233.10	7,866.00	4,235.76	2,722,232.78
AUXILIAR 3A.	BASE	03A	4	100,860.00	78,031.60	178,891.60	8,422.80	4,426.32	664,169.92
AUXILIAR 3C.	BASE	03C	1	102,816.00	78,878.80	181,694.80	8,744.40	4,505.76	168,444.64
AUXILIAR DE OFICINA 1A.	BASE	01A	8	96,216.00	76,017.10	172,233.10	7,866.00	4,235.76	1,281,050.72
AUXILIAR DE OFICINA 3A	BASE	03A	16	100,860.00	78,031.60	178,891.60	8,422.80	4,426.32	2,656,679.68
AUXILIAR TECNICO 4A.	BASE	04A	34	103,800.00	79,304.70	183,104.70	8,908.80	4,546.80	5,768,069.40
AUXILIAR TECNICO 4B.	BASE	04B	3	104,328.00	79,521.00	183,849.00	8,996.40	4,567.92	510,854.04
CONTADOR 13A.	BASE	13A	2	161,760.00	123,303.10	285,063.10	20,181.60	7,464.00	514,835.00
CONTADOR 13C.	BASE	13C	4	168,744.00	136,362.90	305,106.90	22,492.80	8,037.84	1,098,305.04
EDUCADORA 13C.	BASE	13C	1	168,744.00	132,762.90	301,506.90	21,723.60	7,934.64	271,848.66
ENFERMERA 10A.	BASE	10A	1	132,876.00	91,820.50	224,696.50	14,041.20	5,736.00	204,919.30
ENFERMERA 10B.	BASE	10B	1	135,996.00	109,154.00	245,150.00	14,619.60	6,322.32	224,208.08
MEDICO GENERAL 13C	BASE	13C	5	168,744.00	147,706.50	316,450.50	22,492.80	22,142.64	1,359,075.30
MEDICO OFICIAL 13A.	BASE	13A	5	161,760.00	126,024.70	287,784.70	20,181.60	7,542.24	1,300,304.30
MEDICO OFICIAL 13B.	BASE	13B	2	165,288.00	141,881.30	307,169.30	20,960.40	8,097.36	556,223.08
MEDICO OFICIAL 13C	BASE	13C	25	168,744.00	138,435.30	307,179.30	21,723.60	8,097.36	6,933,958.50
ODONTOLOGO 13A.	BASE	13A	1	161,760.00	123,303.10	285,063.10	20,181.60	7,464.00	257,417.50
OFICIAL ADMINISTRATIVO 4A.	BASE	04A	19	103,800.00	89,772.30	193,572.30	8,908.80	4,846.80	3,416,517.30
OFICIAL ADMINISTRATIVO 4B.	BASE	04B	2	104,328.00	96,762.60	201,090.60	8,996.40	5,062.32	374,063.76
OFICIAL ADMINISTRATIVO 5A.	BASE	05A	33	105,384.00	79,966.90	185,350.90	9,170.40	4,610.64	5,661,805.38
OFICIAL ADMINISTRATIVO 5B.	BASE	05B	1	106,308.00	91,083.30	197,391.30	9,324.00	4,956.00	183,111.30
OFICIAL ADMINISTRATIVO 5C.	BASE	05C	1	107,256.00	83,671.50	190,927.50	9,480.00	4,770.48	176,677.02
OFICIAL ADMINISTRATIVO 6A.	BASE	06A	43	108,156.00	93,904.40	202,060.40	9,628.80	5,089.68	8,055,702.56
OFICIAL ADMINISTRATIVO 6C.	BASE	06C	1	110,976.00	82,395.70	193,371.70	10,095.60	4,840.32	178,435.78
OFICIAL ADMINISTRATIVO 7A.	BASE	07A	18	112,284.00	94,281.10	206,565.10	10,311.60	5,218.56	3,438,628.92
OFICIAL ADMINISTRATIVO 7B.	BASE	07B	1	113,736.00	100,776.90	214,512.90	10,551.60	5,446.32	198,514.98
OFICIAL ADMINISTRATIVO 7C.	BASE	07C	5	114,984.00	105,373.40	220,357.40	10,758.00	5,613.60	1,019,929.00
OFICIAL ADMINISTRATIVO 8A.	BASE	08A	24	116,424.00	105,219.00	221,643.00	10,996.80	5,650.32	4,919,901.12
OFICIAL ADMINISTRATIVO 8C.	BASE	08C	4	119,616.00	100,177.30	219,793.30	11,586.00	5,597.04	810,441.04
OFICIAL ADMINISTRATIVO 9A.	BASE	09A	16	121,116.00	86,742.80	207,858.80	11,863.20	5,254.80	3,051,852.80
OFICIAL ADMINISTRATIVO 9C.	BASE	09C	27	129,312.00	114,190.40	243,502.40	13,381.20	6,275.76	6,043,826.88
OFICIAL DE TRANSPORTE 8C	BASE	08C	1	119,616.00	108,216.10	227,832.10	11,586.00	5,827.68	210,418.42
PSICOLOGO 13A.	BASE	13A	2	161,760.00	128,742.70	290,502.70	20,181.60	7,620.24	525,401.72
PSICOLOGO 13C.	BASE	13C	5	168,744.00	132,762.90	301,506.90	21,723.60	7,934.64	1,359,243.30
TECNICO 10A.	BASE	10A	72	132,876.00	116,385.70	249,261.70	14,041.20	6,440.40	16,472,167.20
TECNICO 10B.	BASE	10B	5	135,996.00	113,727.20	249,723.20	14,619.60	6,453.60	1,143,250.00
TECNICO 10C.	BASE	10C	1	139,080.00	110,831.30	249,911.30	15,189.60	6,458.40	228,263.30
TECNICO 11A	BASE	11A	53	142,224.00	117,357.10	259,581.10	15,870.00	6,735.36	12,559,714.22
TECNICO 11B	BASE	11B	1	142,896.00	140,018.90	282,914.90	16,951.20	6,903.60	259,060.10
TECNICO 11C	BASE	11C	5	146,160.00	112,259.80	258,419.80	16,738.80	6,701.76	1,174,896.20
TECNICO 12A.	BASE	12A	60	149,484.00	126,605.40	276,089.40	17,473.20	7,207.92	15,084,496.80
TECNICO 12C.	BASE	12C	4	158,328.00	137,364.00	295,692.00	19,424.40	7,769.04	1,073,994.24
TECNICO ADMINISTRATIVO 12A.	BASE	12A	1	149,484.00	126,605.40	276,089.40	17,473.20	7,207.92	251,408.28
TECNICO ESPECIALIZADO 13A.	BASE	13A	65	161,760.00	131,622.70	293,382.70	20,181.60	7,702.56	17,257,405.10
TECNICO ESPECIALIZADO 13B	BASE	13B	6	165,288.00	120,791.30	286,079.30	20,960.40	7,492.56	1,545,758.04
TECNICO ESPECIALIZADO 13C.	BASE	13C	47	168,744.00	138,435.30	307,179.30	21,723.60	8,097.36	13,035,841.98
INTENDENTE	CONTRATO CONFIANZA	01	63	48,480.00	56,826.30	105,306.30	0.00	2,291.04	6,489,961.38
CHOFER	CONTRATO CONFIANZA	02	1	49,644.00	57,088.30	106,732.30	0.00	2,334.00	104,398.30
AUXILIAR DE ALIMENTACION	CONTRATO CONFIANZA	02	2	49,644.00	57,088.30	106,732.30	0.00	2,334.00	208,796.60



GOBIERNO DEL ESTADO
DE OAXACA



SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA
UNIDAD DE RECURSOS HUMANOS



TABULADOR DE SUELDOS Y SALARIOS

PLAZA PUESTO	RELACION LABORAL	NIVEL	NUMERO DE PLAZA	SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	TOTAL ANUAL NETO
AUXILIAR DE OFICINA	CONTRATO CONFIANZA	02	54	49,644.00	57,088.30	106,732.30	0.00	2,334.00	5,637,508.20
ADMINISTRATIVO	CONTRATO CONFIANZA	03	8	50,928.00	57,125.10	108,053.10	0.00	2,384.64	845,347.68
AUXILIAR DE DES.MATERNO INFANTIL	CONTRATO CONFIANZA	03	8	50,928.00	57,125.10	108,053.10	0.00	2,384.64	845,347.68
CAPTURISTA DE DATOS	CONTRATO CONFIANZA	04	10	52,224.00	57,492.30	109,716.30	0.00	2,435.04	1,072,812.60
ADMINISTRATIVO	CONTRATO CONFIANZA	05	1	53,244.00	57,735.50	110,979.50	0.00	2,473.68	108,505.82
ALMACENISTA	CONTRATO CONFIANZA	06	1	54,720.00	58,162.40	112,882.40	0.00	2,533.44	110,348.96
SECRETARIA EJECUTIVA DE DIRECTOR	CONTRATO CONFIANZA	07	1	56,892.00	58,893.20	115,785.20	0.00	2,370.24	113,414.96
TECNICO	CONTRATO CONFIANZA	07	48	56,892.00	58,662.80	115,554.80	68.40	2,615.04	5,417,825.28
OPERADOR DE COMPUTADORA	CONTRATO CONFIANZA	09	1	62,952.00	60,684.10	123,636.10	1,143.60	2,846.40	119,646.10
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	09	1	62,952.00	60,684.10	123,636.10	1,143.60	2,846.40	119,646.10
AUXILIAR DE ANALISTA	CONTRATO CONFIANZA	09	9	62,952.00	60,684.10	123,636.10	1,143.60	2,846.40	1,076,814.90
TECNICO	CONTRATO CONFIANZA	09	14	62,952.00	60,684.10	123,636.10	1,143.60	2,846.40	1,675,045.40
TECNICO ADMINISTRATIVO	CONTRATO CONFIANZA	11	1	71,748.00	63,341.30	135,089.30	1,972.80	2,916.48	130,200.02
SUPERVISOR DE OBRA	CONTRATO CONFIANZA	12	1	76,824.00	64,983.40	141,807.40	3,231.60	3,366.00	135,209.80
PEDAGOGA FORMATIVA	CONTRATO CONFIANZA	12	3	76,824.00	64,983.40	141,807.40	3,231.60	3,366.00	405,629.40
MEDICO GENERAL	CONTRATO CONFIANZA	12	4	76,824.00	64,983.40	141,807.40	3,231.60	3,366.00	540,839.20
PSICOLOGO	CONTRATO CONFIANZA	12	6	76,824.00	64,983.40	141,807.40	3,231.60	3,366.00	811,258.80
ABOGADO	CONTRATO CONFIANZA	12	9	76,824.00	64,983.40	141,807.40	3,231.60	3,366.00	1,216,888.20
ANALISTA	CONTRATO CONFIANZA	12	16	76,824.00	64,983.40	141,807.40	3,231.60	3,366.00	2,163,356.80
JEFE DE OFICINA	CONTRATO CONFIANZA	15	12	96,060.00	72,713.60	168,773.60	8,784.00	4,137.60	1,870,224.00
JEFE	CONTRATO CONFIANZA	15	44	96,060.00	72,713.60	168,773.60	8,784.00	4,137.60	6,857,488.00
ADMINISTRATIVO	CONFIANZA	04	1	52,224.00	57,893.10	110,117.10	0.00	2,215.20	107,901.90
ALMACENISTA	CONFIANZA	07	1	56,892.00	64,350.80	121,242.80	68.40	2,778.24	118,396.16
ANALISTA	CONFIANZA	13	1	86,976.00	78,817.60	165,793.60	7,453.20	4,052.88	154,287.52
AUX. DE DESARROLLO MATERNO INFANTIL	CONFIANZA	04	1	52,224.00	57,492.30	109,716.30	0.00	2,435.04	107,281.26
AUXILIAR DE ANALISTA	CONFIANZA	10	3	68,052.00	69,019.80	137,071.80	2,217.60	3,230.88	394,869.96
AUXILIAR DE OFICINA	CONFIANZA	03	3	50,928.00	57,125.10	108,053.10	0.00	2,384.64	317,005.38
CHOFER	CONFIANZA	03	1	50,928.00	62,201.10	113,129.10	0.00	2,530.32	110,598.78
INTENDENTE	CONFIANZA	01	1	48,480.00	61,686.30	110,166.30	0.00	2,430.48	107,735.82
JEFE	CONFIANZA	15	3	96,060.00	72,713.60	168,773.60	8,784.00	4,137.60	467,556.00
JEFE DE OFICINA	CONFIANZA	15	29	96,060.00	82,325.60	178,385.60	8,784.00	4,412.88	4,790,472.88
TECNICO	CONFIANZA	10	1	68,052.00	69,019.80	137,071.80	2,217.60	3,230.88	131,623.32
TECNICO	CONFIANZA	12	1	76,824.00	72,651.40	149,475.40	3,231.60	3,585.84	142,657.96
TECNICO	CONFIANZA	08	6	59,028.00	59,499.20	118,527.20	696.00	2,700.24	690,785.76
ANALISTA	CONTRATO	12	1	68,580.00	43,933.50	112,513.50	2,622.00	2,760.96	107,130.54
INTENDENTE	CONTRATO	01	2	44,172.00	41,331.30	85,503.30	0.00	2,068.32	166,869.96
OFICIAL ADMINISTRATIVO	CONTRATO	07	1	51,528.00	43,205.10	94,733.10	0.00	1,638.24	93,094.86
TECNICO ADMINISTRATIVO	CONTRATO	11	1	65,220.00	43,421.40	108,641.40	2,137.20	2,751.36	103,752.84
ASESOR	MANDOS MEDIOS Y SUPERIORES	18A	3	83,160.00	157,065.00	240,225.00	27,852.00	6,748.08	616,874.76
COORDINADOR	MANDOS MEDIOS Y SUPERIORES	18A	3	83,160.00	157,065.00	240,225.00	27,852.00	6,748.08	616,874.76
DELEGADO	MANDOS MEDIOS Y SUPERIORES	16A	8	82,200.00	129,283.10	211,483.10	21,768.00	5,863.68	1,470,811.36
DIRECTOR	MANDOS MEDIOS Y SUPERIORES	20A	8	83,640.00	396,707.10	480,347.10	82,416.00	13,579.92	3,074,809.44
DIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES	22B	1	218,760.00	725,112.90	943,872.90	210,252.00	20,520.00	713,100.90
JEFE DE DEPARTAMENTO	MANDOS MEDIOS Y SUPERIORES	16A	38	82,200.00	129,283.10	211,483.10	21,768.00	5,863.92	7,239,844.84
JEFE DE UNIDAD	MANDOS MEDIOS Y SUPERIORES	18A	11	83,160.00	139,761.00	222,921.00	24,156.00	6,267.60	2,117,471.40
PROCURADOR	MANDOS MEDIOS Y SUPERIORES	20A	1	83,640.00	396,707.10	480,347.10	82,416.00	13,579.92	384,351.18
SECRETARIA TECNICA	MANDOS MEDIOS Y SUPERIORES	16A	1	82,200.00	129,283.10	211,483.10	21,768.00	5,863.68	183,851.42
SECRETARIA TECNICA	MANDOS MEDIOS Y SUPERIORES	19A	1	83,400.00	236,132.90	319,532.90	44,784.00	9,031.44	265,717.46
SUBDIRECTOR GENERAL	MANDOS MEDIOS Y SUPERIORES	21A	1	94,620.00	422,797.60	517,417.60	91,728.00	14,661.12	411,028.48
SUBPROCURADOR	MANDOS MEDIOS Y SUPERIORES	18A	3	83,160.00	157,065.00	240,225.00	27,852.00	6,748.08	616,874.76



GOBIERNO DEL ESTADO
DE OAXACA

SISTEMA PARA EL DESARROLLO INTEGRAL DE LA FAMILIA DEL ESTADO DE OAXACA
UNIDAD DE RECURSOS HUMANOS

DIF
OAXACA
En familia se producen

Oaxaca
JUNTOS CONSTRUIAMOS EL CAMBIO

ANALITICO DE PLAZAS

PLAZA PUESTO	NUMER DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ABOGADO 13A.	1	301,378.30	301,378.30
ABOGADO 13C.	3	307,179.30	307,179.30
ANALISTA 13A.	14	290,502.70	290,502.70
ANALISTA 13B.	3	286,079.30	286,079.30
ANALISTA 13C	12	312,850.50	312,850.50
AUXILIAR 1A.	17	172,233.10	172,233.10
AUXILIAR 3A.	4	178,891.60	178,891.60
AUXILIAR 3C.	1	181,694.80	181,694.80
AUXILIAR DE OFICINA 1A.	8	172,233.10	172,233.10
AUXILIAR DE OFICINA 3A	16	178,891.60	178,891.60
AUXILIAR TECNICO 4A.	34	183,104.70	183,104.70
AUXILIAR TECNICO 4B.	3	183,849.00	183,849.00
CONTADOR 13A.	2	285,063.10	285,063.10
CONTADOR 13C.	4	305,106.90	305,106.90
EDUCADORA 13C.	1	301,506.90	301,506.90
ENFERMERA 10A.	1	224,696.50	224,696.50
ENFERMERA 10B.	1	245,150.00	245,150.00
MEDICO GENERAL 13C	5	316,450.50	316,450.50
MEDICO OFICIAL 13A.	5	287,784.70	287,784.70
MEDICO OFICIAL 13B.	2	307,169.30	307,169.30
MEDICO OFICIAL 13C	25	307,179.30	307,179.30
ODONTOLOGO 13A.	1	285,063.10	285,063.10
OFICIAL ADMINISTRATIVO 4A.	19	193,572.30	193,572.30
OFICIAL ADMINISTRATIVO 4B.	2	201,090.60	201,090.60
OFICIAL ADMINISTRATIVO 5A.	33	185,350.90	185,350.90
OFICIAL ADMINISTRATIVO 5B.	1	197,391.30	197,391.30
OFICIAL ADMINISTRATIVO 5C.	1	190,927.50	190,927.50
OFICIAL ADMINISTRATIVO 6A.	43	202,060.40	202,060.40
OFICIAL ADMINISTRATIVO 6C.	1	193,371.70	193,371.70
OFICIAL ADMINISTRATIVO 7A.	18	206,565.10	206,565.10
OFICIAL ADMINISTRATIVO 7B.	1	214,512.90	214,512.90
OFICIAL ADMINISTRATIVO 7C.	5	220,357.40	220,357.40
OFICIAL ADMINISTRATIVO 8A.	24	221,643.00	221,643.00
OFICIAL ADMINISTRATIVO 8C.	4	219,793.30	219,793.30
OFICIAL ADMINISTRATIVO 9A.	16	207,858.80	207,858.80
OFICIAL ADMINISTRATIVO 9C.	27	243,502.40	243,502.40
OFICIAL DE TRANSPORTE 8C	1	227,832.10	227,832.10
PSICOLOGO 13A.	2	290,502.70	290,502.70
PSICOLOGO 13C.	5	301,506.90	301,506.90
TECNICO 10A.	72	249,261.70	249,261.70
TECNICO 10B.	5	249,723.20	249,723.20
TECNICO 10C.	1	249,911.30	249,911.30
TECNICO 11A	53	259,581.10	259,581.10
TECNICO 11B	1	282,914.90	282,914.90
TECNICO 11C	5	258,419.80	258,419.80
TECNICO 12A.	60	276,089.40	276,089.40
TECNICO 12C.	4	295,692.00	295,692.00
TECNICO ADMINISTRATIVO 12A.	1	276,089.40	276,089.40
TECNICO ESPECIALIZADO 13A.	65	293,382.70	293,382.70
TECNICO ESPECIALIZADO 13B	6	286,079.30	286,079.30
TECNICO ESPECIALIZADO 13C.	47	307,179.30	307,179.30
ADMINISTRATIVO	1	110,117.10	110,117.10



GOBIERNO DEL ESTADO
DE OAXACA

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



UNIDAD DE RECURSOS HUMANOS



ANALITICO DE PLAZAS

PLAZA PUESTO	NUMER DE PLAZAS	REMUNERACIONES	
		DE	HASTA
ALMACENISTA	1	121,242.80	121,242.80
ANALISTA	1	165,793.60	165,793.60
AUX. DE DESARROLLO MATERNO INFANTIL	1	109,716.30	109,716.30
AUXILIAR DE ANALISTA	3	137,071.80	137,071.80
AUXILIAR DE OFICINA	3	108,053.10	108,053.10
CHOFER	1	113,129.10	113,129.10
INTENDENTE	1	110,166.30	110,166.30
JEFE	3	168,773.60	168,773.60
JEFE DE OFICINA	29	178,385.60	178,385.60
TECNICO	1	137,071.80	137,071.80
TECNICO	1	149,475.40	149,475.40
TECNICO	6	118,527.20	118,527.20
INTENDENTE	63	105,306.30	105,306.30
CHOFER	1	106,732.30	106,732.30
AUXILIAR DE ALIMENTACION	2	106,732.30	106,732.30
AUXILIAR DE OFICINA	54	106,732.30	106,732.30
ADMINISTRATIVO	8	108,053.10	108,053.10
AUXILIAR DE DES.MATERNO INFANTIL	8	108,053.10	108,053.10
CAPTURISTA DE DATOS	10	109,716.30	109,716.30
ADMINISTRATIVO	1	110,979.50	110,979.50
ALMACENISTA	1	112,882.40	112,882.40
SECRETARIA EJECUTIVA DE DIRECTOR	1	115,785.20	115,785.20
TECNICO	48	115,554.80	115,554.80
OPERADOR DE COMPUTADORA	1	123,636.10	123,636.10
TECNICO ADMINISTRATIVO	1	123,636.10	123,636.10
AUXILIAR DE ANALISTA	9	123,636.10	123,636.10
TECNICO	14	123,636.10	123,636.10
TECNICO ADMINISTRATIVO	1	135,089.30	135,089.30
SUPERVISOR DE OBRA	1	141,807.40	141,807.40
PEDAGOGA FORMATIVA	3	141,807.40	141,807.40
MEDICO GENERAL	4	141,807.40	141,807.40
PSICOLOGO	6	141,807.40	141,807.40
ABOGADO	9	141,807.40	141,807.40
ANALISTA	16	141,807.40	141,807.40
JEFE DE OFICINA	12	168,773.60	168,773.60
JEFE	44	168,773.60	168,773.60
ASESOR	3	240,225.00	240,225.00
COORDINADOR	3	240,225.00	240,225.00
DELEGADO	8	211,483.10	211,483.10
DIRECTOR	8	480,347.10	480,347.10
DIRECTOR GENERAL	1	943,872.90	943,872.90
JEFE DE DEPARTAMENTO	38	211,483.10	211,483.10
JEFE DE UNIDAD	11	222,921.00	222,921.00
PROCURADOR	1	480,347.10	480,347.10
SECRETARIA TECNICA	1	211,483.10	211,483.10
SECRETARIA TECNICA	1	319,532.90	319,532.90
SUBDIRECTOR GENERAL	1	517,417.60	517,417.60
SUBPROCURADOR	3	240,225.00	240,225.00
ANALISTA	1	112,513.50	112,513.50
INTENDENTE	2	85,503.30	85,503.30
OFICIAL ADMINISTRATIVO	1	94,733.10	94,733.10
TECNICO ADMINISTRATIVO	1	108,641.40	108,641.40



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE CHALCATONGO
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	0	799,865.75	182,180.56	982,046.31	222,635.94	24,050.23	735,360.14
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PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	2	520,396.01	119,957.17	640,353.18	126,381.74	15,524.69	498,446.75
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	N/A	0	340,582.78	79,922.10	420,504.88	69,465.12	10,039.29	341,000.47
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	N/A	0	261,943.71	62,413.26	324,356.97	48,392.45	7,640.31	268,324.21
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS Y SUPERIORES	N/A	0	261,943.71	62,413.26	324,356.97	48,392.45	7,640.31	268,324.21
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	N/A	5	312,433.07	73,654.62	386,087.68	61,921.92	9,180.55	314,985.21
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS Y SUPERIORES	N/A	0	261,943.71	62,413.26	324,356.97	48,392.45	7,640.31	268,324.21
SRIO. PART. RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	0	312,433.07	73,654.62	386,087.68	61,921.92	9,180.55	314,985.21

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

JEFE DE AREA "C"	BASE	N/A	0	196,132.02	47,760.42	243,892.44	32,208.86	5,632.65	206,050.92
JEFE DE AREA "B"	BASE	N/A	0	180,234.81	44,220.93	224,455.74	28,340.15	5,147.69	190,967.90
JEFE DE AREA "A"	BASE	N/A	1	131,650.21	33,403.66	165,053.87	16,516.71	3,665.56	144,871.60

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

TITULAR "C"	BASE	N/A	0	542,701.16	124,923.37	667,624.53	134,005.51	16,205.14	517,413.88
TITULAR "B"	BASE	N/A	0	464,019.94	107,405.14	571,425.08	107,112.70	13,804.88	450,507.50
TITULAR "A"	BASE	N/A	0	363,853.72	85,103.33	448,957.04	75,700.96	10,749.19	362,506.89
ASOCIADO "B"	CONTRATO	N/A	5	243,750.83	58,362.65	302,113.48	43,797.26	7,085.32	251,230.90
ASOCIADO "C"	BASE	N/A	2	303,829.10	71,738.96	375,568.07	59,616.35	8,918.07	307,033.64
ASOCIADO "B"	BASE	N/A	11	243,750.83	58,362.65	302,113.48	43,797.26	7,085.32	251,230.90
ASOCIADO "A"	BASE	N/A	0	183,733.88	44,999.99	228,733.88	29,191.68	5,254.43	194,287.77



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE CHALCATONGO
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
TECNICO	BASE	N/A	3	144,059.84	36,166.65	180,226.49	19,536.69	4,044.13	156,645.66
TECNICO	CONTRATO	N/A	36	144,059.84	36,166.65	180,226.49	19,536.69	4,044.13	156,645.66
PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	*REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
CHOFER "C"	BASE	N/A	0	217,490.54	52,515.85	270,006.39	37,406.62	6,284.22	226,315.55
CHOFER "B"	BASE	N/A	0	145,937.77	36,584.76	182,522.53	19,993.70	4,101.42	158,427.41
CHOFER "A"	BASE	N/A	1	108,739.52	28,302.64	137,042.17	11,637.16	2,966.65	122,438.36
SECRETARIA "C"	BASE	N/A	0	114,741.22	29,638.91	144,380.13	12,862.50	3,149.74	128,367.90
SECRETARIA "B"	BASE	N/A	0	97,548.62	25,811.01	123,359.63	9,529.68	2,625.26	111,204.70
SECRETARIA "A"	BASE	N/A	6	85,004.85	23,018.17	108,023.02	7,586.26	2,242.59	98,194.16
AUXILIAR ADMINISTRATIVO	BASE	N/A	1	85,004.85	23,018.17	108,023.02	7,586.26	2,242.59	98,194.16
OFICIAL DE MANTENIMIENTO	BASE	N/A	2	93,558.99	24,922.73	118,481.72	8,802.40	2,503.55	107,175.77
AUXILIAR GENERAL	BASE	N/A	2	74,147.38	20,600.77	94,748.15	6,240.40	1,935.90	86,571.85
AUXILIAR GENERAL	CONTRATO	N/A	1	74,147.38	20,600.77	94,748.15	6,240.40	1,935.90	86,571.85
VELADOR	BASE	N/A	0	93,558.99	24,922.73	118,481.72	8,802.40	2,503.55	107,175.77
ENFERMERA	BASE	N/A	0	85,004.85	23,018.17	108,023.02	7,586.26	2,242.59	98,194.16
INTENDENTE	BASE	N/A	3	66,306.08	18,854.92	85,161.00	5,268.41	1,731.18	78,161.42
JARDINERO	BASE	N/A	2	66,306.08	18,854.92	85,161.00	5,268.41	1,731.18	78,161.42



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE CHALCATONGO

ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	0	982,046.31	982,046.31
VICE-RECTOR	2	640,353.18	640,353.18
ABOGADO GENERAL	0	420,504.88	420,504.88
AUDITOR INTERNO	0	324,356.97	324,356.97
SRIO. PART. RECTOR	0	386,087.68	386,087.68
JEFE DE DEPARTAMENTO "C"	0	324,356.97	324,356.97
JEFE DE DEPARTAMENTO "B"	5	386,087.68	386,087.68
JEFE DE DEPARTAMENTO "A"	0	324,356.97	324,356.97
JEFE DE AREA "C"	0	243,892.44	243,892.44
JEFE DE AREA "B"	0	224,455.74	224,455.74
JEFE DE AREA "A"	1	165,053.87	165,053.87
TITULAR "C"	0	667,624.53	667,624.53
TITULAR "B"	0	571,425.08	571,425.08
TITULAR "A"	0	448,957.04	448,957.04
ASOCIADO "C"	2	375,568.07	375,568.07
ASOCIADO "B"	16	302,113.48	302,113.48
ASOCIADO "A"	0	228,733.88	228,733.88
TECNICO	39	180,226.49	180,226.49
CHOFER "C"	0	270,006.39	270,006.39
CHOFER "B"	0	182,522.53	182,522.53
CHOFER "A"	1	137,042.17	137,042.17
SECRETARIA "C"	0	144,380.13	144,380.13
SECRETARIA "B"	0	123,359.63	123,359.63
SECRETARIA "A"	6	108,023.02	108,023.02
AUXILIAR ADMINISTRATIVO	1	108,023.02	108,023.02
OFICIAL DE MANTENIMIENTO	2	118,481.72	118,481.72
VELADOR	0	118,481.72	118,481.72
AUXILIAR GENERAL	3	94,748.15	94,748.15
INTENDENTE	3	85,161.00	85,161.00
JARDINERO	2	85,161.00	85,161.00



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA CAÑADA
TABULADOR DE SUELDOS Y SALARIOS 2019

Plaza/Puesto	Relación Laboral	Nivel	Número de Plazas	Percepciones			Deducciones		Total Anual Neto
				Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
RECTOR *	MMYS	N/A	0	799,865.75	150,185.93	950,051.68	211,237.02	20,056.40	718,758.26
VICE-RECTORES	MMYS	N/A	2	520,399.85	151,182.01	671,581.86	134,662.14	16,966.47	519,953.25
ABOGADO GENERAL	MMYS	N/A	0	340,578.95	66,298.09	406,877.03	65,406.85	10,036.72	331,433.46
AUDITOR INTERNO	MMYS	N/A	1	261,939.88	78,128.80	340,068.68	51,234.85	8,364.63	280,469.20
SRIO. PART. RECTOR	MMYS	N/A	1	261,939.88	62,412.41	324,352.29	47,538.35	7,637.74	269,176.19
JEFE DE DEPARTAMENTO "C"	MMYS	N/A	0	312,440.73	61,158.70	373,599.43	58,131.47	9,178.33	306,289.63
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	7	261,939.88	78,128.80	340,068.68	51,234.85	8,364.63	280,469.20
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	0	236,396.27	47,269.32	283,665.59	39,212.97	6,858.51	237,594.10
JEFE DE ÁREA "C"	CONFIANZA	N/A	1	196,124.36	47,758.71	243,883.06	31,432.26	5,847.67	206,603.13
JEFE DE ÁREA "B"	CONFIANZA	N/A	4	180,223.31	82,737.16	262,960.47	35,790.24	5,645.01	221,525.22
JEFE DE ÁREA "A"	CONFIANZA	N/A	1	131,642.54	41,300.51	172,943.05	17,427.25	4,028.18	151,487.62
TITULAR "C"	BASE	N/A	0	542,708.83	103,216.72	645,925.55	126,407.53	17,708.94	501,809.08
TITULAR "B"	BASE	N/A	1	464,016.11	170,020.58	634,036.69	124,808.18	15,328.91	493,899.60
TITULAR "A"	BASE	N/A	11	363,846.05	214,252.34	578,098.39	110,530.93	11,995.14	455,572.32
ASOCIADO "C"	BASE	N/A	17	303,825.27	225,189.15	529,014.42	97,306.25	9,997.58	421,710.59
ASOCIADO "B"	BASE	N/A	9	243,747.00	100,888.18	344,635.18	52,665.47	7,998.10	283,971.61
ASOCIADO "A"	BASE	N/A	2	183,737.72	56,025.11	239,762.83	30,772.66	6,000.93	202,989.24
TÉCNICO	BASE	N/A	5	144,052.18	44,808.07	188,860.25	20,606.27	4,441.19	163,812.78
CHOFER "C"	BASE	N/A	0	217,479.05	43,814.13	261,293.17	34,770.95	6,281.42	220,240.80
CHOFER "B"	BASE	N/A	0	145,926.27	30,745.15	176,671.42	17,969.38	4,098.62	154,603.42
CHOFER "A"	BASE	N/A	2	108,739.52	48,680.24	157,419.76	14,638.87	3,266.21	139,514.68
SECRETARIA "C"	BASE	N/A	0	114,737.39	25,048.56	139,785.95	11,389.32	3,147.17	125,249.46
SECRETARIA "B"	BASE	N/A	0	97,548.62	21,909.07	119,457.69	8,325.05	2,622.80	108,509.84
SECRETARIA "A"	BASE	N/A	4	85,008.68	46,322.34	131,331.02	10,391.98	2,597.12	118,341.92
AUXILIAR ADMINISTRATIVO	BASE	N/A	8	85,008.68	49,350.05	134,358.73	10,391.98	2,681.37	121,285.38
ENFERMERA	BASE	N/A	1	85,008.68	28,119.54	113,128.22	7,747.06	2,597.12	102,784.04
OFICIAL DE MANTENIMIENTO	BASE	N/A	4	93,555.16	30,535.18	124,090.34	9,119.52	2,881.56	112,089.27
VELADOR	BASE	N/A	1	93,555.16	33,867.29	127,422.44	9,119.52	2,974.28	115,328.65
AUXILIAR GENERAL	BASE	N/A	0	74,139.71	17,633.48	91,773.19	5,522.18	1,935.70	84,315.31
INTENDENTE	BASE	N/A	4	66,294.59	22,830.04	89,124.62	5,313.17	1,991.85	81,819.59
JARDINERO	BASE	N/A	10	66,294.59	22,830.04	89,124.62	5,313.17	1,991.85	81,819.59
ASOCIADO "B"	CONTRATO	N/A	2	243,747.00	100,888.18	344,635.18	52,665.47	7,998.10	283,971.61
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	2	85,008.68	49,350.05	134,358.73	10,391.98	2,681.37	121,285.38



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA CAÑADA
TABULADOR DE SUELDOS Y SALARIOS 2019

Plaza/Puesto	Relación Laboral	Nivel	Número de Plazas	Percepciones			Deducciones		Total Anual Neto
				Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
RECTOR *	MMyS	N/A	0	799,865.75	150,185.93	950,051.68	211,237.02	20,056.40	718,758.26
VICE-RECTORES	MMyS	N/A	2	520,399.85	151,182.01	671,581.86	134,662.14	16,966.47	519,953.25
ABOGADO GENERAL	MMyS	N/A	0	340,578.95	66,298.09	406,877.03	65,406.85	10,036.72	331,433.46
AUDITOR INTERNO	MMyS	N/A	1	261,939.88	78,128.80	340,068.68	51,234.85	8,364.63	280,469.20
SRIO. PART. RECTOR	MMyS	N/A	1	261,939.88	62,412.41	324,352.29	47,538.35	7,637.74	269,176.19
JEFE DE DEPARTAMENTO "C"	MMyS	N/A	0	312,440.73	61,158.70	373,599.43	58,131.47	9,178.33	306,289.63
JEFE DE DEPARTAMENTO "B"	MMyS	N/A	7	261,939.88	78,128.80	340,068.68	51,234.85	8,364.63	280,469.20
JEFE DE DEPARTAMENTO "A"	MMyS	N/A	0	236,396.27	47,269.32	283,665.59	39,212.97	6,858.51	237,594.10
JEFE DE ÁREA "C"	CONFIANZA	N/A	1	196,124.36	47,758.71	243,883.06	31,432.26	5,847.67	206,603.13
JEFE DE ÁREA "B"	CONFIANZA	N/A	4	180,223.31	82,737.16	262,960.47	35,790.24	5,645.01	221,525.22
JEFE DE ÁREA "A"	CONFIANZA	N/A	1	131,642.54	41,300.51	172,943.05	17,427.25	4,028.18	151,487.62
TITULAR "C"	BASE	N/A	0	542,708.83	103,216.72	645,925.55	126,407.53	17,708.94	501,809.08
TITULAR "B"	BASE	N/A	1	464,016.11	170,020.58	634,036.69	124,808.18	15,328.91	493,899.60
TITULAR "A"	BASE	N/A	11	363,846.05	214,252.34	578,098.39	110,530.93	11,995.14	455,572.32
ASOCIADO "C"	BASE	N/A	17	303,825.27	225,189.15	529,014.42	97,306.25	9,997.58	421,710.59
ASOCIADO "B"	BASE	N/A	9	243,747.00	100,888.18	344,635.18	52,665.47	7,998.10	283,971.61
ASOCIADO "A"	BASE	N/A	2	183,737.72	56,025.11	239,762.83	30,772.66	6,000.93	202,989.24
TÉCNICO	BASE	N/A	5	144,052.18	44,808.07	188,860.25	20,606.27	4,441.19	163,812.78
CHOFER "C"	BASE	N/A	0	217,479.05	43,814.13	261,293.17	34,770.95	6,281.42	220,240.80
CHOFER "B"	BASE	N/A	0	145,926.27	30,745.15	176,671.42	17,969.38	4,098.62	154,603.42
CHOFER "A"	BASE	N/A	2	108,739.52	48,680.24	157,419.76	14,638.87	3,266.21	139,514.68
SECRETARIA "C"	BASE	N/A	0	114,737.39	25,048.56	139,785.95	11,389.32	3,147.17	125,249.46
SECRETARIA "B"	BASE	N/A	0	97,548.62	21,909.07	119,457.69	8,325.05	2,622.80	108,509.84
SECRETARIA "A"	BASE	N/A	4	85,008.68	46,322.34	131,331.02	10,391.98	2,597.12	118,341.92
AUXILIAR ADMINISTRATIVO	BASE	N/A	8	85,008.68	49,350.05	134,358.73	10,391.98	2,681.37	121,285.38
ENFERMERA	BASE	N/A	1	85,008.68	28,119.54	113,128.22	7,747.06	2,597.12	102,784.04
OFICIAL DE MANTENIMIENTO	BASE	N/A	4	93,555.16	30,535.18	124,090.34	9,119.52	2,881.56	112,089.27
VELADOR	BASE	N/A	1	93,555.16	33,867.29	127,422.44	9,119.52	2,974.28	115,328.65
AUXILIAR GENERAL	BASE	N/A	0	74,139.71	17,633.48	91,773.19	5,522.18	1,935.70	84,315.31
INTENDENTE	BASE	N/A	4	66,294.59	22,830.04	89,124.62	5,313.17	1,991.85	81,819.59
JARDINERO	BASE	N/A	10	66,294.59	22,830.04	89,124.62	5,313.17	1,991.85	81,819.59
ASOCIADO "B"	CONTRATO	N/A	2	243,747.00	100,888.18	344,635.18	52,665.47	7,998.10	283,971.61
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	2	85,008.68	49,350.05	134,358.73	10,391.98	2,681.37	121,285.38



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA CAÑADA

ANÁLITICO DE PLAZAS

Plaza/Puesto	Número de Plazas	Remuneraciones	
		De	Hasta
RECTOR *	0	950,051.68	950,051.68
VICE-RECTORES	2	671,581.86	671,581.86
ABOGADO GENERAL	0	406,877.03	406,877.03
AUDITOR INTERNO	1	340,068.68	340,068.68
SRIO. PART. RECTOR	1	324,352.29	324,352.29
JEFE DE DEPARTAMENTO "C"	0	373,599.43	373,599.43
JEFE DE DEPARTAMENTO "B"	7	340,068.68	340,068.68
JEFE DE DEPARTAMENTO "A"	0	283,665.59	283,665.59
JEFE DE ÁREA "C"	1	243,883.06	243,883.06
JEFE DE ÁREA "B"	4	262,960.47	262,960.47
JEFE DE ÁREA "A"	1	172,943.05	172,943.05
TITULAR "C"	0	645,925.55	645,925.55
TITULAR "B"	1	634,036.69	634,036.69
TITULAR "A"	11	578,098.39	578,098.39
ASOCIADO "C"	17	529,014.42	529,014.42
ASOCIADO "B"	11	344,635.18	344,635.18
ASOCIADO "A"	2	239,762.83	239,762.83
TÉCNICO	5	188,860.25	188,860.25
CHOFER "C"	0	261,293.17	261,293.17
CHOFER "B"	0	176,671.42	176,671.42
CHOFER "A"	2	157,419.76	157,419.76
SECRETARIA "C"	0	139,785.95	139,785.95
SECRETARIA "B"	0	119,457.69	119,457.69
SECRETARIA "A"	4	131,331.02	131,331.02
AUXILIAR ADMINISTRATIVO	10	134,358.73	134,358.73
ENFERMERA	1	113,128.22	113,128.22
OFICIAL DE MANTENIMIENTO	4	124,090.34	124,090.34
VELADOR	1	127,422.44	127,422.44
AUXILIAR GENERAL	0	91,773.19	91,773.19
INTENDENTE	4	89,124.62	89,124.62
JARDINERO	10	89,124.62	89,124.62



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA COSTA
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	0	799,865.75	182,180.56	982,046.31	222,635.94	24,050.23	735,360.14
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PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	2	520,396.01	119,957.17	640,353.18	126,381.74	15,524.69	498,446.75
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	N/A	0	340,582.78	79,922.10	420,504.88	69,465.12	10,039.29	341,000.47
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	N/A	0	261,943.71	62,413.26	324,356.97	48,392.45	7,640.31	268,324.21
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS Y SUPERIORES	N/A	0	312,433.07	73,654.62	386,087.68	61,921.92	9,180.55	314,985.21
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	N/A	5	261,943.71	62,413.26	324,356.97	48,392.45	7,640.31	268,324.21
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS Y SUPERIORES	N/A	0	236,396.27	56,725.17	293,121.44	269,329.83	6,860.96	16,930.65
SRIO. PART. RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	0	261,943.71	62,413.26	324,356.97	48,392.45	7,640.31	268,324.21

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

JEFE DE AREA "C"	BASE	N/A	0	196,132.02	47,760.42	243,892.44	32,208.86	5,632.65	206,050.92
JEFE DE AREA "B"	BASE	N/A	0	180,234.81	44,220.93	224,455.74	28,340.15	5,147.69	190,967.90
JEFE DE AREA "A"	BASE	N/A	0	131,650.21	33,403.66	165,053.87	16,516.71	3,665.56	144,871.60

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

TITULAR "C"	BASE	N/A	0	542,701.16	124,923.37	667,624.53	134,005.51	16,205.14	517,413.88
TITULAR "B"	BASE	N/A	0	464,019.94	107,405.14	571,425.08	107,112.70	13,804.88	450,507.50
TITULAR "A"	BASE	N/A	0	363,853.72	85,103.33	448,957.04	75,700.96	10,749.19	362,506.89
					#¡VALOR!				
ASOCIADO "B"	CONTRATO	N/A	7	243,750.83	58,362.65	302,113.48	43,797.26	7,085.32	251,230.90
ASOCIADO "C"	BASE	N/A	7	303,829.10	71,738.96	375,568.07	59,616.35	8,918.07	307,033.64
ASOCIADO "B"	BASE	N/A	10	243,750.83	58,362.65	302,113.48	43,797.26	7,085.32	251,230.90
ASOCIADO "A"	BASE	N/A	0	183,733.88	44,999.99	228,733.88	29,191.68	5,254.43	194,287.77

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	

TECNICO	BASE	N/A	2	144,059.84	36,166.65	180,226.49	19,536.69	4,044.13	156,645.66
TECNICO	CONTRATO	N/A	48	144,059.84	36,166.65	180,226.49	19,536.69	4,044.13	156,645.66



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA COSTA

ANÁLITICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	0	982,046.31	982,046.31
VICE-RECTOR	2	640,353.18	640,353.18
ABOGADO GENERAL	0	420,504.88	420,504.88
AUDITOR INTERNO	0	324,356.97	324,356.97
SRIO. PART. RECTOR	0	324,356.97	324,356.97
JEFE DE DEPARTAMENTO "C"	0	386,087.68	386,087.68
JEFE DE DEPARTAMENTO "B"	5	324,356.97	324,356.97
JEFE DE DEPARTAMENTO "A"	0	293,121.44	293,121.44
JEFE DE AREA "C"	0	243,892.44	243,892.44
JEFE DE AREA "B"	0	224,455.74	224,455.74
JEFE DE AREA "A"	0	165,053.87	165,053.87
TITULAR "C"	0	667,624.53	667,624.53
TITULAR "B"	0	571,425.08	571,425.08
TITULAR "A"	0	448,957.04	448,957.04
ASOCIADO "C"	7	375,568.07	375,568.07
ASOCIADO "B"	17	302,113.48	302,113.48
ASOCIADO "A"	0	228,733.88	228,733.88
TECNICO	50	180,226.49	180,226.49
CHOFER "C"	0	270,006.39	270,006.39
CHOFER "B"	0	182,522.53	182,522.53
CHOFER "A"	1	137,042.17	137,042.17
SECRETARIA "C"	0	144,380.13	144,380.13
SECRETARIA "B"	0	123,359.63	123,359.63
SECRETARIA "A"	3	108,023.02	108,023.02
AUXILIAR ADMINISTRATIVO	6	108,023.02	108,023.02
OFICIAL DE MANTENIMIENTO	2	118,481.72	118,481.72
VELADOR	0	118,481.72	118,481.72
AUXILIAR GENERAL	0	94,748.15	94,748.15
INTENDENTE	2	85,161.00	85,161.00
JARDINERO	1	85,161.00	85,161.00



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA SIERRA JUÁREZ
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO	TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES *		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN		
* RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	0	799,864.65	150,185.73	950,050.38	212,397.27	19,536.33	231,933.60	718,116.78
PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES *		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN		
VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	2	520,395.10	151,180.67	671,575.77	135,748.54	15,531.29	151,279.83	520,295.94
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	N/A	0	340,581.50	66,298.55	406,880.05	66,260.58	10,045.90	76,306.48	330,573.57
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	N/A	1	261,938.60	78,128.44	340,067.04	52,087.56	7,646.82	59,734.38	280,332.66
SRIO. PART. RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	1	261,938.60	78,128.44	340,067.04	52,087.56	7,646.82	59,734.38	280,332.66
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS Y SUPERIORES	N/A	0	312,432.70	61,157.23	373,589.93	58,982.46	9,187.20	68,169.65	305,420.27
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS Y SUPERIORES	N/A	8	261,938.60	78,128.44	340,067.04	52,087.56	7,646.82	59,734.38	280,332.66
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS Y SUPERIORES	N/A	0	236,399.55	47,269.92	283,669.47	39,988.47	6,867.73	46,856.20	236,813.27
PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL DEDUCCION	TOTAL ANUAL NETO
	CONFIANZA			SUELDO BASE	REMUNERACIONES ADICIONALES *		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN		
JEFE DE AREA "C"	CONFIANZA	N/A	0	196,132.75	39,915.27	236,048.02	30,533.28	5,639.35	36,172.63	199,875.39
JEFE DE AREA "B"	CONFIANZA	N/A	1	180,233.35	55,034.61	235,267.96	30,649.66	5,154.32	35,803.99	199,463.97
JEFE DE AREA "A"	CONFIANZA	N/A	1	131,651.85	41,303.14	172,954.99	18,204.36	3,672.30	21,876.66	151,078.33
PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL DEDUCCION	TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES *		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN		
TITULAR "C"	BASE	N/A	0	542,700.25	103,215.15	645,915.40	127,492.80	16,211.74	143,704.53	502,210.87
TITULAR "B"	BASE	N/A	4	464,024.50	171,040.07	635,064.57	126,204.43	13,811.65	140,016.09	495,048.48
TITULAR "A"	BASE	N/A	12	363,853.90	142,727.04	506,580.94	90,163.60	10,755.85	100,919.45	405,661.49
ASOCIADO "C"	BASE	N/A	16	303,826.00	125,760.27	429,586.27	72,321.49	8,924.64	81,246.13	348,340.14
ASOCIADO "B"	BASE	N/A	20	243,750.65	108,780.09	352,530.74	55,375.50	7,091.98	62,467.48	290,063.26
ASOCIADO "A"	BASE	N/A	0	183,733.70	37,650.61	221,384.31	27,621.81	5,261.10	32,882.91	188,501.39

**TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019**

CHOFER "C"	BASE	N/A	0	217,485.25	43,815.26	261,300.51	35,547.14	6,290.73	41,837.87	219,462.65
CHOFER "B"	BASE	N/A	1	145,937.95	45,341.08	191,279.03	21,864.08	4,108.11	25,972.19	165,306.84
CHOFER "A"	BASE	N/A	1	108,740.80	34,827.38	143,568.18	12,806.60	2,973.37	15,779.97	127,788.20
SECRETARIA "C"	BASE	N/A	0	114,741.40	25,049.30	139,790.70	12,040.07	3,156.43	15,196.49	124,594.20
SECRETARIA "B"	BASE	N/A	0	97,549.90	21,909.30	119,459.20	8,905.59	2,631.98	11,537.57	107,921.63
SECRETARIA "A"	BASE	N/A	3	85,004.85	32,642.91	117,647.76	8,783.03	2,249.28	11,032.31	106,615.45
AUXILIAR ADMINISTRATIVO	BASE	N/A	9	85,004.85	32,642.91	117,647.76	8,783.03	2,249.28	11,032.31	106,615.45
ENFERMERA	BASE	N/A	1	85,004.85	28,118.46	113,123.31	8,141.18	2,249.28	10,390.46	102,732.85
OFICIAL DE MANTENIMIENTO	BASE	N/A	5	93,560.45	35,061.13	128,621.58	10,424.76	2,510.28	12,935.04	115,686.54
VELADOR	BASE	N/A	0	93,560.45	30,536.68	124,097.13	9,700.85	1,935.86	11,636.71	112,460.42
AUXILIAR GENERAL	BASE	N/A	5	74,146.10	29,573.70	103,719.80	7,216.53	1,935.86	9,152.39	94,567.41
INTENDENTE	BASE	N/A	6	66,305.90	27,357.68	93,663.58	6,193.50	1,731.16	7,924.66	85,738.93
JARDINERO	BASE	N/A	7	66,305.90	27,357.68	93,663.58	6,193.50	1,731.16	7,924.66	85,738.93



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA SIERRA JUÁREZ

ANALITICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	0	950,050.38	950,050.38
VICE-RECTOR	2	671,575.77	671,575.77
ABOGADO GENERAL	0	406,880.05	406,880.05
AUDITOR INTERNO	1	340,067.04	340,067.04
SRIO. PART. RECTOR	1	340,067.04	340,067.04
JEFE DE DEPARTAMENTO "C"	0	373,589.93	373,589.93
JEFE DE DEPARTAMENTO "B"	8	340,067.04	340,067.04
JEFE DE DEPARTAMENTO "A"	0	283,669.47	283,669.47
JEFE DE AREA "C"	0	236,048.02	236,048.02
JEFE DE AREA "B"	1	235,267.96	235,267.96
JEFE DE AREA "A"	1	172,954.99	172,954.99
TITULAR "C"	0	645,915.40	645,915.40
TITULAR "B"	4	635,064.57	635,064.57
TITULAR "A"	12	506,580.94	506,580.94
ASOCIADO "C"	16	429,586.27	429,586.27
ASOCIADO "B"	20	352,530.74	352,530.74
ASOCIADO "A"	0	221,384.31	221,384.31
TECNICO	12	195,649.95	195,649.95
CHOFER "C"	0	261,300.51	261,300.51
CHOFER "B"	1	191,279.03	191,279.03
CHOFER "A"	1	143,568.18	143,568.18
SECRETARIA "C"	0	139,790.70	139,790.70
SECRETARIA "B"	0	119,459.20	119,459.20
SECRETARIA "A"	3	117,647.76	117,647.76
AUXILIAR ADMINISTRATIVO	9	117,647.76	117,647.76
ENFERMERA	1	113,123.31	113,123.31
OFICIAL DE MANTENIMIENTO	5	128,621.58	128,621.58
VELADOR	0	124,097.13	124,097.13
AUXILIAR GENERAL	5	103,719.80	103,719.80
INTENDENTE	6	93,663.58	93,663.58
JARDINERO	7	93,663.58	93,663.58



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA SIERRA SUR
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019

PLAZA/PUESTO	RELACIÓN LABORAL	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
VICE-RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	2	1,170,933.80	198,265.55	1,369,199.35	20,326.75	144,771.48	1,204,101.12
ABOGADO GENERAL	MANDOS MEDIOS Y SUPERIORES	N/A	1	372,401.61	66,290.24	438,691.84	6,362.38	37,662.91	394,666.56
AUDITOR INTERNO	MANDOS MEDIOS Y SUPERIORES	N/A	1	293,372.66	51,926.26	345,298.93	4,920.29	26,138.70	314,239.94
SECRETARIO PARTICULAR DEL RECTOR	MANDOS MEDIOS Y SUPERIORES	N/A	1	261,939.88	51,926.26	313,866.14	4,401.65	23,194.58	286,269.91
JEFE DE DEPARTAMENTO B	MANDOS MEDIOS Y SUPERIORES	N/A	8	2,203,366.49	415,410.10	2,618,776.59	36,999.77	195,494.92	2,386,281.90
JEFE DE AREA C	CONFIANZA	N/A	5	1,094,417.29	207,593.14	1,302,010.43	18,032.14	84,058.88	1,199,919.41
JEFE DE AREA B	CONFIANZA	N/A	5	922,219.61	185,014.95	1,107,234.56	14,945.37	54,034.09	1,038,255.10
JEFE DE AREA A	CONFIANZA	N/A	1	150,081.24	28,129.11	178,210.34	2,342.47	7,736.15	168,131.72
TITULAR B	BASE	N/A	3	1,518,158.85	266,509.49	1,784,668.33	26,282.00	183,497.58	1,574,888.75
TITULAR A	BASE	N/A	19	7,395,358.31	1,340,258.65	8,735,616.95	127,155.52	773,503.54	7,834,957.89
TITULAR A	CONTRATO	N/A	8	2,910,799.08	564,319.43	3,475,118.51	50,001.30	244,452.98	3,180,664.23
ASOCIADO C	BASE	N/A	55	18,428,556.06	3,276,721.73	21,705,277.79	312,706.31	1,768,783.84	19,623,787.63
ASOCIADO C	CONTRATO	N/A	6	1,822,951.62	357,459.29	2,180,410.91	30,968.37	143,386.99	2,006,055.56
ASOCIADO B	BASE	N/A	32	8,070,778.05	1,555,330.20	9,626,108.25	134,941.87	682,502.18	8,808,664.19
ASOCIADO B	CONTRATO	N/A	13	3,222,763.92	631,852.89	3,854,616.81	53,823.93	252,892.08	3,547,900.81
ASOCIADO A	BASE	N/A	6	1,132,485.57	225,852.53	1,358,338.10	18,395.16	79,128.38	1,260,814.57
ASOCIADO A	CONTRATO	N/A	6	1,102,403.30	225,852.53	1,328,255.83	17,898.56	68,321.11	1,242,036.17
TECNICO	BASE	N/A	13	2,009,365.47	395,135.03	2,404,500.49	31,682.44	112,073.09	2,260,744.96
TECNICO	CONTRATO	N/A	10	1,440,560.16	303,950.02	1,744,510.18	22,633.88	79,604.15	1,642,272.15
TECNICO DE MEDIO TIEMPO	CONTRATO	N/A	2	144,056.07	34,478.45	178,534.52	1,979.54	7,560.00	168,994.99
CHOFER B	BASE	N/A	2	332,738.11	61,477.40	394,215.51	5,269.27	19,530.25	369,415.99
CHOFER B	CONTRATO	N/A	1	145,937.83	30,738.70	176,676.53	2,297.52	7,920.36	166,458.65
SECRETARIA B	BASE	N/A	1	108,121.41	21,900.52	130,021.93	1,594.25	4,123.85	124,303.82
SECRETARIA A	BASE	N/A	16	1,506,932.43	313,761.95	1,820,694.37	21,499.61	45,678.53	1,753,516.23
SECRETARIA A	CONTRATO	N/A	3	255,026.05	58,830.36	313,856.41	3,577.04	4,368.17	305,911.21
AUXILIAR ADMINISTRATIVO	BASE	N/A	5	482,006.32	98,050.61	580,056.93	5,533.88	14,428.26	560,094.78
AUXILIAR ADMINISTRATIVO	CONTRATO	N/A	2	170,017.41	39,220.24	209,237.65	2,384.69	2,912.11	203,940.84
OFICIAL DE MANTENIMIENTO	BASE	N/A	6	616,536.54	127,026.71	743,563.25	10,362.83	29,435.24	703,765.18
OFICIAL DE MANTENIMIENTO	CONTRATO	N/A	4	374,220.69	84,684.48	458,905.17	5,389.47	14,338.55	439,177.15
AUXILIAR GENERAL	BASE	N/A	10	825,511.02	176,263.25	1,001,774.27	11,357.19	12,933.40	977,483.68
INTENDENTE	BASE	N/A	16	1,160,150.85	261,830.95	1,421,981.80	15,848.61	12,297.22	1,393,835.98
INTENDENTE	CONTRATO	N/A	6	397,836.78	97,164.77	495,001.54	5,466.85	3,317.33	486,217.37
JARDINERO	BASE	N/A	4	286,551.73	64,776.51	351,328.24	3,911.15	15,730.34	331,686.75
JARDINERO	CONTRATO	N/A	3	198,918.31	48,582.38	247,500.69	2,733.42	11,797.76	232,969.51
MEDICO GENERAL	BASE	N/A	6	1,625,838.79	341,710.20	1,967,548.99	27,841.56	135,673.52	1,804,033.91
MEDICO GENERAL	CONFIANZA	N/A	1	325,040.69	48,604.07	373,644.76	5,420.14	29,606.85	338,617.77
ENFERMERA B	BASE	N/A	3	483,081.34	108,945.34	592,026.67	7,884.20	27,364.93	556,777.54
ENFERMERA B	CONFIANZA	N/A	1	164,343.22	36,315.11	200,658.33	2,682.93	9,665.71	188,309.69
ENFERMERA A	BASE	N/A	1	109,254.58	25,909.36	135,163.94	1,900.00	4,800.00	128,463.94
ENFERMERA A	CONTRATO	N/A	1	97,548.62	25,909.36	123,457.99	1,670.28	4,344.98	117,442.73



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DE LA SIERRA SUR
ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
VICE-RECTOR	2	1,204,101.12	1,369,199.35
ABOGADO GENERAL	1	394,666.56	438,691.84
AUDITOR INTERNO	1	314,239.94	345,298.93
SECRETARIO PARTICULAR DEL RECTOR	1	286,269.91	313,866.14
JEFE DE DEPARTAMENTO B	8	2,386,281.90	2,618,776.59
JEFE DE AREA C	5	1,199,919.41	1,302,010.43
JEFE DE AREA B	5	1,038,255.10	1,107,234.56
JEFE DE AREA A	1	168,131.72	178,210.34
TITULAR B	4	2,071,331.83	2,337,528.60
TITULAR A	27	11015622.12	12210735.46
ASOCIADO C	69	24,304,583.93	26,792,903.25
ASOCIADO B	45	12356565	13480725.06
ASOCIADO A	14	2,916,862.79	3,129,345.87
TECNICO	52	8645848.968	9188332.829
TECNICO DE MEDIO TIEMPO	6	506,984.96	535,603.57
CHOFER B	3	535874.6358	570892.0415
SECRETARIA B	2	248,607.64	260,043.85
SECRETARIA A	22	2411084.819	2503454.764
AUXILIAR ADMINISTRATIVO	9	967,976.47	998,532.22
OFICIAL DE MANTENIMIENTO	11	1252736.615	1317194.707
AUXILIAR GENERAL	12	1,172,980.42	1,202,129.13
INTENDENTE	28	2366270.715	2411984.889
JARDINERO	10	797,625.77	846,329.63
MEDICO GENERAL	8	2481269.447	2714838.514
ENFERMERA B	5	933,396.92	993,343.34
ENFERMERA A	3	363,349.40	382,079.92



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DEL ISTMO

TABULADOR DE SUELDOS 2019

Mandos Superiores, Medios y personal de Confianza

Plaza/ Puesto	Relación Laboral		Nivel	Número de plazas	Percepción Anual		Sueldo Bruto 2019	Deducción Anual		Total Anual Neto 2019
	MMy SUP	Confi.			Sueldo base anual	Remuneraciones adicionales		Obligaciones Fiscales de Retención	Seguridad Social de Retención	
Rector			NA	0	799,864.74	150,017.75	949,882.49	211,236.66	21,956.00	716,689.84
Vicerrector	2		NA	2	520,351.40	161,407.35	681,758.75	137,766.82	15,458.98	528,532.94
Abogado General	1		NA	1	340,583.70	66,130.95	406,714.65	65,408.08	9,978.00	331,328.57
Auditor Interno	1		NA	1	261,944.54	51,767.66	313,712.20	45,212.06	7,580.35	260,919.80
Secretario Particular	1		NA	1	261,944.54	51,767.66	313,712.20	45,212.06	7,580.35	260,919.80
Jefe de departamento "C"			NA	0	312,432.43	60,989.18	373,421.61	58,129.32	9,119.69	306,172.61
Jefe de departamento "B"	12		NA	12	261,944.54	83,201.01	345,145.55	52,468.35	7,580.35	285,096.85
Jefe de departamento "A"			NA	0	236,400.32	47,102.06	283,502.38	39,213.93	6,801.52	237,486.93
Jefe de área "C"		4	NA	4	196,130.20	59,359.82	255,490.02	33,947.29	5,573.71	215,969.01
Jefe de área "B"		3	NA	3	180,238.21	44,053.69	224,291.89	27,566.25	5,089.18	191,636.46
Jefe de área "A"		7	NA	7	131,646.99	43,766.71	175,413.69	17,990.79	3,416.53	154,006.37

Personal Académico

Plaza/ Puesto	Relación Laboral		Nivel	Número de plazas	Percepción Anual		Sueldo Bruto 2019	Deducción Anual		Total Anual Neto 2019
	Base	Contr.			Sueldo base anual	Remuneraciones adicionales		Obligaciones Fiscales de Retención	Seguridad Social de Retención	
Titular "C"			NA	0	542,702.08	103,047.49	645,749.57	126,405.30	16,140.44	503,203.83
Titular "B"	7	3	NA	10	464,021.04	135,078.65	599,099.68	114,377.36	13,741.51	470,980.82
Titular "A"	29	1	NA	30	363,850.52	114,042.66	477,893.18	81,693.24	10,687.39	385,512.55
Asociado "C"	28	5	NA	33	303,825.78	95,876.28	399,702.06	64,479.17	8,857.27	326,365.62
Asociado "B"	54	24	NA	78	243,754.63	77,695.87	321,450.50	47,251.79	7,025.75	267,172.95
Asociado "A"			NA	0	183,735.77	37,482.98	221,218.75	26,847.57	5,705.40	188,665.78



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DEL ISTMO

TABULADOR DE SUELDOS 2019

Personal Técnico

Plaza/ Puesto	Relación Laboral		Nivel	Número de plazas	Percepción Anual		Sueldo Bruto 2019	Deducción Anual		Total Anual Neto 2019
	Base	Contr.			Sueldo base anual	Remuneraciones adicionales		Obligaciones Fiscales de Retención	Seguridad Social de Retención	
Técnico	24	4	NA	28	144,058.82	47,523.12	191,581.94	21,223.39	3,986.10	166,372.45
Técnico asistente	1	1	NA	2	101,385.27	22,441.82	123,827.09	17,116.23	2,685.01	104,025.85
Técnico de medio tiempo			NA	0	72,034.33	17,080.93	89,115.27	2,227.88	1,879.69	85,007.69

Personal Administrativo y Operativo

Plaza/ Puesto	Relación Laboral		Nivel	Número de plazas	Percepción Anual		Sueldo Bruto 2019	Deducción Anual		Total Anual Neto 2019
	Base	Contr.			Sueldo base anual	Remuneraciones adicionales		Obligaciones Fiscales de Retención	Seguridad Social de Retención	
Chofer "C"			NA	0	217,490.80	43,648.28	261,139.08	34,773.72	6,224.98	220,140.38
Chofer "B"	1		NA	1	145,936.20	48,091.31	194,027.51	21,712.35	4,043.34	168,271.83
Chofer "A"	4		NA	4	108,739.69	36,833.86	145,573.55	18,468.78	2,909.24	124,195.53
Secretaria "C"			NA	0	114,742.08	24,881.42	139,623.49	18,055.96	3,092.25	118,475.28
Secretaria "B"	10	1	NA	11	97,547.47	33,446.55	130,994.02	17,595.38	2,568.00	110,830.65
Secretaria "A"	11	1	NA	12	85,005.31	29,650.69	114,656.00	7,931.59	2,218.16	104,506.25
Auxiliar Administrativo	5	1	NA	6	85,005.31	27,950.59	112,955.90	7,746.62	2,218.16	102,991.11
Enfermera	2		NA	2	85,005.31	24,550.37	109,555.68	7,376.68	2,218.16	99,960.84
Velador			NA	0	93,557.81	21,012.15	114,569.97	7,844.69	2,446.36	104,278.92
Oficial de Mantenimiento	7	1	NA	8	93,557.81	32,239.09	125,796.90	17,284.04	2,446.36	106,066.50
Auxiliar general	22	3	NA	25	74,147.45	26,364.58	100,512.03	3,879.85	1,934.84	94,697.34
Auxiliar de Mantenimiento	1		NA	1	66,305.60	16,034.59	82,340.19	1,049.61	1,730.21	79,560.37
Intendente	7	1	NA	8	66,305.60	22,665.15	88,970.75	2,264.10	1,730.21	84,976.45



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DEL ISTMO
ANALITICO DE PLAZAS 2019

Mandos Superiores, Medios y personal de Confianza

Plaza/ Puesto	Número de plazas	Remuneraciones		Modalidad de Contratación
		De	Hasta	
Rector	0	949,882.49	949,882.49	Mandos Medios y Superiores
Vicerrector	2	681,758.75	681,758.75	Mandos Medios y Superiores
Abogado General	1	406,714.65	406,714.65	Mandos Medios y Superiores
Auditor Interno	1	313,712.20	313,712.20	Mandos Medios y Superiores
Secretario Particular	1	313,712.20	313,712.20	Mandos Medios y Superiores
Jefe de departamento "C"	0	373,421.61	373,421.61	Mandos Medios y Superiores
Jefe de departamento "B"	12	345,145.55	345,145.55	Mandos Medios y Superiores
Jefe de departamento "A"	0	283,502.38	283,502.38	Mandos Medios y Superiores
Jefe de área "C"	4	255,490.02	255,490.02	Confianza
Jefe de área "B"	3	224,291.89	224,291.89	Confianza
Jefe de área "A"	7	175,413.69	175,413.69	Confianza

Personal Académico

Plaza/ Puesto	Número de plazas	Remuneraciones		Modalidad de Contratación
		De	Hasta	
Titular "C"	0	645,749.57	645,749.57	Base
Titular "B"	10	599,099.68	599,099.68	Base y Contrato
Titular "A"	30	477,893.18	477,893.18	Base y Contrato
Asociado "C"	33	399,702.06	399,702.06	Base y Contrato
Asociado "B"	78	321,450.50	321,450.50	Base y Contrato
Asociado "A"	0	221,218.75	221,218.75	Base y Contrato



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DEL ISTMO
ANALITICO DE PLAZAS 2019

Personal Técnico

Plaza/ Puesto	Número de plazas	Remuneraciones		Modalidad de Contratación
		De	Hasta	
Técnico	28	191,581.94	191,581.94	Base y Contrato
Técnico asistente	2	123,827.09	123,827.09	Base y Contrato
Técnico de medio tiempo	0	89,115.27	89,115.27	Base

Personal Administrativo y Operativo

Plaza/ Puesto	Número de plazas	Remuneraciones		Modalidad de Contratación
		De	Hasta	
Chofer "C"	0	261,139.08	261,139.08	Base
Chofer "B"	1	194,027.51	194,027.51	Base
Chofer "A"	4	145,573.55	145,573.55	Base y Contrato
Secretaria "C"	0	139,623.49	139,623.49	Base
Secretaria "B"	11	130,994.02	130,994.02	Base y Contrato
Secretaria "A"	12	114,656.00	114,656.00	Base y Contrato
Auxiliar Administrativo	6	112,955.90	112,955.90	Base y Contrato
Enfermera	2	109,555.68	109,555.68	Base
Velador	0	114,569.97	114,569.97	Base
Oficial de Mantenimiento	8	125,796.90	125,796.90	Base y Contrato
Auxiliar general	25	100,512.03	100,512.03	Base y Contato
Auxiliar de Mantenimiento	1	82,340.19	82,340.19	Base y Contrato
Intendente	8	88,970.75	88,970.75	Base y Contrato



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DEL MAR

TABULADOR DE SUELDOS Y SALARIOS 2019

PLAZA/PUESTO	RELACION LABORAL	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	BASE, CONTRATO	N/A	10	542,716.49	157,489.77	700,206.26	124,496.46	17,691.33	558,018.47
TITULAR B	BASE, CONTRATO	N/A	15	464,039.10	135,251.76	599,290.86	97,171.12	15,072.71	487,047.02
TITULAR A	BASE, CONTRATO	N/A	43	363,907.37	77,837.13	441,744.50	62,326.29	10,730.49	368,687.72
ASOCIADO C	BASE, CONTRATO	N/A	85	303,825.27	65,661.60	369,486.87	48,243.38	8,897.79	312,345.70
ASOCIADO B	BASE, CONTRATO	N/A	110	243,777.66	53,493.07	297,270.73	35,547.08	7,065.85	254,657.80
ASOCIADO A	BASE, CONTRATO	N/A	6	183,714.72	41,321.43	225,036.15	22,220.58	5,233.66	197,581.91
TECNICO	BASE, CONTRATO	N/A	33	144,056.01	33,284.67	177,340.68	15,085.23	4,103.84	158,151.61
TECNICO ASISTENTE	BASE, CONTRATO	N/A	59	101,384.96	24,637.47	126,022.42	7,668.70	2,722.10	115,631.62
RECTOR	MANDOS MEDIOS	N/A	0	799,865.75	150,185.93	950,051.68	196,400.17	21,191.81	732,459.70
VICE-RECTOR	MANDOS MEDIOS	N/A	3	520,403.68	151,183.09	671,586.77	117,210.11	16,948.59	537,428.07
ABOGADO GENERAL	MANDOS MEDIOS	N/A	1	340,582.78	73,110.44	413,693.22	56,897.42	10,018.92	346,776.88
JEFE DE DEPARTAMENTO "C"	MANDOS MEDIOS	N/A	0	312,433.07	67,405.96	379,839.02	54,563.56	9,285.00	315,990.47
JEFE DE DEPARTAMENTO "B"	MANDOS MEDIOS	N/A	14	261,962.87	57,178.27	319,141.14	39,431.44	7,620.80	272,088.90
SECRETARIO PARTICULAR	MANDOS MEDIOS	N/A	3	261,962.87	57,178.27	319,141.14	39,431.44	7,620.80	272,088.90
AUDITOR INTERNO	MANDOS MEDIOS	N/A	1	261,962.87	57,178.27	319,141.14	39,431.44	7,620.80	272,088.90
JEFE DE DEPARTAMENTO "A"	MANDOS MEDIOS	N/A	9	236,400.10	51,998.02	288,398.12	33,971.15	6,840.76	247,586.21
JEFE DE AREA "C"	CONFIANZA	N/A	20	196,124.36	43,836.22	239,960.58	23,930.00	5,612.31	210,418.26
PATRON DE BARCO	CONTRATO	N/A	1	196,124.36	43,836.22	239,960.58	28,281.93	5,689.73	205,988.91
JEFE DE AREA "B"	CONFIANZA	N/A	9	180,242.48	40,617.79	220,860.26	21,924.58	5,127.63	193,808.05
JEFE DE AREA "A"	CONFIANZA	N/A	1	131,646.38	38,668.67	170,315.04	14,232.37	3,937.51	152,145.16
CHOFER "C"	CONTRATO	N/A	0	217,490.54	48,166.04	265,656.58	32,906.48	6,350.07	226,400.03
MOTORISTA DE BARCO	CONTRATO	N/A	1	151,801.49	34,854.28	186,655.77	18,688.16	4,319.48	163,648.12
CHOFER "B"	BASE, CONTRATO	N/A	3	145,937.77	51,178.54	197,116.31	19,012.52	4,648.06	173,455.73
SECRETARIA "C"	BASE, CONTRATO	N/A	0	114,741.22	27,344.09	142,085.30	11,192.69	3,173.95	127,718.67
CHOFER "A"	BASE, CONTRATO	N/A	12	108,739.52	32,652.23	141,391.75	10,004.74	3,187.87	128,199.13
SECRETARIA "B"	BASE, CONTRATO	N/A	0	97,552.46	35,567.11	133,119.57	8,948.76	2,984.24	121,186.57
MOTORISTA DE LANCHAS	BASE, CONTRATO	N/A	1	96,050.12	35,082.38	131,132.50	8,771.95	2,932.76	119,427.79
VELADOR	BASE, CONTRATO	N/A	5	93,558.99	23,051.55	116,610.54	4,257.91	2,576.21	109,776.42
CARPINTERO	BASE, CONTRATO	N/A	1	93,558.99	32,407.45	125,966.44	8,839.92	2,944.89	114,181.63
OFICIAL DE MANTENIMIENTO	BASE, CONTRATO	N/A	33	93,558.99	24,922.73	118,481.72	7,445.01	2,587.19	108,449.51
ENFERMERA	BASE, CONTRATO	N/A	1	85,008.68	28,119.54	113,128.22	4,194.93	2,458.42	106,474.87
SECRETARIA "A"	BASE, CONTRATO	N/A	57	85,008.68	21,318.85	106,327.53	2,699.10	2,222.59	101,405.83
AUXILIAR ADMINISTRATIVO	BASE, CONTRATO	N/A	21	85,008.68	21,318.85	106,327.53	2,831.58	2,222.59	101,273.35
COCINERO DE BARCO UMAR	CONTRATO	N/A	1	81,670.58	20,642.38	102,312.96	3,071.49	2,160.64	97,080.83
WINCHERO DE BARCO UMAR	CONTRATO	N/A	2	81,670.58	20,642.38	102,312.96	3,071.49	2,160.64	97,080.83
AUXILIAR GENERAL	BASE, CONTRATO	N/A	8	74,147.38	25,049.61	99,196.99	2,493.68	2,111.96	94,591.35
AUXILIAR DE MANTENIMIENTO	BASE, CONTRATO	N/A	28	66,302.25	22,832.20	89,134.45	659.57	1,825.55	86,649.33
INTENDENTE	BASE, CONTRATO	N/A	33	66,302.25	22,832.20	89,134.45	1,029.79	1,888.40	86,216.26
JARDINERO	BASE, CONTRATO	N/A	27	66,302.25	22,832.20	89,134.45	1,029.79	1,888.40	86,216.26
JEFE DE OFICINA	BASE	N/A	1	147,440.11	51,663.27	199,103.37	19,378.40	4,699.92	175,025.05
ENCARGADO DE AREA	BASE	N/A	3	97,544.79	35,564.64	133,109.43	9,006.63	2,983.98	121,118.81
TECNICO DE 1/2 TIEMPO	CONTRATO	N/A	2	72,028.01	18,688.34	90,716.34	8,505.98	2,039.91	80,170.45



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DEL PAPALOAPAN
TABULADOR DE SUELDOS 2019

PLAZA/PUESTO	RELACION LABORAL	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION	
RECTOR	MMYS	N/A	1	799,864.65	230,172.20	1,030,036.85	246,662.89	26,267.26	757,106.70
JEFES DE DEPARTAMENTO									
VICE-RECTOR	MMYS	N/A	2	520,395.10	151,180.67	671,575.77	141,998.03	16,966.23	512,611.51
ABOGADO GENERAL	MMYS	N/A	1	340,574.20	100,354.64	440,928.84	77,299.45	10,981.62	352,647.77
AUDITOR INTERNO	MMYS	N/A	1	261,945.90	51,935.92	313,881.82	48,182.36	7,637.89	258,061.57
SECRETARIO PARTICULAR DEL RECTOR	MMYS	N/A	1	261,945.90	78,130.51	340,076.41	54,343.32	8,364.79	277,368.30
JEFE DE DEPARTAMENTO "C"	MMYS	N/A	0	312,432.70	61,157.23	373,589.93	61,236.17	9,178.04	303,175.72
JEFE DE DEPARTAMENTO "B"	MMYS	N/A	10	261,945.90	78,130.51	340,076.41	54,343.32	8,364.79	277,368.30
JEFE DE DEPARTAMENTO "A"	MMYS	N/A	4	236,395.90	70,908.85	307,304.75	47,136.21	7,514.46	252,654.08
PERSONAL DE CONFIANZA									
JEFE DE AREA "C"	CONFIANZA	N/A	8	196,132.75	59,528.55	255,661.30	36,159.96	6,174.46	213,326.88
JEFE DE AREA "B"	CONFIANZA	N/A	1	180,233.35	55,034.62	235,267.97	32,086.96	5,645.32	197,535.69
JEFE DE AREA "A"	CONFIANZA	N/A	1	131,640.90	41,300.05	172,940.95	19,638.85	4,028.11	149,273.99
JEFE DE AREA	CONFIANZA	N/A	6	160,245.95	49,385.22	209,631.17	26,966.71	4,980.12	177,684.34
PERSONAL ACADÉMICO									
TITULAR "C"	BASE/CONTRATO	N/A	5	542,700.25	157,485.18	700,185.43	150,023.30	17,708.57	532,453.56
TITULAR "B"	BASE/CONTRATO	N/A	18	464,020.85	135,246.60	599,267.45	121,714.88	15,090.05	462,462.52
TITULAR "A"	BASE/CONTRATO	N/A	66	363,850.25	106,933.57	470,783.82	85,674.05	11,756.26	373,353.51
ASOCIADO "C"	BASE/CONTRATO	N/A	41	303,826.00	89,967.83	393,793.83	66,156.82	9,758.60	317,878.41
ASOCIADO "B"	BASE/CONTRATO	N/A	62	243,747.00	72,986.62	316,733.62	49,209.80	7,759.12	259,764.70
ASOCIADO "A"	BASE/CONTRATO	N/A	1	183,733.70	37,650.61	221,384.31	29,059.10	5,251.95	187,073.26
PERSONAL TÉCNICO									
TECNICO	BASE/CONTRATO	N/A	70	144,058.20	44,809.77	188,867.97	22,819.83	4,441.38	161,606.76
PERSONAL OPERATIVO									
CHOFER "B"	BASE/CONTRATO	N/A	3	145,934.30	45,340.05	191,274.35	23,300.44	4,503.81	163,470.10
CHOFER "A"	BASE/CONTRATO	N/A	3	108,744.45	34,828.41	143,572.86	13,773.38	3,266.09	126,533.39
VELADOR	BASE/CONTRATO	N/A	12	93,556.80	30,535.65	124,092.45	10,398.82	2,760.64	110,932.99
OFICIAL DE MANTENIMIENTO	BASE/CONTRATO	N/A	0	93,556.80	30,535.65	124,092.45	10,398.82	2,760.64	110,932.99
SECRETARIA "A"	BASE/CONTRATO	N/A	19	85,008.50	28,119.49	113,127.99	8,655.59	2,476.14	101,996.26
AUXILIAR ADMINISTRATIVO	BASE/CONTRATO	N/A	18	85,008.50	28,119.49	113,127.99	8,655.59	2,476.14	101,996.26
ENFERMERA	BASE/CONTRATO	N/A	2	85,008.50	21,318.81	106,327.31	4,525.00	2,287.42	99,514.89
AUXILIAR GENERAL	BASE/CONTRATO	N/A	20	74,138.80	25,047.19	99,185.99	3,706.74	2,114.38	93,364.87
INTENDENTE	BASE/CONTRATO	N/A	26	66,305.90	22,833.24	89,139.14	2,199.59	1,953.10	84,986.45
JARDINERO	BASE/CONTRATO	N/A	19	66,305.90	22,833.24	89,139.14	2,199.59	1,953.10	84,986.45



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD DEL PAPALOAPAN ANALÍTICO DE PLAZAS

PLAZA/PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR*	1	1,030,036.85	1,030,036.85
JEFES DE DEPARTAMENTO			
VICE-RECTOR	2	671,575.77	671,575.77
ABOGADO GENERAL	1	440,928.84	440,928.84
AUDITOR INTERNO	1	313,881.82	313,881.82
SECRETARIO PARTICULAR DEL RECTOR	1	340,076.41	340,076.41
JEFE DE DEPARTAMENTO "C"	0	373,589.93	373,589.93
JEFE DE DEPARTAMENTO "B"	10	340,076.41	340,076.41
JEFE DE DEPARTAMENTO "A"	4	307,304.75	307,304.75
PERSONAL DE CONFIANZA			
JEFE DE AREA "C"	8	255,661.30	255,661.30
JEFE DE AREA "B"	1	235,267.97	235,267.97
JEFE DE AREA "A"	1	172,940.95	172,940.95
JEFE DE AREA	6	209,631.17	209,631.17
PERSONAL ACADÉMICO			
TITULAR "C"	5	700,185.43	700,185.43
TITULAR "B"	18	599,267.45	599,267.45
TITULAR "A"	66	470,783.82	470,783.82
ASOCIADO "C"	41	393,793.83	393,793.83
ASOCIADO "B"	62	316,733.62	316,733.62
ASOCIADO "A"	1	221,384.31	221,384.31
PERSONAL TÉCNICO			
TECNICO	70	188,867.97	188,867.97
PERSONAL OPERATIVO			
CHOFER "B"	3	191,274.35	191,274.35
CHOFER "A"	3	143,572.86	143,572.86
VELADOR	12	124,092.45	124,092.45
OFICIAL DE MANTENIMIENTO	0	124,092.45	124,092.45
SECRETARIA "A"	19	113,127.99	113,127.99
AUXILIAR ADMINISTRATIVO	18	113,127.99	113,127.99
ENFERMERA	2	106,327.31	106,327.31
AUXILIAR GENERAL	20	99,185.99	99,185.99
INTENDENTE	26	89,139.14	89,139.14
JARDINERO	19	89,139.14	89,139.14



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA
TABULADOR ANUAL DE SUELDOS 2019 (NOMINA VIGENTE)

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO	RELACION LABORAL
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION		MANDOS MEDIOS Y SUPERIORES

* RECTOR	NA	1	1,247,770.75	431,528.73	1,679,299.48	440,480.64	20,045.41	1,218,773.43	1
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PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO	RELACION LABORAL	CONTRATO
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION		MANDOS MEDIOS Y SUPERIORES	

VICE-RECTORES	NA	3	520,395.10	303,619.96	824,015.06	181,395.00	20,045.41	622,574.64	3	
ABOGADO GENERAL	NA	1	340,581.50	209,290.30	549,871.80	103,677.00	13,999.13	432,195.67	1	
DIRECTOR DEL MUSEO	NA	1	340,581.50	93,530.25	434,111.75	72,621.96	10,786.79	350,703.00		1
AUDITOR INTERNO	NA	1	261,938.60	158,257.46	420,196.06	70,900.44	10,583.83	338,711.79	1	
SRIQ. PART. RECTOR	NA	1	261,938.60	88,586.06	350,524.66	54,513.72	8,650.45	287,360.49	1	
JEFE DE DEPARTAMENTO "C"	NA	3	312,436.35	92,384.46	404,820.81	66,287.76	10,039.53	328,493.52	3	
JEFE DE DEPARTAMENTO "B"	NA	7	261,949.55	97,917.77	359,867.32	56,708.28	8,909.69	294,249.36	7	
JEFE DE DEPARTAMENTO "A"	NA	4	236,395.90	70,895.92	307,291.82	45,006.60	7,510.25	254,774.98	3	1

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO	RELACION LABORAL		
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION		CONFIANZA	BASE	CONTRATO
JEFE DE AREA "C"	NA	11	196,132.75	63,438.22	259,570.97	35,534.64	6,279.79	217,756.53	9	2	
JEFE DE AREA "B"	NA	2	180,233.35	55,024.88	235,258.23	30,626.76	5,642.15	198,989.32	2		
JEFE DE AREA "A"	NA	7	131,651.85	43,927.33	175,579.18	18,749.04	4,099.24	152,730.90	3		4

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO	RELACION LABORAL	
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION		BASE	CONTRATO
TITULAR "C"	NA	17	542,700.25	168,303.61	711,003.86	146,930.28	17,999.68	546,073.90	17	
TITULAR "B"	NA	32	464,024.50	172,404.12	636,428.62	126,537.12	16,113.50	493,778.00	31	1
TITULAR "A"	NA	72	363,850.25	150,382.09	514,232.34	92,399.16	12,955.93	408,877.25	71	1
ASOCIADO "C"	NA	72	303,826.00	123,930.89	427,756.89	71,851.92	10,696.07	345,208.90	72	1
ASOCIADO "B"	NA	25	243,750.65	114,042.14	357,792.79	56,581.80	8,894.51	292,316.47	25	
ASOCIADO "A"	NA	0	183,733.70	59,686.59	243,420.29	32,307.12	5,860.50	205,252.68		

PLAZA/ PUESTO	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES		SUELDO BRUTO	DEDUCCIONES		TOTAL ANUAL NETO	RELACION LABORAL		
			SUELDO BASE	REMUNERACIONES ADICIONALES		OBLIGACIONES FISCALES DE RETENCION	SEGURIDAD SOCIAL DE RETENCION		BASE	CONTRATO	CONFIANZA

PROGRAMADOR JUNIOR	NA	10	144,054.55	30,403.29	174,457.84	18,288.00	4,039.22	152,130.61	6	4	
AUXILIAR DE PROGRAMADO	NA	3	114,741.40	34,223.56	148,964.96	13,672.80	3,400.09	131,892.08		3	
TECNICO	NA	62	144,054.55	77,078.34	221,132.89	28,257.72	5,334.46	187,540.72	57	4	1



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD TECNOLÓGICA DE LA MIXTECA ANALÍTICO DE PLAZAS 2019

PLAZA/ PUESTO	NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	1	1,679,299.48	1,679,299.48
VICE-RECTORES	3	824,015.06	824,015.06
ABOGADO GENERAL	1	549,871.80	549,871.80
DIRECTOR DEL MUSEO	1	434,111.75	434,111.75
AUDITOR INTERNO	1	420,196.06	420,196.06
SRIO. PART. RECTOR	1	350,524.66	350,524.66
JEFE DE DEPARTAMENTO "C"	3	404,820.81	404,820.81
JEFE DE DEPARTAMENTO "B"	7	359,867.32	359,867.32
JEFE DE DEPARTAMENTO "A"	4	307,291.82	307,291.82
JEFE DE AREA "C"	11	259,570.97	259,570.97
JEFE DE AREA "B"	2	235,258.23	235,258.23
JEFE DE AREA "A"	7	175,579.18	175,579.18
TITULAR "C"	17	711,003.86	711,003.86
TITULAR "B"	32	636,428.62	636,428.62
TITULAR "A"	72	514,232.34	514,232.34
ASOCIADO "C"	72	427,756.89	427,756.89
ASOCIADO "B"	25	357,792.79	357,792.79
ASOCIADO "A"	0	243,420.29	243,420.29
PROGRAMADOR JUNIOR	10	174,457.84	174,457.84
AUXILIAR DE PROGRAMADOR	3	148,964.96	148,964.96
TECNICO	62	221,132.89	221,132.89
CHOFER "C"	0	261,300.51	261,300.51
CHOFER "B"	5	266,265.89	266,265.89
CHOFER "A"	2	145,735.69	145,735.69
SECRETARIA "C"	1	155,845.67	155,845.67
SECRETARIA "B"	3	131,158.62	131,158.62
SECRETARIA "A"	40	137,647.34	137,647.34
AUXILIAR ADMINISTRATIVO	24	117,850.30	117,850.30
ENFERMERA	1	114,822.60	114,822.60
OFICIAL DE MANTENIMIENTO	18	125,957.23	125,957.23
VELADOR	0	114,736.77	114,736.77
AUXILIAR GENERAL	30	102,155.68	102,155.68
INTENDENTE	46	112,245.69	112,245.69
JARDINERO	17	94,147.89	94,147.89



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD TECNOLÓGICA DE LA SIERRA SUR DE OAXACA

TABULADOR DE SUELDOS Y SALARIOS 2019

MANDOS MEDIOS Y SUPERIORES

PUESTOS	RELACIÓN LABORAL	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES(AGUINALD O Y PRIMA)	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION(3% ISN)	SEGURIDAD SOCIAL DE RETENCION(IMSS ,RCV, INFONAVIT)	
RECTOR	MMYS	23A	1	694,947.48	96,327.44	791,274.92	23,738.25	124,545.43	939,558.59
ABOGADO GENERAL	MMYS	22A	1	521,279.92	72,399.99	593,679.91	17,810.40	101,504.69	712,995.00
DIRECTOR DE AREA	MMYS	22A	2	1,042,559.76	144,799.98	1,187,359.74	35,620.79	203,009.38	1,425,989.91
DIRECTORES DE CARRERA	MMYS	22A	4	2,085,119.52	289,599.96	2,374,719.48	71,241.58	406,018.76	2,851,979.82
JEFE DE DEPARTAMENTO	MMYS	17A	4	1,074,616.80	149,252.33	1,223,869.13	36,716.07	219,003.52	1,479,588.73
				5,418,523.48	752,379.70	6,170,903.18	123,418.06	1,054,081.78	7,410,112.05

PERSONAL DE CONTRATO

PUESTOS	RELACIÓN LABORAL	NIVEL	NUMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
				SUELDO BASE	REMUNERACIONES ADICIONALES(AGUINALD O Y PRIMA)	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCION(3% ISN)	SEGURIDAD SOCIAL DE RETENCION(IMSS ,RCV, INFONAVIT)	
PROFESOR ASOCIADO "C"	CONTRATO POR TIEMPO DETERMINADO		10	2,047,945.20	364,079.03	2,412,024.23	72,360.73	429,322.70	2,913,707.65
PROFESOR DE ASIGNATURA "B"	CONTRATO POR TIEMPO DETERMINADO		380	393.08	597,484.03	2,389,928.83	71,697.86	336,761.90	2,798,388.60
COORDINADOR	CONTRATO POR TIEMPO DETERMINADO		1	143,144.52	25,447.92	168,592.44	5,057.77	31,522.65	205,172.86
JEFE DE OFICINA	CONTRATO POR TIEMPO DETERMINADO		6	536,974.56	95,462.18	632,436.74	18,973.10	129,562.62	780,972.46
TECNICO BIBLIOTECARIO	CONTRATO POR TIEMPO DETERMINADO		1	77,017.56	13,692.01	90,709.57	2,721.29	19,290.36	112,721.22
TECNICO EN CONTABILIDAD	CONTRATO POR TIEMPO DETERMINADO		2	154,035.12	27,384.02	181,419.14	5,442.57	38,580.72	225,442.43
ANALISTA ADMINISTRATIVO	CONTRATO POR TIEMPO DETERMINADO		4	277,085.28	49,259.56	326,344.84	9,790.35	71,815.16	407,950.35
ENFERMERA	CONTRATO POR TIEMPO DETERMINADO		1	69,271.32	12,314.89	81,586.21	2,447.59	17,953.79	101,987.59
CHOFER DE RECTOR	CONTRATO POR TIEMPO DETERMINADO		1	65,910.24	11,717.38	77,627.62	2,328.83	17,373.87	97,330.32
ASISTENTE DE SERVICIOS DE MANTENIMIENTO	CONTRATO POR TIEMPO DETERMINADO		1	53,186.52	9,455.39	62,641.91	1,879.26	15,178.47	79,699.64
SECRETARIA DE RECTOR	CONTRATO POR TIEMPO DETERMINADO		1	77,017.56	13,692.01	90,709.57	2,721.29	19,290.36	112,721.22
SECRETARIA DE DIRECTOR DE AREA	CONTRATO POR TIEMPO DETERMINADO		7	484,899.24	86,204.23	571,103.47	17,133.10	125,676.53	713,913.10
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO POR TIEMPO DETERMINADO		4	253,392.96	45,047.61	298,440.57	8,953.22	67,727.20	375,120.99



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD TECNOLÓGICA DE LA SIERRA SUR DE OAXACA
ANALÍTICO DE PLAZAS 2019

PLAZA /PUESTO	ANALÍTICO DE PLAZAS NUMERO DE PLAZAS	REMUNERACIONES	
		DE	HASTA
RECTOR	1	694,292.35	722,758.34
ABOGADO GENERAL	1	521,279.92	542,652.39
DIRECTOR DE AREA	2	1,042,559.83	1,085,304.79
DIRECTORES DE CARRERA	4	2,085,119.67	2,170,609.58
JEFE DE DEPARTAMENTO	4	1,074,616.80	1,118,676.09
PROFESOR ASOCIADO "C"	10	2,045,977.44	2,129,862.52
PROFESOR DE ASIGNATURA "B"	380 (H/S/M)	1,792,452.10	1,865,942.63
COORDINADOR	1	143,144.58	149,013.51
JEFE DE OFICINA	6	536,974.87	558,990.84
TECNICO BIBLIOTECARIO	1	77,017.55	80,175.27
TECNICO EN CONTABILIDAD	2	154,035.10	160,350.54
ANALISTA ADMINISTRATIVO	4	277,085.05	288,445.54
ENFERMERA	1	69,271.28	72,111.40
CHOFER DE RECTOR	1	65,910.29	68,612.61
ASISTENTE DE SERVICIOS DE MANTENIMIENTO	1	53,186.56	55,367.21
SECRETARIA DE RECTOR	1	77,017.55	80,175.27
SECRETARIA DE DIRECTOR DE AREA	7	484,898.84	504,779.69
SECRETARIA DE JEFE DE DEPARTAMENTO	4	253,392.72	263,781.83



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD TECNOLÓGICA DE LOS VALLES CENTRALES DE OAXACA



TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019.

Plaza / Puesto	Nivel	Numero de Plazas	Percepciones			Deducciones		Total anual Neto
			Sueldo Base	Remuneracion es Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retencion	Seguridad Social de Retencion	
RECTOR	MMYS	1	\$ 694,279.87	\$ 87,286.12	\$ 781,565.99	\$ 241,097.04	\$ 26,216.88	\$ 514,252.07
ABOGADO GENERAL	MMYS	1	\$ 520,779.17	\$ 65,473.24	\$ 586,252.41	\$ 178,494.06	\$ 21,026.49	\$ 386,731.86
DIRECTORES	MMYS	6	\$3,124,675.01	\$ 392,839.45	\$3,517,514.46	\$ 1,118,035.03	\$ 127,806.43	\$2,271,673.00
JEFES DE DEPARTAMENTO	MMYS	8	\$2,147,169.02	\$ 269,945.22	\$2,417,114.24	\$ 765,328.73	\$ 345,160.91	\$1,306,624.60
COORDINADOR	CONTRATO	3	\$ 429,021.22	\$ 109,510.71	\$ 538,531.93	\$ 164,836.40	\$ 17,637.75	\$ 356,057.78
INGENIERO EN SISTEMAS	CONTRATO	1	\$ 112,500.96	\$ 31,594.41	\$ 144,095.37	\$ 38,539.49	\$ 4,391.60	\$ 101,164.28
JEFE DE OFICINA	CONTRATO	6	\$ 536,459.04	\$ 167,271.38	\$ 703,730.42	\$ 219,091.60	\$ 21,764.37	\$ 462,874.45
TECNICO BIBLIOTECARIO	CONTRATO	2	\$ 153,887.14	\$ 51,744.97	\$ 205,632.11	\$ 58,128.33	\$ 5,985.37	\$ 141,518.41
TECNICO EN CONTABILIDAD	CONTRATO	2	\$ 153,887.14	\$ 51,744.97	\$ 205,632.11	\$ 58,128.33	\$ 5,985.37	\$ 141,518.41
ANALISTA ADMINISTRATIVO	CONTRATO	5	\$ 346,023.60	\$ 123,134.78	\$ 469,158.38	\$ 143,308.96	\$ 13,853.81	\$ 311,995.61
ENFERMERA	CONTRATO	1	\$ 69,204.72	\$ 24,626.96	\$ 93,831.68	\$ 22,845.30	\$ 2,567.19	\$ 68,419.19
CHOFER DE RECTOR	CONTRATO	1	\$ 65,846.98	\$ 24,086.77	\$ 89,933.75	\$ 21,679.69	\$ 2,440.95	\$ 65,813.11
CHOFER ADMINISTRATIVO	CONTRATO	1	\$ 58,939.30	\$ 22,975.15	\$ 81,914.45	\$ 19,323.06	\$ 2,182.07	\$ 60,409.32
ASISTENTE DE SERVICIOS DE MANTENIMIENTO	CONTRATO	1	\$ 53,135.47	\$ 22,041.16	\$ 75,176.63	\$ 17,343.01	\$ 1,963.73	\$ 55,869.89
SECRETARIA DE RECTOR	CONTRATO	1	\$ 76,943.57	\$ 25,872.48	\$ 102,816.05	\$ 25,650.86	\$ 2,873.22	\$ 74,291.97
SECRETARIA DE DIRECTOR DE AREA	CONTRATO	7	\$ 484,433.04	\$ 172,388.69	\$ 656,821.73	\$ 204,398.19	\$ 44,651.30	\$ 407,772.24
SECRETARIA DE JEFE DE DEPARTAMENTO	CONTRATO	8	\$ 506,298.62	\$ 189,398.04	\$ 695,696.66	\$ 217,279.49	\$ 20,535.98	\$ 457,881.19
PROFESOR ASOCIADO C	CONTRATO	33	\$6,751,725.55	\$1,531,693.27	\$8,283,418.82	\$ 2,665,748.10	\$ 362,954.62	\$5,254,716.10
PROFESOR POR ASIGNATURAS (HRS A LA QNA)	CONTRATO	1254	\$5,909,409.79	\$1,272,335.49	\$7,181,745.28	\$ 2,194,374.35	\$ 222,148.70	\$4,765,222.23



GOBIERNO DEL ESTADO
DE OAXACA



UNIVERSIDAD TECNOLÓGICA DE LOS VALLES CENTRALES DE OAXACA
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO 2019



ANALITICO DE PLAZAS

Plaza/Puesto	Numero de Plazas	Remuneraciones	
		De	Hasta
RECTOR	1	\$ 55,631.40	\$ 58,969.05
ABOGADO GENERAL	1	\$ 41,729.10	\$ 44,233.00
DIRECTOR DE AREA	6	\$ 41,729.10	\$ 44,233.00
JEFES DE DEPTAMENTO	8	\$ 21,506.10	\$ 22,796.45
COORDINADOR	3	\$ 11,458.90	\$ 13,979.70
INGENIERO EN SISTEMAS	1	\$ 9,014.50	\$ 10,997.55
JEFE DE OFICINA	6	\$ 7,164.25	\$ 8,740.30
TECNICO BIBLIOTECARIO	2	\$ 6,165.35	\$ 7,521.45
TECNICO EN CONTABILIDAD	2	\$ 6,165.35	\$ 7,521.45
ANALISTA ADMINISTRATIVO	5	\$ 5,545.25	\$ 6,765.05
ENFERMERA	1	\$ 5,545.25	\$ 6,765.05
CHOFER DEL RECTOR	1	\$ 5,276.20	\$ 6,437.00
CHOFER ADMINISTRATIVO	1	\$ 4,722.70	\$ 5,761.90
ASISTENTE DE SERVICIOS DE MANTENIMIENTO	1	\$ 4,257.65	\$ 5,194.65
SECRETARIA DE RECTOR	1	\$ 6,165.35	\$ 7,521.45
SECRETARIA DE DIRECTOR DE AREA	7	\$ 5,545.25	\$ 6,765.05
SECRETARIA DE JEFE DE DEPARTAMENTO	8	\$ 5,071.10	\$ 6,187.00
PROFESOR ASOCIADO C	33	\$ 16,394.05	\$ 19,718.85
PROFESOR POR ASIGNATURAS (HRS A LA QNA)	1254	\$ 377.60	\$ 456.05



GOBIERNO DEL ESTADO
DE OAXACA



"2018 AÑO DE LA ERRADICACIÓN DEL TRABAJO INFANTIL"

REGIMEN ESTATAL DE PROTECCION SOCIAL EN SALUD DEL ESTADO DE OAXACA

DIRECCIÓN DE FINANCIAMIENTO Y ADMINISTRACIÓN

TABULADOR DE SUELDOS Y SALARIOS CORRESPONDIENTE AL SEGURO POPULAR EJERCICIO 2019

Plaza / Puesto	Relación laboral	Nivel	Número de Plazas	Percepciones			Deducciones		Total anual Neto
				Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
DIRECTOR GENERAL	confianza	CFK2001	1		183,306.00	1,545,084.72	466,179.56		1,728,390.72
DIRECTOR DE AREA	confianza	CFM2001	6		672,255.60	5,788,869.76	865,229.04		6,461,125.36
SUBDIRECTOR	confianza	CFN2001	12		758,859.59	6,357,983.72	852,644.48		7,116,843.31
APOYO ADMIN EN SALUD-A1	contrato	MO3025	14		212,592.97	1,570,968.00	174,274.94		1,783,560.97
APOYO ADMIN EN SALUD-A2	contrato	MO3024	22		336,082.73	2,504,040.00	280,745.52		2,840,122.73
APOYO ADMIN EN SALUD-A3	contrato	MO3023	3		64,964.39	345,276.00	39,088.44		410,240.39
APOYO ADMIN EN SALUD-A5	contrato	MO3021	160		2,631,325.58	21,716,480.00	2,347,978.87		24,347,805.58
APOYO ADMIN EN SALUD-A6	contrato	MO3020	5		124,548.67	648,780.00	81,107.50		773,328.67
APOYO ADMIN EN SALUD-A7	contrato	MO3019	57		1,030,356.07	7,679,268.00	992,515.84		8,709,624.07
APOYO ADMIN EN SALUD-A8	contrato	MO3018	51		986,074.28	7,391,736.00	1,013,127.50		8,377,810.28
MEDICO GENERAL "A"	contrato	MO1006	53		1,058,061.30	21,122,998.08	3,393,318.47		22,181,059.38
SOPORTE ADMINISTRATIVO "A"	contrato	CF40004	38		1,973,693.94	6,928,161.01	1,411,165.78		8,901,854.95
SOPORTE ADMINISTRATIVO "B"	contrato	CF40003	153	0	6,134,058.76	34,932,893.63	5,022,836.01		41,066,952.39
TOTALES			575		16,166,179.88	118,532,538.92	16,940,211.95	-	134,698,718.80

TABULADOR DE SUELDOS Y SALARIOS CORRESPONDIENTE A PROSPERA EJERCICIO 2019

Plaza / Puesto	Relación laboral	Nivel	Número de Plazas	Percepciones			Deducciones		Total anual Neto
				Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
APOYO ADMIN EN SALUD A1	CONTRATO CONFIANZA	MO3025	1		12,353.88	103,915.20	10,916.55		116,269.08
APOYO ADMIN EN SALUD A5	CONTRATO CONFIANZA	MO3021	3		25,344.19	229,195.20	26,663.08		254,539.39
APOYO ADMIN EN SALUD A6	CONTRATO CONFIANZA	MO3020	4		55,573.18	482,762.88	57,292.04		538,336.06
APOYO ADMIN EN SALUD A7	CONTRATO CONFIANZA	MO3019	1		14,460.56	121,256.40	14,440.24		135,716.96
APOYO ADMIN EN SALUD A8	CONTRATO CONFIANZA	MO3018	3		43,101.90	394,381.44	50,395.47		437,483.34
AUXILIAR ENFERMERA A	CONTRATO CONFIANZA	MO2036	27		347,983.26	3,001,432.32	334,000.98		3,349,415.58
ENFERMERA	CONTRATO CONFIANZA	MO2035	13		150,314.26	1,278,690.96	159,914.84		1,429,005.22
LENGUAJE Y COMUNICACIÓN HUM	CONTRATO CONFIANZA	MO2012	1		20,263.46	164,359.20	21,790.56		184,622.66
LIC. TERAPIA FISC. Y REHAB.	CONTRATO CONFIANZA	MO2109	1		18,180.95	164,359.20	25,125.03		182,540.15
MEDICINA Y REHABILITACIÓN	CONTRATO CONFIANZA	MO1002	1		40,685.51	367,804.32	77,542.43		408,489.83
MEDICO GENERAL	CONTRATO CONFIANZA	MO1006	29		725,485.45	6,183,848.64	1,066,201.43		6,909,334.09
NEUROLOGÍA PEDIÁTRICA	CONTRATO CONFIANZA	MO1002	1		46,699.11	426,036.00	77,542.43		472,735.11
NUTRILOGO	CONTRATO CONFIANZA	MO2049	38		716,656.87	6,353,455.68	964,288.35		7,070,112.55
PEDIATRA	CONTRATO CONFIANZA	MO1004	2		80,992.93	735,608.64	155,084.86		816,601.57
PSICOLOGO CLINICO	CONTRATO CONFIANZA	MO2015	42		644,847.86	7,130,646.72	1,063,628.90		7,775,494.58
SOPORTE ADMINISTRATIVO "A"	CONTRATO CONFIANZA	CF40004	11		215,297.55	1,859,534.40	284,424.97		2,074,831.95
SOPORTE ADMINISTRATIVO "B"	CONTRATO CONFIANZA	CF40003	4		85,546.96	782,753.28	129,349.40		868,300.24
SOPORTE ADMINISTRATIVO "C"	CONTRATO CONFIANZA	CF40002	3		82,492.59	697,842.00	136,625.60		780,334.59
SOPORTE ADMINISTRATIVO "D"	CONTRATO CONFIANZA	CF40001	1		27,564.00	251,520.96	46,372.69		279,084.96
TRABAJADORA SOCIAL	CONTRATO CONFIANZA	MO2040	4		56,934.91	482,178.72	57,515.21		539,113.63
TERAPISTA			1		20,145.35	165,540.00	19,826.88		185,685.35
TOTALES			191		3,430,924.73	31,211,582.16	4,778,941.94		34,622,361.54

Plaza / Puesto	Relación laboral	Nivel	Número de Plazas	Percepciones			Deducciones		Total anual Neto
				Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3025	215		12,669,625.70	32,642,262.78			45,311,888.48
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3024	158		9,351,496.41	24,210,359.56			33,561,855.97
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3023	20		1,196,158.79	3,072,452.59			4,268,611.38
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3022	23		1,359,371.08	3,598,169.56			4,957,540.64
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3021	10		609,966.17	1,648,161.24			2,258,127.41
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3020	57		3,386,294.14	9,668,984.21			13,055,278.35
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3019	19		1,123,853.33	3,243,106.31			4,366,959.64
APOYO ADMINISTRATIVO EN SALUD	REGULARIZADO	MO3018	3		173,366.15	535,922.33			709,288.48
SOPORTE ADMINISTRATIVO "A"	REGULARIZADO	CF40004	32		1,418,978.35	6,583,337.72			8,002,316.07
AUX DE COCINA EN HOSPITAL	REGULARIZADO	MO2048	34		1,952,443.71	5,644,018.93			7,596,462.64
AUX DE ESTADISTICA Y ARCHIVO CL	REGULARIZADO	MO2059	5		297,302.32	833,263.72			1,130,566.04
AUX DE LABORATORIO YO BIOTERIC	REGULARIZADO	MO2005	2		111,095.71	368,372.98			479,468.69
AUXILIAR DE ENFERMERIA "A"	REGULARIZADO	MO2036	321		18,290,628.68	72,940,322.15			91,230,950.83
CAMILLERO	REGULARIZADO	MO3006	67		3,782,807.55	11,090,321.79			14,873,129.34
CIRUJANO DENTISTA "A"	REGULARIZADO	MO1007	59		4,939,214.59	24,173,222.31			29,112,436.90
CITOTECNOLOGO "A"	REGULARIZADO	MO2016	1		54,252.24	215,358.13			269,610.37
COCINERO EN HOSPITAL	REGULARIZADO	MO2047	8		481,032.93	1,336,133.13			1,817,166.06
DIETISTA	REGULARIZADO	MO2045	1		56,298.50	193,167.84			249,466.34
ENFERMERA GENERAL TITULADA "A"	REGULARIZADO	MO2035	576		35,949,043.44	150,351,548.32			186,300,591.76
JEFE DE ENFERMERAS "A"	REGULARIZADO	CF41024	1		65,965.66	406,160.75			472,126.41
JEFE DE SERVICIOS	REGULARIZADO	CF41013	8		639,461.49	4,284,262.65			4,923,724.14
MEDICO ESPECIALISTA "A"	REGULARIZADO	MO1004	154		13,300,470.39	77,426,563.61			90,727,034.00
MEDICO GENERAL "A"	REGULARIZADO	MO1006	505		42,573,982.49	208,489,776.62			251,063,759.11
NUTRICIONISTA	REGULARIZADO	MO2049	2		136,341.64	558,451.53			694,793.17
PROMOTOR EN SALUD	REGULARIZADO	MO3004	23		1,298,941.98	4,617,549.94			5,916,491.92
PSICOLOGO CLINICO	REGULARIZADO	MO2015	18		1,317,786.57	6,005,610.77			7,323,397.34
QUIMICO "A"	REGULARIZADO	MO2001	18		1,398,047.07	6,816,127.87			8,214,174.94
TECNICO EN ELECTRODIAGNOSTICO	REGULARIZADO	MO2007	1		50,041.32	204,867.62			254,908.94
TECNICO EN ESTADISTICA EN AREA	REGULARIZADO	MO2058	7		446,704.72	1,362,984.00			1,809,688.72
TECNICO EN NUTRICION	REGULARIZADO	MO2050	1		63,258.71	216,690.99			279,949.70
TECNICO EN TRABAJO SOCIAL EN A	REGULARIZADO	MO2066	14		818,479.10	2,877,805.75			3,696,284.85
TECNICO LABORATORISTA "A"	REGULARIZADO	MO2003	27		1,596,424.57	5,792,738.88			7,389,163.45
TECNICO RADIOLOGO O EN RADIOD	REGULARIZADO	MO2006	16		907,524.01	3,552,881.76			4,460,405.77
TRABAJADORA SOCIAL EN AREA ME	REGULARIZADO	MO2040	16		951,840.72	3,796,346.15			4,748,386.87
Total general			2422		162,768,500.24	678,757,504.48			841,526,004.72



GOBIERNO DEL ESTADO
DE OAXACA



"2018 AÑO DE LA ERRADICACIÓN DEL TRABAJO INFANTIL"

REGIMEN ESTATAL DE PROTECCION SOCIAL EN SALUD DEL ESTADO DE OAXACA
DIRECCIÓN DE FINANCIAMIENTO Y ADMINISTRACIÓN
ANALITICO DE PLAZAS PERSONAL SEGURO POPULAR EJERCICIO 2019

Plaza / Puesto	Número de Plazas	Remuneraciones	
		de	hasta
DIRECTOR GENERAL	1	0.01	128,757.06
DIRECTOR DE AREA	6	0.01	52,340.56
SUBDIRECTOR	12	0.01	29,237.42
APOYO ADMIN EN SALUD-A1	14	0.01	9,351.00
APOYO ADMIN EN SALUD-A2	22	0.01	9,485.00
APOYO ADMIN EN SALUD-A3	3	0.01	9,591.00
APOYO ADMIN EN SALUD-A5	160	0.01	10,269.00
APOYO ADMIN EN SALUD-A6	5	0.01	10,813.00
APOYO ADMIN EN SALUD-A7	57	0.01	11,227.00
APOYO ADMIN EN SALUD-A8	51	0.01	12,078.00
MEDICO GENERAL "A"	53	0.01	28,495.28
SOPORTE ADMINISTRATIVO "A"	38	0.01	15,209.00
SOPORTE ADMINISTRATIVO "B"	153	0.01	16,611.44
TOTALES	575		

ANALITICO DE PLAZAS PERSONAL PROSPERA

Plaza / Puesto	Número de Plazas	Remuneraciones	
		de	hasta
APOYO ADMIN EN SALUD A1	1	0.01	9,351.00
APOYO ADMIN EN SALUD A5	3	0.01	9,549.80
APOYO ADMIN EN SALUD A6	4	0.01	10,813.00
APOYO ADMIN EN SALUD A7	1	0.01	11,227.00
APOYO ADMIN EN SALUD A8	3	0.01	12,078.00
AUXILIAR ENFERMERA A	27	0.01	9,263.68
ENFERMERA	13	0.01	10,857.50
LENGUAJE Y COMUNICACIÓN HUM	1	0.01	13,794.00
LIC. TERAPIA FISC. Y REHAB.	1	0.01	13,696.60
MEDICINA Y REHABILITACIÓN	1	0.01	30,650.36
MEDICO GENERAL	29	0.01	17,769.68
NEUROLOGÍA PEDIÁTRICA	1	0.01	35,503.00
NUTRIÓLOGO	38	0.01	14,819.58
PEDIATRA	2	0.01	30,650.36
PSICOLOGO CLINICO	42	0.01	14,666.88
SOPORTE ADMINISTRATIVO "A"	11	0.01	15,209.00
SOPORTE ADMINISTRATIVO "B"	4	0.01	16,611.44
SOPORTE ADMINISTRATIVO "C"	3	0.01	19,384.50
SOPORTE ADMINISTRATIVO "D"	1	0.01	20,960.08
TRABAJADORA SOCIAL	4	0.01	10,025.62
TERAPISTA	1	0.01	13,794.00
TOTALES	191		



GOBIERNO DEL ESTADO
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"2018 AÑO DE LA ERRADICACIÓN DEL TRABAJO INFANTIL"

REGIMEN ESTATAL DE PROTECCION SOCIAL EN SALUD DEL ESTADO DE OAXACA
DIRECCIÓN DE FINANCIAMIENTO Y ADMINISTRACIÓN
ANALITICO DE PLAZAS PERSONAL SEGURO POPULAR EJERCICIO 2019

ANALITICO DE PLAZAS PERSONAL REGULARIZADO DE LOS SSO

Plaza / Puesto	Número de Plazas	Remuneraciones	
		de	hasta
APOYO ADMINISTRATIVO EN SALUD - A1	215	5,923.50	7,275.66
APOYO ADMINISTRATIVO EN SALUD - A2	158	5,948.50	7,423.62
APOYO ADMINISTRATIVO EN SALUD - A3	20	6,023.00	7,387.00
APOYO ADMINISTRATIVO EN SALUD - A4	23	6,183.00	7,423.62
APOYO ADMINISTRATIVO EN SALUD - A5	10	6,481.00	7,347.00
APOYO ADMINISTRATIVO EN SALUD - A6	57	6,696.00	7,548.95
APOYO ADMINISTRATIVO EN SALUD - A7	19	6,786.00	7,497.47
APOYO ADMINISTRATIVO EN SALUD - A8	3	7,360.20	7,693.00
AUX DE COCINA EN HOSPITAL	34	6,497.50	7,572.17
AUX DE ESTADISTICA Y ARCHIVO CLINICO	5	6,853.45	7,217.01
AUX DE LABORATORIO YO BIOTERIO "A"	2	7,581.40	7,954.22
AUXILIAR DE ENFERMERIA "A"	321	8,893.50	11,694.24
CAMILLERO	67	6,460.00	7,189.05
CIRUJANO DENTISTA "A"	59	15,520.50	17,581.65
CITOTECNOLOGO "A"	1	8,871.00	9,277.00
COCINERO EN HOSPITAL	8	6,871.05	7,223.63
DIETISTA	1	7,953.00	8,335.64
ENFERMERA GENERAL TITULADA "A"	576	10,250.00	11,729.50
JEFE DE ENFERMERAS "A"	1	16,778.00	17,359.46
JEFE DE SERVICIOS	8	22,097.00	22,883.22
MEDICO ESPECIALISTA "A"	154	14,614.26	21,697.77
MEDICO GENERAL "A"	505	16,277.50	28,085.00
NUTRICIONISTA	2	11,490.85	12,022.94
PROMOTOR EN SALUD	23	8,003.00	8,835.11
PSICOLOGO CLINICO	18	13,016.50	14,861.98
QUIMICO "A"	18	15,581.90	16,230.56
SOPORTE ADMINISTRATIVO "A"	32	8,484.00	8,836.22
TECNICO EN ELECTRODIAGNOSTICO	1	8,437.40	8,832.40
TECNICO EN ESTADISTICA EN AREA MEDICA	7	8,017.00	8,401.68
TECNICO EN NUTRICION	1	8,926.20	9,336.56
TECNICO EN TRABAJO SOCIAL EN AREA MEDICA "A"	14	8,338.40	9,280.94
TECNICO LABORATORISTA "A"	27	8,821.00	9,281.10
TECNICO RADIOLOGO O EN RADIOTERAPIA	16	9,119.00	9,859.98
TRABAJADORA SOCIAL EN AREA MEDICA "A"	16	9,776.85	10,245.77
Total general	2422		



GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA EJECUTIVA DEL SISTEMA ESTATAL DE COMBATRE A LA CORRUPCIÓN.
TABULADOR DE SUELDOS Y SALARIOS PARA EL EJERCICIO FISCAL 2019
PERSONAL ADMINISTRATIVO

Plaza/ Puesto	Relación laboral	Nivel	Número de Plazas	Percepciones			Deducciones		
				Sueldo Base	Remuneraciones Adicionales	Sueldo Bruto	Obligaciones Fiscales de Retención	Seguridad Social de Retención	Total Anual Neto
Secretario Tecnico	Mandos Medios y Superiores	22A	1	\$ 218,760.00	\$ 193,416.00	\$ 412,176.00	\$ 81,456.00	\$29,396.40	\$ 301,323.60
Jefe de la Unidad Administrativa	Mandos Medios y Superiores	18A	1	\$ 83,160.00	\$ 58,740.00	\$ 141,900.00	\$ 17,256.00	\$10,911.60	\$ 113,732.40
Coordinador de Normatividad, Riesgos y Políticas Publicas.	Mandos Medios y Superiores	18A	1	\$ 83,160.00	\$ 58,740.00	\$ 141,900.00	\$ 17,256.00	\$10,911.60	\$ 113,732.40
Coordinador de Plataforma Digital y Vinculación Interinstitucional	Mandos Medios y Superiores	18A	1	\$ 83,160.00	\$ 58,740.00	\$ 141,900.00	\$ 17,256.00	\$10,911.60	\$ 113,732.40
Jefe del Departamento de Políticas Publicas	Mandos Medios y Superiores	17A	1	\$ 82,680.00	\$ 36,276.00	\$ 118,956.00	\$ 12,684.00	\$10,849.20	\$ 95,422.80
Jefe del Departamento de Seguidimientos de Acuerdos	Mandos Medios y Superiores	17A	1	\$ 82,680.00	\$ 36,276.00	\$ 118,956.00	\$ 12,684.00	\$10,849.20	\$ 95,422.80
Jefe del Departamento de Vinculación Interinstitucional	Mandos Medios y Superiores	17A	1	\$ 82,680.00	\$ 36,276.00	\$ 118,956.00	\$ 12,684.00	\$10,849.20	\$ 95,422.80
Jefe del Departamento de Capacitación	Mandos Medios y Superiores	17A	1	\$ 82,680.00	\$ 36,276.00	\$ 118,956.00	\$ 12,684.00	\$10,849.20	\$ 95,422.80
Jefe del Departamento de Sistemas	Mandos Medios y Superiores	17A	1	\$ 82,680.00	\$ 36,276.00	\$ 118,956.00	\$ 12,684.00	\$10,849.20	\$ 95,422.80
Jefe del Departamento de Recursos Humanos	Mandos Medios y Superiores	16A	1	\$ 82,200.00	\$ 16,716.00	\$ 98,916.00	\$ 8,820.00	\$10,786.80	\$ 79,309.20
Jefe del Departamento de Recursos Financieros y Materiales	Mandos Medios y Superiores	16A	1	\$ 82,200.00	\$ 16,716.00	\$ 98,916.00	\$ 8,820.00	\$10,786.80	\$ 79,309.20
Jefe de Oficina	Contrato-Confianza	15	4	\$ 368,736.00	\$ 189,120.00	\$ 557,856.00	\$ 73,372.80	\$15,196.80	\$ 469,286.40
Tecnico	Contrato-Confianza	10	17	\$1,110,168.00	\$ 175,440.00	\$1,285,608.00	\$ 72,848.40	\$45,757.20	\$1,167,002.40



GOBIERNO DEL ESTADO
DE OAXACA



SECRETARÍA EJECUTIVA DEL SISTEMA ESTATAL DE COMBATRE A LA CORRUPCIÓN.
ANALITICO DE PLAZAS
PERSONAL ADMINISTRATIVO

Plaza/puesto	Número de plazas	Remuneraciones	
		De	Hasta
Secretario Tecnico	1	\$ 301,323.60	\$ 412,000.76
Jefe de la Unidad Administrativa	1	\$ 113,732.40	\$ 141,900.00
Coordinador de Normatividad, Riesgos y Políticas Publicas.	1	\$ 113,732.40	\$ 141,900.00
Coordinador de Plataforma Digital y Vinculación Interinstitucional	1	\$ 113,732.40	\$ 141,900.00
Jefe del Departamento de Políticas Publicas	1	\$ 95,422.80	\$ 118,956.00
Jefe del Departamento de Seguimientos de Acuerdos	1	\$ 95,422.80	\$ 118,956.00
Jefe del Departamento de Vinculación Interinstitucional	1	\$ 95,422.80	\$ 118,956.00
Jefe del Departamento de Capacitación	1	\$ 95,422.80	\$ 118,956.00
Jefe del Departamento de Sistemas	1	\$ 95,422.80	\$ 118,956.00
Jefe del Departamento de Recursos Humanos	1	\$ 79,308.20	\$ 98,916.00
Jefe del Departamento de Recursos Financieros y Materiales	1	\$ 79,308.20	\$ 98,916.00
Jefe de Oficina	4	\$ 469,286.40	\$ 557,856.00
Tecnico	17	\$ 1,167,002.40	\$ 1,285,608.00