

**ANALÍTICO DE PLAZAS Y TABULADOR DE SUELDOS 2020**

NIVEL	PUESTO	NUMERO DE PLAZAS	SUELDO BASE + 3.35%
3	ANALISTA ADMITIVO	9	\$ 6,685.65
2	AUXILIAR DE ADMINISTRADOR	2	\$ 6,511.89
8	COORDINADOR DE UNIDAD DE SERVICIOS ESPECIALIZADOS	7	\$ 7,159.50
4	COORDINADOR DE TECNICAS EN COMPUTACION	1	\$ 6,859.21
OA1	COORDINADOR DE ZONA, ZONA I	4	\$ 4,331.27
OA1	COORDINADOR DE ZONA, ZONA II	1	\$ 4,473.88
OA1	COORDINADOR REGIONAL, ZONA I	1	\$ 5,337.51
MB2	DIRECTOR GENERAL	1	\$ 15,100.53
2	ESPECIALISTA EN PROYECTOS TECNICOS	6	\$ 6,511.89
OA1	JEFE DE DEPARTAMENTO, ZONA I	5	\$ 5,337.51
5	JEFE DE OFICINA	13	\$ 7,050.22
2	OFICIAL DE SERVICIO Y MANTENIMIENTO.	4	\$ 6,511.89
2	SECRETARIA "C"	4	\$ 6,511.89
6	SECRETARIA EJECUTIVA "B"	1	\$ 6,957.48
7	TECNICO DOCENTE	38	\$ 7,293.33
2	TECNICO MEDIO	11	\$ 6,511.89
7	TECNICO SUPERIOR	9	\$ 7,293.33
	AUXILIAR ADMINISTRATIVO ESPECIALIZADO "A"	2	\$ 10,500.00
	AUXILIAR ADMISTRATIVO ESPECIALIZADO "B"	2	\$ 8,550.00
	AUXILIAR ADMINTARTIVO ESPECIALIZADO "C"	1	\$ 8,100.00
	ASISTENTE DIRECCIÓN GENERAL	1	\$ 9,500.00
	AUXILIAR ADMINISTRATIVO "A"	9	\$ 7,800.00
	JEFE DE OFICINA	1	\$ 12,348.08
	CAJERA	1	\$ 9,500.00
	COORDINADOR DE ZONA	1	\$ 17,261.72
	COORDINADOR REGIONAL	1	\$ 20,500.00
	JEFE DE DEPARTAMENTO ZONA I	1	\$ 15,645.00
	RESPONSABLE DE "CERO REZAGO"	1	\$ 13,432.23
	RESPONSABLE DE "PLAZAS COMUNITARIAS"	1	\$ 13,432.23
	<b>TOTAL</b>	<b>139</b>	<b>\$ 263,008.10</b>

**ELABORO**

C.P. SARAHÍ JUÁREZ PEÑA  
JEFA DE RECURSOS HUMANOS

**REVISO**

L.A.E. JESÚS JOSÉ PAYAN REYES  
DIRECTOR DE ADMINISTRACION Y FINANZAS

**AUTORIZO**

LIC. JOSÉ JAVIER VAZQUEZ SÁNCHEZ  
DIRECTOR GENERAL

**TABULADOR PERSONAL MANDOS MEDIOS Y SUPERIORES**

COSTO MENSUAL PROMEDIO DE REMUNERACIONES BRUTAS

PRESTACIONES ADICIONALES

TIPO DE PERSONAL	HOMOLOGOS	PERCEPCION MENSUAL NETA	PERCEPCION MENSUAL MAS PROPORCION DE AGUINALDO Y PRIMA VACACIONAL NETA	SUELDO BASE	PERCEPCION COMPLEMENTARIA	DESPENSA	INC AL AHORRO	SEGURO DE SEPARACION	AGUINALDO Y PRIMA VACACIONAL	SEGURIDAD SOCIAL	COSTO TOTAL
DIRECTOR GENERAL		65,748.18	77,385.22	14,611.06	51,060.12	77.00	0.00	0.00	139,644.47	15,126.12	943,748.75
JEFE DEPARTAMENTO ZONA I		17,123.24	20,612.85	5,164.50	11,881.74	77.00	0.00	0.00	41,875.33	25,238.04	272,592.25
JEFE DEPARTAMENTO ZONA I		17,123.24	20,409.41	5,164.50	11,881.74	77.00	0.00	0.00	39,434.08	27,938.04	272,851.00
JEFE DEPARTAMENTO ZONA I		17,123.24	20,349.41	5,164.50	11,881.74	77.00	0.00	0.00	38,714.08	25,238.04	269,431.00
JEFE DEPARTAMENTO ZONA I		17,123.24	20,149.41	5,164.50	11,881.74	77.00	0.00	0.00	36,314.08	27,638.04	269,431.00
JEFE DEPARTAMENTO ZONA I		17,123.24	20,349.41	5,164.50	11,881.74	77.00	0.00	0.00	38,714.08	25,238.04	269,431.00
COORDINADOR DE ZONA, ZONA II		17,123.24	20,157.80	4,328.84	12,717.40	77.00	0.00	0.00	36,414.76	25,236.36	267,130.00
COORDINADOR DE ZONA, ZONA I		17,123.24	20,407.66	4,190.88	12,855.36	77.00	0.00	0.00	39,413.08	25,238.04	270,130.00
COORDINADOR DE ZONA, ZONA I		17,123.24	20,086.25	4,190.88	12,855.36	77.00	0.00	0.00	35,556.08	27,938.04	268,973.00
COORDINADOR DE ZONA, ZONA I		17,123.24	19,984.02	4,190.88	12,855.36	77.00	0.00	0.00	34,329.32	26,947.80	266,756.00
COORDINADOR DE ZONA, ZONA I		17,123.24	20,001.25	4,190.88	12,855.36	77.00	0.00	0.00	34,536.08	26,738.04	266,753.00
COORDINADOR REGIONAL, ZONA I		17,123.24	20,409.41	5,164.50	11,881.74	77.00	0.00	0.00	39,434.08	27,638.04	272,551.00

**3,909,778.00**

ELABORO

C.P. SARAHI JUAREZ PEÑA  
JEFA DE RECURSOS HUMANOS

REVISO

L.A.E. JESÚS JOSÉ RAYAN REYES  
DIRECTOR DE ADMINISTRACION Y FINANZAS

AUTORIZO

LIC. JOSÉ JAVIER VÁZQUEZ SÁNCHEZ  
DIRECTOR GENERAL

**TABULADOR DE PERSONAL OPERATIVO**

COSTO MENSUAL PROMEDIO DE REMUNERACIONES BRUTAS

PRESTACIONES ADICIONALES

PUESTO	TIPO DE PUESTO:BASE B, CONFIANZA C, FUNCIONARIOS F, HONORARIOS H.	NIVEL	PERCEPCION MENSUAL NETA	PERCEPCION MENSUAL MAS	SUELDO BASE	PERCEPCION COMPLEMEN TARIA	CAPACITACION Y DESARROLLO	COMPENSACION GARANTIZADA	AYUDA PARA PASAJES	DESPENSA	QUINQUENIO	INCENTIVO AL AHORRO	SEGURO DE SEPARACION	MEDIDA DE FIN DE AÑO	AGUINALDO Y PRIMA VACACIONAL	SEGURIDAD SOCIAL	COSTO TOTAL
ANALISTA ADMINISTRATIVO	B	3	14,199.12	15,315.98	6,598.75	4,425.37	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,402.36	-	195,891.77
ANALISTA ADMINISTRATIVO	B	3	15,201.10	16,317.96	6,598.75	5,427.35	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,402.36	-	207,915.53
ANALISTA ADMINISTRATIVO	B	3	14,392.00	15,508.86	6,598.75	4,668.25	-	1,600.00	565.00	785.00	175.00	-	-	12,100.00	13,402.36	-	198,206.33
ANALISTA ADMINISTRATIVO	B	3	14,695.06	15,811.92	6,598.75	4,921.31	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,402.36	-	201,843.05
ANALISTA ADMINISTRATIVO	B	3	14,630.38	15,747.24	6,598.75	4,856.63	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,402.36	-	201,066.89
ANALISTA ADMINISTRATIVO	B	3	14,565.68	15,682.54	6,598.75	4,791.93	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,402.36	-	200,290.49
ANALISTA ADMINISTRATIVO	B	3	14,565.68	15,682.54	6,598.75	4,791.93	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,402.36	-	200,290.49
AUXILIAR DE ADMINISTRADOR	B	2	14,608.26	15,725.12	6,511.95	4,921.31	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,402.36	-	200,801.45
AUXILIAR DE ADMINISTRADOR	B	2	11,912.46	13,002.48	6,511.95	2,450.51	-	1,600.00	565.00	785.00	-	-	-	12,100.00	13,080.25	-	168,129.73
COORD. DE TEC. EN COMP.	B	4	15,217.63	16,307.65	6,772.40	5,270.23	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,080.25	-	207,791.77
ESP. EN PROYECTOS TECNICOS	B	2	14,423.68	15,567.35	6,511.95	4,736.73	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,724.07	-	198,908.19
ESP. EN PROYECTOS TECNICOS	B	2	13,760.02	14,850.04	6,511.95	4,198.07	-	1,600.00	565.00	785.00	100.00	-	-	12,100.00	13,080.25	-	190,300.45
ESP. EN PROYECTOS TECNICOS	B	2	13,634.00	14,724.02	6,511.95	4,172.05	-	1,600.00	565.00	785.00	-	-	-	12,100.00	13,080.25	-	188,788.21
ESP. EN PROYECTOS TECNICOS	B	2	12,012.46	13,102.48	6,511.95	2,550.51	-	1,600.00	565.00	785.00	-	-	-	12,100.00	13,080.25	-	169,329.73
ESP. EN PROYECTOS TECNICOS	B	2	11,912.46	13,002.48	6,511.95	2,350.51	-	1,600.00	565.00	785.00	100.00	-	-	12,100.00	13,080.25	-	168,129.73
ESP. EN PROYECTOS TECNICOS	B	2	13,361.64	14,451.66	6,511.95	3,899.69	-	1,600.00	565.00	785.00	-	-	-	12,100.00	13,080.25	-	185,519.89
ESP. EN PROYECTOS TECNICOS	B	2	13,697.02	14,787.04	6,511.95	4,135.07	-	1,600.00	565.00	785.00	100.00	-	-	12,100.00	13,080.25	-	189,544.45
JEFE DE OFICINA	B	5	15,736.40	16,909.58	7,050.25	5,511.15	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	215,014.90
JEFE DE OFICINA	B	5	15,440.80	16,613.98	7,050.25	5,240.55	-	1,600.00	565.00	785.00	200.00	-	-	12,100.00	14,078.14	-	211,467.70
JEFE DE OFICINA	B	5	15,577.24	16,750.42	7,050.25	5,376.99	-	1,600.00	565.00	785.00	200.00	-	-	12,100.00	14,078.14	-	213,104.98
JEFE DE OFICINA	B	5	16,191.18	17,364.36	7,050.25	5,965.93	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	220,472.26
JEFE DE OFICINA	B	5	15,043.62	16,216.80	7,050.25	4,818.37	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	206,701.54
JEFE DE OFICINA	B	5	15,918.32	17,091.50	7,050.25	5,693.07	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	217,197.94
JEFE DE OFICINA	B	5	16,122.96	17,296.14	7,050.25	5,897.71	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	219,653.62
JEFE DE OFICINA	B	5	15,236.14	16,409.32	7,050.25	5,060.89	-	1,600.00	565.00	785.00	175.00	-	-	12,100.00	14,078.14	-	209,011.78
JEFE DE OFICINA	B	5	15,645.44	16,818.62	7,050.25	5,445.19	-	1,600.00	565.00	785.00	200.00	-	-	12,100.00	14,078.14	-	213,923.38
JEFE DE OFICINA	B	5	15,316.48	16,489.66	7,050.25	5,091.23	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	209,975.86
JEFE DE OFICINA	B	5	16,191.18	17,364.36	7,050.25	5,965.93	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	220,472.26
JEFE DE OFICINA	B	5	15,372.58	16,545.76	7,050.25	5,172.33	-	1,600.00	565.00	785.00	200.00	-	-	12,100.00	14,078.14	-	210,649.06
JEFE DE OFICINA	B	5	16,242.96	17,416.14	7,050.25	6,017.71	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	14,078.14	-	221,093.62
OFICIAL DE SERV. Y MANTTO.	B	2	15,335.22	16,425.24	6,511.95	5,868.27	-	1,600.00	565.00	565.00	225.00	-	-	12,100.00	13,080.25	-	209,202.85
OFICIAL DE SERV. Y MANTTO.	B	2	14,516.12	15,606.14	6,511.95	5,099.17	-	1,600.00	565.00	565.00	175.00	-	-	12,100.00	13,080.25	-	199,373.65
OFICIAL DE SERV. Y MANTTO.	B	2	11,912.46	13,002.47	6,511.95	2,670.51	-	1,600.00	565.00	565.00	-	-	-	12,100.00	13,080.21	-	168,129.69
OFICIAL DE SERV. Y MANTTO.	B	2	13,943.02	15,033.04	6,511.95	4,601.07	-	1,600.00	565.00	565.00	100.00	-	-	12,100.00	13,080.25	-	192,496.45
SECRETARIA "C"	B	2	11,912.46	13,002.47	6,511.95	2,450.51	-	1,600.00	565.00	785.00	-	-	-	12,100.00	13,080.20	-	168,129.69
SECRETARIA "C"	B	2	14,527.30	15,617.32	6,511.95	4,840.35	-	1,600.00	565.00	785.00	225.00	-	-	12,100.00	13,080.24	-	199,507.81
SECRETARIA "C"	B	2	12,826.08	13,916.10	6,511.95	3,264.13	-	1,600.00	565.00	785.00	100.00	-	-	12,100.00	13,080.24	-	179,093.17
SECRETARIA "C"	B	2	13,633.82	14,723.84	6,511.95	4,071.87	-	1,600.00	565.00	785.00	100.00	-	-	12,100.00	13,080.24	-	188,786.05
TECNICO DOCENTE	B	7	18,007.51	19,368.34	7,293.35	6,168.01	1,396.15	1,600.00	565.00	785.00	200.00	-	-	12,100.00	16,329.97	-	244,520.05
TECNICO DOCENTE	B	7	17,795.81	19,156.64	7,293.35	5,981.31	1,396.15	1,600.00	565.00	785.00	175.00	-	-	12,100.00	16,330.01	-	241,979.69
TECNICO DOCENTE	B	7	17,737.75	19,098.58	7,293.35	5,873.25	1,396.15	1,600.00	565.00	785.00	225.00	-	-	12,100.00	16,329.97	-	241,282.93
TECNICO DOCENTE	B	7	18,430.93	19,791.76	7,293.35	6,566.43	1,396.15	1,600.00	565.00	785.00	225.00	-	-	12,100.00	16,329.97	-	249,601.09
TECNICO DOCENTE	B	7	18,007.51	19,368.34	7,293.35	6,168.01	1,396.15	1,600.00	565.00	785.00	200.00	-	-	12,100.00	16,329.97	-	244,520.05
TECNICO DOCENTE	B	7	16,785.07	18,145.90	7,293.35	4,920.57	1,396.15	1,600.00	565.00	785.00	225.00	-	-	12,100.00	16,329.97	-	229,850.77
TECNICO DOCENTE	B	7	17,808.33	19,169.16	7,293.35	5,943.83	1,396.15	1,600.00	565.00	785.00	225.00	-	-	12,100.00	16,330.01	-	242,129.93
TECNICO DOCENTE	B	7	18,809.67	20,170.50	7,293.35	6,970.17	1,396.15	1,600.00	565.00	785.00	200.00	-	-	12,100.00	16,329.97	-	254,145.97
TECNICO DOCENTE	B	7	17,667.19	19,028.02	7,293.35	5,802.69	1,396.15	1,600.00	565.00	785.00	225.00	-	-	12,100.00	16,329.97	-	240,436.21
TECNICO DOCENTE	B	7	18,148.65	19,509.48	7,293.35	6,309.15	1,396.15	1,600.00	565.00	785.00	200.00	-	-	12,100.00	16,330.01	-	246,213.77
TECNICO DOCENTE	B	7	18,219.21	19,580.04	7,293.35	6,379.71	1,396.15	1,600.00	565.00	785.00	200.00	-	-	12,100.00	16,329.97	-	247,060.45
TECNICO DOCENTE	B	7	17,538.61	18,899.44	7,293.35	5,674.11	1,396.15	1,600.00	565.00	785.00	225.00	-	-	12,100.00	16,329.97	-	238,893.25
TECNICO DOCENTE	B	7	18,007.51	19,368.34	7,293.35	6,168.01	1,396.15	1,600.00	565.00	785.00	200.00	-	-	12,100.00	16,329.97	-	244,520.05
TECNICO DOCENTE	B	7	18,148.65	19,509.48	7,293.35	6,309.15	1,396.15	1,600.00	565.00	785.00	200.00	-	-	12,100.00	16,329.97	-	246,213.77
TECNICO DOCENTE	B	7	18,501.49	19,862.32	7,293.35	6,636.99	1,396.15	1,600.00	565.00	785.00	225.00	-	-	12,100.00	16,329.97	-	250,447.81
TECNICO DOCENTE	B	7	17,725.23	19,086.06	7,293.35	5,910.73	1,396.15	1,600.00	565.00	785.00	175.00	-	-	12,100.00	16,329.97	-	241,132.69

AUXILIAR ADMVO. ESPECIALIZADO A	H		10,500.00	11,666.67	10,500.00	-	-	-	-	-	-	-	-	-	14,000.00	-	140,000.00
AUXILIAR ADMVO. ESPECIALIZADO B	H		8,550.00	9,500.00	8,550.00	-	-	-	-	-	-	-	-	-	11,400.00	-	114,000.00
AUXILIAR ADMVO. ESPECIALIZADO B	H		8,550.00	9,500.00	8,550.00	-	-	-	-	-	-	-	-	-	11,400.00	-	114,000.00
AUXILIAR ADMVO. ESPECIALIZADO C	H		8,100.00	9,000.00	8,100.00	-	-	-	-	-	-	-	-	-	10,800.00	-	108,000.00
ASISTENTE DIRECCIÓN GENERAL	H		9,500.00	10,555.56	9,500.00	-	-	-	-	-	-	-	-	-	12,666.67	-	126,666.67
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
AUXILIAR ADMINISTRATIVO "A"	H		7,800.00	8,666.67	7,800.00	-	-	-	-	-	-	-	-	-	10,400.00	-	104,000.00
JEFE DE OFICINA	H		12,348.08	13,720.09	12,348.08	-	-	-	-	-	-	-	-	-	16,464.10	-	164,641.06
CAJERA	H		9,500.00	10,555.56	9,500.00	-	-	-	-	-	-	-	-	-	12,666.67	-	126,666.67
COORDINADOR DE ZONA	H		17,261.72	19,179.69	17,261.72	-	-	-	-	-	-	-	-	-	23,015.63	-	230,156.27
COORDINADOR REGIONAL	H		20,500.00	22,777.78	20,500.00	-	-	-	-	-	-	-	-	-	27,333.33	-	273,333.33
JEFE DE DEPARTAMENTO ZONA I	H		15,645.00	17,383.33	15,645.00	-	-	-	-	-	-	-	-	-	20,860.00	-	208,600.00
RESPONSABLE DE "CERO REZAGO"	H		13,432.23	14,924.70	13,432.23	-	-	-	-	-	-	-	-	-	17,909.64	-	179,096.40
RESPONSABLE DE "PLAZAS COMUNITARIAS"	H		13,432.23	14,924.70	13,432.23	-	-	-	-	-	-	-	-	-	17,909.64	-	179,096.40

**26,017,758.80**

ELABORO

C.P. SARAH JUAREZ PEÑA  
JEFA DE RECURSOS HUMANOS

REVISO

L.A.E. JESÚS JOSÉ PAYAN REYES  
DIRECTOR DE ADMINISTRACION Y FINANZAS

AUTORIZO

LIC. JOSÉ JAVIER VÁZQUEZ SÁNCHEZ  
DIRECTOR GENERAL