

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| ABOGADO  | Sindicalizado      | Operativo       | \$20,521.35           | \$17,137.78          | \$8,389.32                     | \$7,466.49  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,964.72            | \$167.05 | \$1,251.80 |
| ABOGADO  | Confianza          | Administrativo  | \$13,526.88           | \$12,043.87          | \$3,666.76                     | \$2,200.05  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,095.93   | \$596.05              | \$61.81  | \$825.14   |
| ABOGADO  | Supernumerario     | Administrativo  | \$13,526.88           | \$12,043.87          | \$0.00                         | \$0.00      | \$3,666.76               | \$2,200.05                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,095.93   | \$596.05              | \$61.81  | \$825.14   |
| ABOGADO A  | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,503.74            | \$144.31 | \$1,120.16 |
| ABOGADO A  | Confianza          | Administrativo  | \$9,763.94            | \$9,114.94           | \$3,167.66                     | \$1,900.60  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,131.55    | \$0.00       | \$0.00                | \$53.40  | \$595.60   |
| ABOGADO A  | Supernumerario     | Administrativo  | \$9,763.94            | \$9,114.94           | \$0.00                         | \$0.00      | \$3,167.66               | \$1,900.60                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,131.55    | \$0.00       | \$0.00                | \$53.40  | \$595.60   |
| ABOGADO B  | Confianza          | Administrativo  | \$8,764.69            | \$8,181.99           | \$2,850.90                     | \$1,710.54  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,639.12    | \$0.00       | \$0.00                | \$48.06  | \$534.65   |
| ABOGADO B  | Supernumerario     | Administrativo  | \$8,764.69            | \$8,181.99           | \$0.00                         | \$0.00      | \$2,850.90               | \$1,710.54                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,639.12    | \$0.00       | \$0.00                | \$48.06  | \$534.65   |
| ABOGADO C  | Confianza          | Administrativo  | \$7,481.42            | \$6,981.80           | \$2,565.81                     | \$1,539.48  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,812.00    | \$0.00       | \$0.00                | \$43.25  | \$456.37   |
| ABOGADO C  | Supernumerario     | Administrativo  | \$7,481.42            | \$6,981.80           | \$0.00                         | \$0.00      | \$2,565.81               | \$1,539.48                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,812.00    | \$0.00       | \$0.00                | \$43.25  | \$456.37   |
| ADMINISTRADOR  | Sindicalizado      | Operativo       | \$22,050.42           | \$18,230.85          | \$9,198.35                     | \$8,186.53  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,291.33            | \$183.16 | \$1,345.08 |
| ADMINISTRADOR  | Confianza          | Mando medio     | \$23,220.10           | \$19,371.79          | \$3,901.89                     | \$2,341.13  | \$0.00                   | \$0.00                        | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$11,491.96  | \$2,366.11            | \$65.77  | \$1,416.43 |
| ADMINISTRADOR  | Supernumerario     | Mando medio     | \$23,220.10           | \$19,371.79          | \$0.00                         | \$0.00      | \$3,901.89               | \$2,341.13                    | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$11,491.96  | \$2,366.11            | \$65.77  | \$1,416.43 |
| ADMINISTRADOR A  | Confianza          | Mando medio     | \$19,584.30           | \$16,735.77          | \$3,615.07                     | \$2,169.04  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$8,331.21   | \$1,592.96            | \$60.94  | \$1,194.64 |
| ADMINISTRADOR A  | Supernumerario     | Mando medio     | \$19,584.30           | \$16,735.77          | \$0.00                         | \$0.00      | \$3,615.07               | \$2,169.04                    | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$8,331.21   | \$1,592.96            | \$60.94  | \$1,194.64 |
| ADMINISTRADOR B  | Confianza          | Mando medio     | \$13,336.21           | \$11,883.15          | \$3,451.33                     | \$2,070.80  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$2,305.72   | \$581.38              | \$58.18  | \$813.51   |
| ADMINISTRADOR B  | Supernumerario     | Mando medio     | \$13,336.21           | \$11,883.15          | \$0.00                         | \$0.00      | \$3,451.33               | \$2,070.80                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$2,305.72   | \$581.38              | \$58.18  | \$813.51   |
| ADMINISTRADOR C  | Confianza          | Mando medio     | \$11,062.75           | \$10,292.24          | \$3,106.20                     | \$1,863.72  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$584.48     | \$43.33               | \$52.36  | \$674.83   |
| ADMINISTRADOR C  | Supernumerario     | Mando medio     | \$11,062.75           | \$10,292.24          | \$0.00                         | \$0.00      | \$3,106.20               | \$1,863.72                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$584.48     | \$43.33               | \$52.36  | \$674.83   |
| ALBAÑIL  | Sindicalizado      | Operativo       | \$18,891.18           | \$15,972.42          | \$7,526.79                     | \$6,698.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,616.52            | \$149.88 | \$1,152.36 |
| ALBAÑIL A  | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,290.98            | \$132.80 | \$1,053.52 |
| ALMACENISTA  | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,362.39            | \$137.00 | \$1,077.83 |
| ANALISTA   | Sindicalizado      | Operativo       | \$22,850.58           | \$18,802.86          | \$9,621.71                     | \$8,563.33  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,462.25            | \$191.59 | \$1,393.89 |
| ANALISTA   | Confianza          | Administrativo  | \$13,373.54           | \$11,904.87          | \$4,252.28                     | \$2,551.37  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$1,022.61   | \$581.21              | \$71.68  | \$815.79   |
| ANALISTA   | Supernumerario     | Administrativo  | \$13,373.54           | \$11,904.87          | \$0.00                         | \$0.00      | \$4,252.28               | \$2,551.37                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$1,022.61   | \$581.21              | \$71.68  | \$815.79   |

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|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| ANALISTA A   | Confianza          | Administrativo  | \$11,400.25           | \$10,482.87          | \$3,888.51                     | \$2,333.11  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$3,631.35    | \$0.00       | \$156.42              | \$65.55  | \$695.42   |
| ANALISTA A   | Sindicalizado      | Operativo       | \$21,294.84           | \$17,690.71          | \$8,798.57                     | \$7,830.73  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,129.94            | \$175.20 | \$1,298.99 |
| ANALISTA A   | Supernumerario     | Administrativo  | \$11,400.25           | \$10,482.87          | \$0.00                         | \$0.00      | \$3,888.51               | \$2,333.11                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$3,631.35    | \$0.00       | \$156.42              | \$65.55  | \$695.42   |
| ANALISTA B   | Sindicalizado      | Operativo       | \$19,844.88           | \$16,654.19          | \$8,031.39                     | \$7,147.94  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,820.23            | \$159.92 | \$1,210.54 |
| ANALISTA B   | Confianza          | Administrativo  | \$9,784.34            | \$9,060.07           | \$3,605.51                     | \$2,163.30  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,451.40    | \$0.00       | \$66.65               | \$60.78  | \$596.84   |
| ANALISTA B   | Supernumerario     | Administrativo  | \$9,784.34            | \$9,060.07           | \$0.00                         | \$0.00      | \$3,605.51               | \$2,163.30                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,451.40    | \$0.00       | \$66.65               | \$60.78  | \$596.84   |
| ANALISTA C   | Confianza          | Administrativo  | \$8,902.07            | \$8,304.35           | \$3,244.96                     | \$1,946.97  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,146.01    | \$0.00       | \$0.00                | \$54.70  | \$543.03   |
| ANALISTA C   | Supernumerario     | Administrativo  | \$8,902.07            | \$8,304.35           | \$0.00                         | \$0.00      | \$3,244.96               | \$1,946.97                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,146.01    | \$0.00       | \$0.00                | \$54.70  | \$543.03   |
| ANALISTA D   | Confianza          | Administrativo  | \$7,346.66            | \$6,849.89           | \$2,884.40                     | \$1,730.64  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,167.48    | \$0.00       | \$0.00                | \$48.62  | \$448.15   |
| ANALISTA D   | Supernumerario     | Administrativo  | \$7,346.66            | \$6,849.89           | \$0.00                         | \$0.00      | \$2,884.40               | \$1,730.64                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,167.48    | \$0.00       | \$0.00                | \$48.62  | \$448.15   |
| ANALISTA E   | Confianza          | Administrativo  | \$5,875.65            | \$5,478.94           | \$2,271.47                     | \$1,362.88  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$677.16      | \$0.00       | \$0.00                | \$38.29  | \$358.41   |
| ANALISTA E   | Supernumerario     | Administrativo  | \$5,875.65            | \$5,478.94           | \$0.00                         | \$0.00      | \$2,271.47               | \$1,362.88                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$677.16      | \$0.00       | \$0.00                | \$38.29  | \$358.41   |
| ARCHIVISTA   | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.86            | \$126.21 | \$1,015.35 |
| ASESOR   | Confianza          | Mando medio     | \$23,233.39           | \$19,376.62          | \$4,187.00                     | \$2,512.20  | \$0.00                   | \$0.00                        | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$11,049.06  | \$2,368.95            | \$70.58  | \$1,417.24 |
| ASESOR   | Supernumerario     | Mando medio     | \$23,233.39           | \$19,376.62          | \$0.00                         | \$0.00      | \$4,187.00               | \$2,512.20                    | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$11,049.06  | \$2,368.95            | \$70.58  | \$1,417.24 |
| ASESOR A   | Confianza          | Mando medio     | \$19,580.31           | \$16,737.76          | \$3,529.41                     | \$2,117.64  | \$0.00                   | \$0.00                        | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$8,448.14   | \$1,588.65            | \$59.50  | \$1,194.40 |
| ASESOR A   | Supernumerario     | Mando medio     | \$19,580.31           | \$16,737.76          | \$0.00                         | \$0.00      | \$3,529.41               | \$2,117.64                    | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$8,448.14   | \$1,588.65            | \$59.50  | \$1,194.40 |
| ASESOR B   | Confianza          | Mando medio     | \$17,977.76           | \$15,556.96          | \$3,240.98                     | \$1,944.59  | \$0.00                   | \$0.00                        | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$7,300.03   | \$1,269.53            | \$54.63  | \$1,096.64 |
| ASESOR B   | Supernumerario     | Mando medio     | \$17,977.76           | \$15,556.96          | \$0.00                         | \$0.00      | \$3,240.98               | \$1,944.59                    | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$7,300.03   | \$1,269.53            | \$54.63  | \$1,096.64 |
| ASESOR C   | Confianza          | Mando medio     | \$15,319.95           | \$13,518.94          | \$2,974.77                     | \$1,784.86  | \$0.00                   | \$0.00                        | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$5,068.15   | \$816.35              | \$50.15  | \$934.52   |
| ASESOR C   | Supernumerario     | Mando medio     | \$15,319.95           | \$13,518.94          | \$0.00                         | \$0.00      | \$2,974.77               | \$1,784.86                    | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$5,068.15   | \$816.35              | \$50.15  | \$934.52   |
| ASESOR DE DESPACHO   | Confianza          | Directivo       | \$50,003.31           | \$38,472.00          | \$5,668.55                     | \$3,401.13  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16   | \$455.07      | \$0.00                | \$0.00          | \$4,000.00    | \$35,384.24  | \$8,618.43            | \$95.55  | \$2,817.32 |
| ASESOR DE DESPACHO A   | Confianza          | Directivo       | \$44,485.04           | \$34,525.36          | \$5,101.70                     | \$3,061.02  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16   | \$455.07      | \$0.00                | \$0.00          | \$4,000.00    | \$30,772.94  | \$7,160.09            | \$86.00  | \$2,713.59 |
| ASESOR DE DESPACHO B   | Confianza          | Directivo       | \$36,526.86           | \$28,933.00          | \$4,591.52                     | \$2,754.91  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16   | \$455.07      | \$0.00                | \$0.00          | \$4,000.00    | \$23,631.05  | \$5,288.32            | \$77.40  | \$2,228.14 |
| ASESOR DE DESPACHO C   | Confianza          | Directivo       | \$33,941.16           | \$27,122.33          | \$4,152.05                     | \$2,491.23  | \$0.00                   | \$0.00                        | \$275.46         | \$824.06   | \$457.24      | \$0.00                | \$0.00          | \$4,000.00    | \$21,741.13  | \$4,678.43            | \$69.99  | \$2,070.41 |

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|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|-----------------------|------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               | Deducciones Mensuales |            |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación          | ISR        | Imss     | Pensiones  |
| ASESOR DE DESPACHO D   | Confianza          | Directivo       | \$30,653.66           | \$24,778.67          | \$3,944.44                     | \$2,366.67  | \$0.00                   | \$0.00                        | \$275.46         | \$824.06   | \$457.24      | \$0.00                | \$0.00          | \$4,000.00    | \$18,785.79           | \$3,938.62 | \$66.49  | \$1,869.87 |
| ASESOR JURIDICO  | Confianza          | Administrativo  | \$22,926.93           | \$19,155.00          | \$4,235.34                     | \$2,541.21  | \$0.00                   | \$0.00                        | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$10,658.22           | \$2,301.99 | \$71.40  | \$1,398.54 |
| ASESOR JURIDICO  | Supernumerario     | Administrativo  | \$22,926.93           | \$19,155.00          | \$0.00                         | \$0.00      | \$4,235.34               | \$2,541.21                    | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$10,658.22           | \$2,301.99 | \$71.40  | \$1,398.54 |
| ASESOR JURIDICO A  | Confianza          | Administrativo  | \$18,657.90           | \$16,071.24          | \$3,388.27                     | \$2,032.96  | \$0.00                   | \$0.00                        | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$7,744.50            | \$1,391.41 | \$57.12  | \$1,138.13 |
| ASESOR JURIDICO A  | Supernumerario     | Administrativo  | \$18,657.90           | \$16,071.24          | \$0.00                         | \$0.00      | \$3,388.27               | \$2,032.96                    | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$7,744.50            | \$1,391.41 | \$57.12  | \$1,138.13 |
| ASISTENTE DE PRODUCCION  | Confianza          | Administrativo  | \$8,865.64            | \$8,283.50           | \$2,452.18                     | \$1,471.31  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$3,260.26    | \$0.00                | \$0.00     | \$41.34  | \$540.80   |
| ASISTENTE DE PRODUCCION  | Supernumerario     | Administrativo  | \$8,865.64            | \$8,283.50           | \$0.00                         | \$0.00      | \$2,452.18               | \$1,471.31                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$3,260.26    | \$0.00                | \$0.00     | \$41.34  | \$540.80   |
| ASISTENTE NOTICIAS   | Confianza          | Administrativo  | \$10,775.27           | \$10,042.81          | \$3,306.13                     | \$1,983.68  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,921.32    | \$0.00                | \$19.44    | \$55.73  | \$657.29   |
| ASISTENTE NOTICIAS   | Supernumerario     | Administrativo  | \$10,775.27           | \$10,042.81          | \$0.00                         | \$0.00      | \$3,306.13               | \$1,983.68                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,921.32    | \$0.00                | \$19.44    | \$55.73  | \$657.29   |
| ASISTENTE NOTICIAS A   | Confianza          | Administrativo  | \$7,959.06            | \$7,426.19           | \$2,810.21                     | \$1,686.13  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,898.58    | \$0.00                | \$0.00     | \$47.37  | \$485.50   |
| ASISTENTE NOTICIAS A   | Supernumerario     | Administrativo  | \$7,959.06            | \$7,426.19           | \$0.00                         | \$0.00      | \$2,810.21               | \$1,686.13                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,898.58    | \$0.00                | \$0.00     | \$47.37  | \$485.50   |
| AUDITOR  | Confianza          | Administrativo  | \$13,519.73           | \$12,040.53          | \$3,513.40                     | \$2,108.04  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,334.15            | \$595.28   | \$59.23  | \$824.70   |
| AUDITOR  | Supernumerario     | Administrativo  | \$13,519.73           | \$12,040.53          | \$0.00                         | \$0.00      | \$3,513.40               | \$2,108.04                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,334.15            | \$595.28   | \$59.23  | \$824.70   |
| AUDITOR A  | Confianza          | Administrativo  | \$11,376.51           | \$10,554.19          | \$3,378.99                     | \$2,027.39  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$405.99              | \$71.39    | \$56.96  | \$693.97   |
| AUDITOR A  | Supernumerario     | Administrativo  | \$11,376.51           | \$10,554.19          | \$0.00                         | \$0.00      | \$3,378.99               | \$2,027.39                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$405.99              | \$71.39    | \$56.96  | \$693.97   |
| AUDITOR B  | Confianza          | Administrativo  | \$9,756.38            | \$9,110.58           | \$3,005.46                     | \$1,803.27  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,383.51    | \$0.00                | \$0.00     | \$50.66  | \$595.14   |
| AUDITOR B  | Supernumerario     | Administrativo  | \$9,756.38            | \$9,110.58           | \$0.00                         | \$0.00      | \$3,005.46               | \$1,803.27                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,383.51    | \$0.00                | \$0.00     | \$50.66  | \$595.14   |
| AUDITOR C  | Confianza          | Administrativo  | \$9,146.92            | \$8,541.35           | \$2,824.44                     | \$1,694.66  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,063.68    | \$0.00                | \$0.00     | \$47.61  | \$557.96   |
| AUDITOR C  | Supernumerario     | Administrativo  | \$9,146.92            | \$8,541.35           | \$0.00                         | \$0.00      | \$2,824.44               | \$1,694.66                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,063.68    | \$0.00                | \$0.00     | \$47.61  | \$557.96   |
| AUDITOR D  | Confianza          | Administrativo  | \$8,221.45            | \$7,676.97           | \$2,549.56                     | \$1,529.74  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,578.02    | \$0.00                | \$0.00     | \$42.98  | \$501.51   |
| AUDITOR D  | Supernumerario     | Administrativo  | \$8,221.45            | \$7,676.97           | \$0.00                         | \$0.00      | \$2,549.56               | \$1,529.74                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,578.02    | \$0.00                | \$0.00     | \$42.98  | \$501.51   |
| AUXILIAR ADMINISTRATIVO  | Sindicalizado      | Operativo       | \$22,050.42           | \$18,230.85          | \$9,198.35                     | \$8,186.53  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$2,291.33 | \$183.16 | \$1,345.08 |
| AUXILIAR ADMINISTRATIVO  | Confianza          | Administrativo  | \$15,370.76           | \$13,551.66          | \$4,065.16                     | \$2,439.10  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$3,302.37            | \$812.96   | \$68.53  | \$937.62   |
| AUXILIAR ADMINISTRATIVO  | Supernumerario     | Administrativo  | \$15,370.76           | \$13,551.66          | \$0.00                         | \$0.00      | \$4,065.16               | \$2,439.10                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$3,302.37            | \$812.96   | \$68.53  | \$937.62   |
| AUXILIAR ADMINISTRATIVO A  | Confianza          | Administrativo  | \$13,507.62           | \$12,034.85          | \$3,253.55                     | \$1,952.13  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,737.80            | \$593.96   | \$54.85  | \$823.96   |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| AUXILIAR ADMINISTRATIVO A  | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,503.74            | \$144.31 | \$1,120.16 |
| AUXILIAR ADMINISTRATIVO A  | Supernumerario     | Administrativo  | \$13,507.62           | \$12,034.85          | \$0.00                         | \$0.00      | \$3,253.55               | \$1,952.13                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,737.80   | \$593.96              | \$54.85  | \$823.96   |
| AUXILIAR ADMINISTRATIVO B  | Confianza          | Administrativo  | \$9,760.26            | \$9,112.82           | \$3,088.73                     | \$1,853.24  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,254.15    | \$0.00       | \$0.00                | \$52.07  | \$595.38   |
| AUXILIAR ADMINISTRATIVO B  | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,362.39            | \$137.00 | \$1,077.83 |
| AUXILIAR ADMINISTRATIVO B  | Supernumerario     | Administrativo  | \$9,760.26            | \$9,112.82           | \$0.00                         | \$0.00      | \$3,088.73               | \$1,853.24                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,254.15    | \$0.00       | \$0.00                | \$52.07  | \$595.38   |
| AUXILIAR ADMINISTRATIVO C  | Confianza          | Administrativo  | \$8,303.42            | \$7,750.05           | \$2,779.86                     | \$1,667.92  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,291.50    | \$0.00       | \$0.00                | \$46.86  | \$506.51   |
| AUXILIAR ADMINISTRATIVO C  | Supernumerario     | Administrativo  | \$8,303.42            | \$7,750.05           | \$0.00                         | \$0.00      | \$2,779.86               | \$1,667.92                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,291.50    | \$0.00       | \$0.00                | \$46.86  | \$506.51   |
| AUXILIAR ADMINISTRATIVO D  | Confianza          | Administrativo  | \$6,942.74            | \$6,477.58           | \$2,470.99                     | \$1,482.59  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,425.02    | \$0.00       | \$0.00                | \$41.65  | \$423.51   |
| AUXILIAR ADMINISTRATIVO D  | Supernumerario     | Administrativo  | \$6,942.74            | \$6,477.58           | \$0.00                         | \$0.00      | \$2,470.99               | \$1,482.59                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,425.02    | \$0.00       | \$0.00                | \$41.65  | \$423.51   |
| AUXILIAR ADMINISTRATIVO E  | Confianza          | Administrativo  | \$5,485.90            | \$5,114.81           | \$2,162.11                     | \$1,297.27  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$462.38      | \$0.00       | \$0.00                | \$36.45  | \$334.64   |
| AUXILIAR ADMINISTRATIVO E  | Supernumerario     | Administrativo  | \$5,485.90            | \$5,114.81           | \$0.00                         | \$0.00      | \$2,162.11               | \$1,297.27                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$462.38      | \$0.00       | \$0.00                | \$36.45  | \$334.64   |
| AUXILIAR ADMINISTRATIVO ESPECIALIZADO                              | Confianza          | Administrativo  | \$18,000.90           | \$15,494.30          | \$7,828.10                     | \$4,696.86  | \$0.00                   | \$0.00                        | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$0.00       | \$1,276.58            | \$131.96 | \$1,098.05 |
| AUXILIAR ADMINISTRATIVO ESPECIALIZADO                              | Supernumerario     | Administrativo  | \$18,000.90           | \$15,494.30          | \$0.00                         | \$0.00      | \$7,828.10               | \$4,696.86                    | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$0.00       | \$1,276.58            | \$131.96 | \$1,098.05 |
| AUXILIAR DE COCINA   | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.86            | \$126.21 | \$1,015.35 |
| AUXILIAR DE ENCUADERNACION   | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,503.74            | \$144.31 | \$1,120.16 |
| AUXILIAR DE INFORMACION  | Sindicalizado      | Operativo       | \$20,521.50           | \$17,137.88          | \$8,389.39                     | \$7,466.56  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,964.75            | \$167.05 | \$1,251.81 |
| AUXILIAR TECNICO   | Confianza          | Administrativo  | \$13,497.70           | \$12,030.21          | \$3,040.73                     | \$1,824.44  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$3,068.40   | \$592.88              | \$51.26  | \$823.36   |
| AUXILIAR TECNICO   | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,362.39            | \$137.00 | \$1,077.83 |
| AUXILIAR TECNICO   | Supernumerario     | Administrativo  | \$13,497.70           | \$12,030.21          | \$0.00                         | \$0.00      | \$3,040.73               | \$1,824.44                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$3,068.40   | \$592.88              | \$51.26  | \$823.36   |
| AUXILIAR TECNICO A   | Confianza          | Administrativo  | \$11,353.51           | \$10,543.41          | \$2,885.49                     | \$1,731.29  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$1,172.60   | \$68.89               | \$48.64  | \$692.56   |
| AUXILIAR TECNICO A   | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,290.98            | \$132.80 | \$1,053.52 |
| AUXILIAR TECNICO A   | Supernumerario     | Administrativo  | \$11,353.51           | \$10,543.41          | \$0.00                         | \$0.00      | \$2,885.49               | \$1,731.29                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$1,172.60   | \$68.89               | \$48.64  | \$692.56   |
| AUXILIAR TECNICO B   | Confianza          | Administrativo  | \$9,748.93            | \$9,106.27           | \$2,845.49                     | \$1,707.30  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,632.00    | \$0.00       | \$0.00                | \$47.97  | \$594.68   |
| AUXILIAR TECNICO B   | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.86            | \$126.21 | \$1,015.35 |
| AUXILIAR TECNICO B   | Supernumerario     | Administrativo  | \$9,748.93            | \$9,106.27           | \$0.00                         | \$0.00      | \$2,845.49               | \$1,707.30                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,632.00    | \$0.00       | \$0.00                | \$47.97  | \$594.68   |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| AUXILIAR TECNICO C   | Confianza          | Administrativo  | \$7,805.77            | \$7,288.85           | \$2,418.67                     | \$1,451.20  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,371.76    | \$0.00       | \$0.00                | \$40.77  | \$476.15   |
| AUXILIAR TECNICO C   | Sindicalizado      | Operativo       | \$14,251.65           | \$12,503.62          | \$5,072.01                     | \$4,514.09  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$777.68              | \$101.00 | \$869.35   |
| AUXILIAR TECNICO C   | Supernumerario     | Administrativo  | \$7,805.77            | \$7,288.85           | \$0.00                         | \$0.00      | \$2,418.67               | \$1,451.20                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$2,371.76    | \$0.00       | \$0.00                | \$40.77  | \$476.15   |
| AUXILIAR TECNICO D   | Confianza          | Administrativo  | \$6,343.43            | \$5,922.91           | \$1,991.84                     | \$1,195.11  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,592.34    | \$0.00       | \$0.00                | \$33.58  | \$386.95   |
| AUXILIAR TECNICO D   | Sindicalizado      | Operativo       | \$11,288.97           | \$10,330.43          | \$3,504.46                     | \$3,118.97  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$200.14              | \$69.78  | \$688.63   |
| AUXILIAR TECNICO D   | Supernumerario     | Administrativo  | \$6,343.43            | \$5,922.91           | \$0.00                         | \$0.00      | \$1,991.84               | \$1,195.11                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$1,592.34    | \$0.00       | \$0.00                | \$33.58  | \$386.95   |
| AUXILIAR TECNICO E   | Sindicalizado      | Operativo       | \$8,971.30            | \$8,378.68           | \$2,278.17                     | \$2,027.58  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$0.00                | \$45.36  | \$547.25   |
| AYUDANTE DE COCINA   | Sindicalizado      | Operativo       | \$14,708.19           | \$12,854.46          | \$5,313.57                     | \$4,729.08  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$850.72              | \$105.81 | \$897.20   |
| CABO DE CONSTRUCCION   | Sindicalizado      | Operativo       | \$18,008.89           | \$15,341.71          | \$7,059.97                     | \$6,283.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,428.06            | \$140.58 | \$1,098.54 |
| CAJERO   | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| CAPTURISTA DE DATOS  | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,503.74            | \$144.31 | \$1,120.16 |
| CHOFER   | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,362.39            | \$137.00 | \$1,077.83 |
| CHOFER   | Confianza          | Administrativo  | \$13,499.94           | \$12,031.25          | \$3,088.73                     | \$1,853.24  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,993.83   | \$593.12              | \$52.07  | \$823.50   |
| CHOFER   | Supernumerario     | Administrativo  | \$13,499.94           | \$12,031.25          | \$0.00                         | \$0.00      | \$3,088.73               | \$1,853.24                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,993.83   | \$593.12              | \$52.07  | \$823.50   |
| CHOFER A   | Confianza          | Administrativo  | \$11,350.13           | \$10,541.83          | \$2,812.90                     | \$1,687.74  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$1,285.35   | \$68.52               | \$47.42  | \$692.36   |
| CHOFER A   | Sindicalizado      | Operativo       | \$16,645.22           | \$14,324.78          | \$6,338.45                     | \$5,641.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.87            | \$126.21 | \$1,015.36 |
| CHOFER A   | Supernumerario     | Administrativo  | \$11,350.13           | \$10,541.83          | \$0.00                         | \$0.00      | \$2,812.90               | \$1,687.74                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$1,285.35   | \$68.52               | \$47.42  | \$692.36   |
| CHOFER B   | Confianza          | Administrativo  | \$9,735.22            | \$9,098.36           | \$2,551.43                     | \$1,530.86  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$88.80      | \$0.00                | \$43.01  | \$593.85   |
| CHOFER B   | Supernumerario     | Administrativo  | \$9,735.22            | \$9,098.36           | \$0.00                         | \$0.00      | \$2,551.43               | \$1,530.86                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$88.80      | \$0.00                | \$43.01  | \$593.85   |
| CHOFER ESPECIALIZADO   | Sindicalizado      | Operativo       | \$18,008.89           | \$15,341.71          | \$7,059.97                     | \$6,283.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,428.06            | \$140.58 | \$1,098.54 |
| COCINERO   | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,290.98            | \$132.80 | \$1,053.52 |
| CONTADOR   | Confianza          | Administrativo  | \$11,890.20           | \$10,916.46          | \$4,027.10                     | \$2,416.26  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,882.70    | \$0.00       | \$180.55              | \$67.88  | \$725.30   |
| CONTADOR   | Sindicalizado      | Operativo       | \$22,426.23           | \$18,499.51          | \$9,397.19                     | \$8,363.50  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,371.60            | \$187.12 | \$1,368.00 |
| CONTADOR   | Supernumerario     | Administrativo  | \$11,890.20           | \$10,916.46          | \$0.00                         | \$0.00      | \$4,027.10               | \$2,416.26                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,882.70    | \$0.00       | \$180.55              | \$67.88  | \$725.30   |
| COORDINADOR  | Confianza          | Mando medio     | \$24,297.36           | \$20,165.02          | \$3,897.74                     | \$2,338.64  | \$0.00                   | \$0.00                        | \$272.49         | \$815.18   | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$12,520.99  | \$2,584.50            | \$65.70  | \$1,482.14 |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |          |               |                       |                 |               |              |                       |         |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|----------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|---------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |          |               |                       |                 |               |              | Deducciones Mensuales |         |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss    | Pensiones  |
| COORDINADOR  | Supernumerario     | Mando medio     | \$24,297.36           | \$20,165.02          | \$0.00                         | \$0.00      | \$3,897.74               | \$2,338.64                    | \$272.49         | \$815.18 | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$12,520.99  | \$2,584.50            | \$65.70 | \$1,482.14 |
| COORDINADOR A  | Confianza          | Mando medio     | \$19,587.39           | \$16,752.06          | \$3,681.31                     | \$2,208.79  | \$0.00                   | \$0.00                        | \$272.49         | \$815.18 | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$8,157.31   | \$1,578.45            | \$62.06 | \$1,194.83 |
| COORDINADOR A  | Supernumerario     | Mando medio     | \$19,587.39           | \$16,752.06          | \$0.00                         | \$0.00      | \$3,681.31               | \$2,208.79                    | \$272.49         | \$815.18 | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$8,157.31   | \$1,578.45            | \$62.06 | \$1,194.83 |
| COORDINADOR ADMINISTRATIVO   | Confianza          | Mando medio     | \$27,788.04           | \$22,705.86          | \$3,381.65                     | \$2,028.99  | \$0.00                   | \$0.00                        | \$272.49         | \$815.18 | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$16,837.41  | \$3,330.11            | \$57.00 | \$1,695.07 |
| COORDINADOR ADMINISTRATIVO   | Supernumerario     | Mando medio     | \$27,788.04           | \$22,705.86          | \$0.00                         | \$0.00      | \$3,381.65               | \$2,028.99                    | \$272.49         | \$815.18 | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$16,837.41  | \$3,330.11            | \$57.00 | \$1,695.07 |
| COORDINADOR ADMINISTRATIVO A                                       | Confianza          | Mando medio     | \$17,965.84           | \$15,559.08          | \$3,163.49                     | \$1,898.09  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$7,356.98   | \$1,257.52            | \$53.33 | \$1,095.92 |
| COORDINADOR ADMINISTRATIVO A                                       | Supernumerario     | Mando medio     | \$17,965.84           | \$15,559.08          | \$0.00                         | \$0.00      | \$3,163.49               | \$1,898.09                    | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$7,356.98   | \$1,257.52            | \$53.33 | \$1,095.92 |
| COORDINADOR ADMINISTRATIVO B                                       | Confianza          | Mando medio     | \$16,108.79           | \$14,143.01          | \$2,930.71                     | \$1,758.42  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$5,872.37   | \$933.74              | \$49.40 | \$982.64   |
| COORDINADOR ADMINISTRATIVO B                                       | Supernumerario     | Mando medio     | \$16,108.79           | \$14,143.01          | \$0.00                         | \$0.00      | \$2,930.71               | \$1,758.42                    | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$5,872.37   | \$933.74              | \$49.40 | \$982.64   |
| COORDINADOR B  | Confianza          | Mando medio     | \$16,134.72           | \$14,153.82          | \$3,487.72                     | \$2,092.63  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$5,007.08   | \$937.89              | \$58.79 | \$984.22   |
| COORDINADOR B  | Supernumerario     | Mando medio     | \$16,134.72           | \$14,153.82          | \$0.00                         | \$0.00      | \$3,487.72               | \$2,092.63                    | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$5,007.08   | \$937.89              | \$58.79 | \$984.22   |
| COORDINADOR C  | Confianza          | Mando medio     | \$12,596.57           | \$11,493.57          | \$3,128.90                     | \$1,877.34  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$2,043.04   | \$281.87              | \$52.74 | \$768.39   |
| COORDINADOR C  | Supernumerario     | Mando medio     | \$12,596.57           | \$11,493.57          | \$0.00                         | \$0.00      | \$3,128.90               | \$1,877.34                    | \$273.78         | \$819.04 | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$2,043.04   | \$281.87              | \$52.74 | \$768.39   |
| COORDINADOR GENERAL  | Confianza          | Directivo       | \$44,440.34           | \$34,441.16          | \$4,142.71                     | \$2,485.62  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00          | \$4,000.00    | \$32,555.65  | \$7,218.49            | \$69.83 | \$2,710.86 |
| COORDINADOR GENERAL A  | Confianza          | Directivo       | \$41,197.67           | \$32,164.22          | \$3,831.18                     | \$2,298.71  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00          | \$4,000.00    | \$29,811.41  | \$6,455.81            | \$64.58 | \$2,513.06 |
| COORDINADOR GENERAL B  | Confianza          | Directivo       | \$38,881.93           | \$30,537.87          | \$3,625.35                     | \$2,175.21  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00          | \$4,000.00    | \$27,825.00  | \$5,911.15            | \$61.11 | \$2,371.80 |
| COORDINADOR GENERAL C  | Confianza          | Directivo       | \$30,623.11           | \$24,704.68          | \$3,288.97                     | \$1,973.38  | \$0.00                   | \$0.00                        | \$223.36         | \$668.17 | \$370.81      | \$0.00                | \$0.00          | \$4,000.00    | \$20,098.40  | \$3,994.98            | \$55.44 | \$1,868.01 |
| COORDINADOR INSTITUCIONAL  | Confianza          | Mando medio     | \$32,387.72           | \$25,961.61          | \$3,959.94                     | \$2,375.96  | \$0.00                   | \$0.00                        | \$222.30         | \$665.00 | \$369.04      | \$0.00                | \$0.00          | \$4,000.00    | \$20,795.48  | \$4,383.72            | \$66.74 | \$1,975.65 |
| COORDINADOR TECNICO  | Confianza          | Mando medio     | \$27,376.81           | \$22,377.49          | \$4,265.17                     | \$2,559.10  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$15,083.56  | \$3,257.43            | \$71.90 | \$1,669.99 |
| COORDINADOR TECNICO  | Supernumerario     | Mando medio     | \$27,376.81           | \$22,377.49          | \$0.00                         | \$0.00      | \$4,265.17               | \$2,559.10                    | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$15,083.56  | \$3,257.43            | \$71.90 | \$1,669.99 |
| COORDINADOR TECNICO A  | Confianza          | Mando medio     | \$25,070.61           | \$20,711.76          | \$3,838.65                     | \$2,303.19  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$13,459.79  | \$2,764.83            | \$64.71 | \$1,529.31 |
| COORDINADOR TECNICO A  | Supernumerario     | Mando medio     | \$25,070.61           | \$20,711.76          | \$0.00                         | \$0.00      | \$3,838.65               | \$2,303.19                    | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$13,459.79  | \$2,764.83            | \$64.71 | \$1,529.31 |
| COORDINADOR TECNICO B  | Confianza          | Mando medio     | \$21,571.87           | \$18,180.97          | \$3,412.13                     | \$2,047.28  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$10,643.48  | \$2,017.50            | \$57.52 | \$1,315.88 |
| COORDINADOR TECNICO B  | Supernumerario     | Mando medio     | \$21,571.87           | \$18,180.97          | \$0.00                         | \$0.00      | \$3,412.13               | \$2,047.28                    | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$10,643.48  | \$2,017.50            | \$57.52 | \$1,315.88 |
| COORDINADOR TECNICO C  | Confianza          | Mando medio     | \$17,727.90           | \$15,368.27          | \$2,999.77                     | \$1,799.86  | \$0.00                   | \$0.00                        | \$261.10         | \$781.33 | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$7,452.33   | \$1,227.66            | \$50.57 | \$1,081.40 |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| COORDINADOR TECNICO C  | Supernumerario     | Mando medio     | \$17,727.90           | \$15,368.27          | \$0.00                         | \$0.00      | \$2,999.77               | \$1,799.86                    | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$7,452.33   | \$1,227.66            | \$50.57  | \$1,081.40 |
| CUANTIFICADOR  | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| DIRECTOR GENERAL DEL IPECOL  | Confianza          | Directivo       | \$67,954.50           | \$50,969.76          | \$4,492.60                     | \$2,695.56  | \$0.00                   | \$0.00                        | \$222.30         | \$665.00   | \$369.04      | \$0.00                | \$0.00          | \$4,000.00    | \$55,510.00  | \$14,091.70           | \$75.72  | \$2,817.32 |
| DIRECTOR   | Confianza          | Directivo       | \$39,771.16           | \$31,157.42          | \$4,193.08                     | \$2,515.85  | \$0.00                   | \$0.00                        | \$224.78         | \$672.40   | \$373.15      | \$0.00                | \$0.00          | \$4,000.00    | \$27,791.89  | \$6,117.01            | \$70.68  | \$2,426.04 |
| DIRECTORA A  | Confianza          | Directivo       | \$36,149.08           | \$28,610.95          | \$4,029.96                     | \$2,417.98  | \$0.00                   | \$0.00                        | \$224.78         | \$672.40   | \$373.15      | \$0.00                | \$0.00          | \$4,000.00    | \$24,430.81  | \$5,265.10            | \$67.93  | \$2,205.09 |
| DIRECTOR B   | Confianza          | Directivo       | \$32,407.79           | \$25,980.43          | \$3,959.95                     | \$2,375.97  | \$0.00                   | \$0.00                        | \$225.85         | \$675.60   | \$374.93      | \$0.00                | \$0.00          | \$4,000.00    | \$20,795.49  | \$4,383.73            | \$66.75  | \$1,976.87 |
| DIRECTOR C   | Confianza          | Directivo       | \$27,116.44           | \$22,154.81          | \$3,830.06                     | \$2,298.03  | \$0.00                   | \$0.00                        | \$225.85         | \$675.60   | \$374.93      | \$0.00                | \$0.00          | \$4,000.00    | \$15,711.96  | \$3,242.96            | \$64.56  | \$1,654.10 |
| DIRECTOR D   | Confianza          | Directivo       | \$23,632.89           | \$19,627.71          | \$3,660.54                     | \$2,196.32  | \$0.00                   | \$0.00                        | \$223.36         | \$668.17   | \$370.81      | \$0.00                | \$0.00          | \$4,000.00    | \$12,513.68  | \$2,501.87            | \$61.71  | \$1,441.61 |
| DIRECTOR DE BANDA DE MUSICA  | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| DIRECTOR E   | Confianza          | Directivo       | \$17,893.26           | \$15,447.93          | \$3,520.67                     | \$2,112.40  | \$0.00                   | \$0.00                        | \$224.42         | \$671.34   | \$372.57      | \$0.00                | \$0.00          | \$4,000.00    | \$6,991.86   | \$1,294.50            | \$59.35  | \$1,091.49 |
| DISEÑADOR GRAFICO  | Sindicalizado      | Operativo       | \$18,891.18           | \$15,972.42          | \$7,526.79                     | \$6,698.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,616.52            | \$149.88 | \$1,152.36 |
| EDECAN   | Confianza          | Administrativo  | \$9,675.14            | \$9,041.54           | \$2,575.76                     | \$1,545.46  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$3,895.65    | \$0.00       | \$0.00                | \$43.42  | \$590.18   |
| EDECAN   | Supernumerario     | Administrativo  | \$9,675.14            | \$9,041.54           | \$0.00                         | \$0.00      | \$2,575.76               | \$1,545.46                    | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$3,895.65    | \$0.00       | \$0.00                | \$43.42  | \$590.18   |
| EDECAN A   | Confianza          | Administrativo  | \$9,301.20            | \$8,694.75           | \$2,318.19                     | \$1,390.91  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$3,933.84    | \$0.00       | \$0.00                | \$39.08  | \$567.37   |
| EDECAN A   | Supernumerario     | Administrativo  | \$9,301.20            | \$8,694.75           | \$0.00                         | \$0.00      | \$2,318.19               | \$1,390.91                    | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$3,933.84    | \$0.00       | \$0.00                | \$39.08  | \$567.37   |
| EDECAN B   | Confianza          | Administrativo  | \$6,690.73            | \$6,247.86           | \$2,060.61                     | \$1,236.37  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$1,735.49    | \$0.00       | \$0.00                | \$34.74  | \$408.13   |
| EDECAN B   | Supernumerario     | Administrativo  | \$6,690.73            | \$6,247.86           | \$0.00                         | \$0.00      | \$2,060.61               | \$1,236.37                    | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$1,735.49    | \$0.00       | \$0.00                | \$34.74  | \$408.13   |
| EDECAN C   | Confianza          | Administrativo  | \$5,727.46            | \$5,347.70           | \$1,803.03                     | \$1,081.82  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$1,184.35    | \$0.00       | \$0.00                | \$30.39  | \$349.38   |
| EDECAN C   | Supernumerario     | Administrativo  | \$5,727.46            | \$5,347.70           | \$0.00                         | \$0.00      | \$1,803.03               | \$1,081.82                    | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$1,184.35    | \$0.00       | \$0.00                | \$30.39  | \$349.38   |
| ELECTRICISTA   | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,503.74            | \$144.31 | \$1,120.16 |
| ENCARGADO DE MANTENIMIENTO   | Sindicalizado      | Operativo       | \$18,008.89           | \$15,341.71          | \$7,059.97                     | \$6,283.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,428.06            | \$140.58 | \$1,098.54 |
| ENCARGADO DE VIVERO  | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| ENFERMERO  | Sindicalizado      | Operativo       | \$18,008.89           | \$15,341.71          | \$7,059.97                     | \$6,283.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,428.06            | \$140.58 | \$1,098.54 |
| ENTRENADOR B   | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,290.98            | \$132.80 | \$1,053.52 |
| ENTRENADOR C   | Sindicalizado      | Operativo       | \$16,107.25           | \$13,921.70          | \$6,053.81                     | \$5,387.89  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,082.46            | \$120.55 | \$982.54   |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |                       |            |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|-----------------------|------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               | Deducciones Mensuales |            |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación          | ISR        | Imss     | Pensiones  |
| FOTOGRAFO  | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,290.98 | \$132.80 | \$1,053.52 |
| FOTOMECANICO   | Sindicalizado      | Operativo       | \$20,917.95           | \$17,421.29          | \$8,599.16                     | \$7,653.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$2,049.44 | \$171.23 | \$1,275.99 |
| GUARDAVIDAS  | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,362.39 | \$137.00 | \$1,077.83 |
| GUARDAVIDAS A  | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,178.86 | \$126.21 | \$1,015.35 |
| INSPECTOR ADMINISTRATIVO   | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,681.57 | \$153.08 | \$1,170.94 |
| INSTRUCTOR TECNICO   | Sindicalizado      | Operativo       | \$19,690.84           | \$16,544.07          | \$7,949.89                     | \$7,075.40  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,787.33 | \$158.30 | \$1,201.14 |
| INTENDENTE   | Confianza          | Administrativo  | \$7,024.07            | \$6,547.10           | \$2,876.89                     | \$1,726.14  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$739.16      | \$0.00                | \$0.00     | \$48.50  | \$428.47   |
| INTENDENTE   | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,290.98 | \$132.80 | \$1,053.52 |
| INTENDENTE   | Supernumerario     | Administrativo  | \$7,024.07            | \$6,547.10           | \$0.00                         | \$0.00      | \$2,876.89               | \$1,726.14                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$739.16      | \$0.00                | \$0.00     | \$48.50  | \$428.47   |
| INTENDENTE A   | Confianza          | Administrativo  | \$5,900.60            | \$5,496.21           | \$2,636.70                     | \$1,582.02  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$0.00        | \$0.00                | \$0.00     | \$44.45  | \$359.94   |
| INTENDENTE A   | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,178.86 | \$126.21 | \$1,015.35 |
| INTENDENTE A   | Supernumerario     | Administrativo  | \$5,900.60            | \$5,496.21           | \$0.00                         | \$0.00      | \$2,636.70               | \$1,582.02                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$0.00        | \$0.00                | \$0.00     | \$44.45  | \$359.94   |
| JEFE   | Sindicalizado      | Operativo       | \$21,471.17           | \$17,816.77          | \$8,891.86                     | \$7,913.76  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$2,167.60 | \$177.06 | \$1,309.74 |
| JEFE A   | Sindicalizado      | Operativo       | \$20,917.95           | \$17,421.29          | \$8,599.16                     | \$7,653.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$2,049.44 | \$171.23 | \$1,275.99 |
| JEFE B   | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,681.57 | \$153.08 | \$1,170.94 |
| JEFE DE COCINA   | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,362.39 | \$137.00 | \$1,077.83 |
| JEFE DE DEPARTAMENTO   | Sindicalizado      | Operativo       | \$26,418.07           | \$21,353.13          | \$11,509.27                    | \$10,243.25 | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$3,224.26 | \$229.18 | \$1,611.50 |
| JEFE DE DEPARTAMENTO   | Confianza          | Mando medio     | \$24,340.84           | \$20,165.66          | \$4,830.77                     | \$2,898.46  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$11,142.63           | \$2,608.95 | \$81.43  | \$1,484.79 |
| JEFE DE DEPARTAMENTO   | Supernumerario     | Mando medio     | \$24,340.84           | \$20,165.66          | \$0.00                         | \$0.00      | \$4,830.77               | \$2,898.46                    | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$11,142.63           | \$2,608.95 | \$81.43  | \$1,484.79 |
| JEFE DE DEPARTAMENTO A   | Confianza          | Mando medio     | \$19,611.48           | \$16,749.10          | \$4,198.17                     | \$2,518.90  | \$0.00                   | \$0.00                        | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$7,409.28            | \$1,595.31 | \$70.77  | \$1,196.30 |
| JEFE DE DEPARTAMENTO A   | Sindicalizado      | Operativo       | \$23,569.63           | \$19,316.88          | \$10,002.16                    | \$8,901.92  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$2,615.84 | \$199.17 | \$1,437.75 |
| JEFE DE DEPARTAMENTO A   | Supernumerario     | Mando medio     | \$19,611.48           | \$16,749.10          | \$0.00                         | \$0.00      | \$4,198.17               | \$2,518.90                    | \$262.72         | \$786.19   | \$436.22      | \$0.00                | \$0.00          | \$4,000.00    | \$7,409.28            | \$1,595.31 | \$70.77  | \$1,196.30 |
| JEFE DE DEPARTAMENTO B   | Confianza          | Mando medio     | \$16,158.90           | \$14,152.49          | \$4,006.55                     | \$2,403.93  | \$0.00                   | \$0.00                        | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$4,272.48            | \$953.17   | \$67.54  | \$985.69   |
| JEFE DE DEPARTAMENTO B   | Supernumerario     | Mando medio     | \$16,158.90           | \$14,152.49          | \$0.00                         | \$0.00      | \$4,006.55               | \$2,403.93                    | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$4,272.48            | \$953.17   | \$67.54  | \$985.69   |
| JEFE DE DEPARTAMENTO C   | Confianza          | Mando medio     | \$12,632.02           | \$11,502.41          | \$3,889.44                     | \$2,333.67  | \$0.00                   | \$0.00                        | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$932.96              | \$293.49   | \$65.56  | \$770.55   |



| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| JEFE DE DEPARTAMENTO C   | Supernumerario     | Mando medio     | \$12,632.02           | \$11,502.41          | \$0.00                         | \$0.00      | \$3,889.44               | \$2,333.67                    | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$932.96     | \$293.49              | \$65.56  | \$770.55   |
| JEFE DE DEPARTAMENTO D   | Confianza          | Mando medio     | \$9,354.18            | \$8,627.11           | \$3,757.58                     | \$2,254.55  | \$0.00                   | \$0.00                        | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$1,866.10    | \$0.00       | \$93.13               | \$63.34  | \$570.61   |
| JEFE DE DEPARTAMENTO D   | Supernumerario     | Mando medio     | \$9,354.18            | \$8,627.11           | \$0.00                         | \$0.00      | \$3,757.58               | \$2,254.55                    | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$1,866.10    | \$0.00       | \$93.13               | \$63.34  | \$570.61   |
| JEFE DE FORMACION Y DISEÑO   | Sindicalizado      | Operativo       | \$20,917.95           | \$17,421.29          | \$8,599.16                     | \$7,653.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,049.44            | \$171.23 | \$1,275.99 |
| JEFE DE GRUPO  | Sindicalizado      | Operativo       | \$22,218.05           | \$18,350.68          | \$9,287.04                     | \$8,265.46  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,327.14            | \$184.93 | \$1,355.30 |
| JEFE DE INTENDENCIA  | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,362.39            | \$137.00 | \$1,077.83 |
| JEFE DE OFICINA  | Confianza          | Administrativo  | \$10,326.66           | \$9,530.90           | \$3,806.63                     | \$2,283.98  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,554.18    | \$0.00       | \$101.67              | \$64.17  | \$629.93   |
| JEFE DE OFICINA  | Sindicalizado      | Operativo       | \$21,294.84           | \$17,690.71          | \$8,798.57                     | \$7,830.73  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,129.94            | \$175.20 | \$1,298.99 |
| JEFE DE OFICINA  | Supernumerario     | Administrativo  | \$10,326.66           | \$9,530.90           | \$0.00                         | \$0.00      | \$3,806.63               | \$2,283.98                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,554.18    | \$0.00       | \$101.67              | \$64.17  | \$629.93   |
| JEFE DE OFICINA A  | Confianza          | Administrativo  | \$10,354.15           | \$9,602.10           | \$3,568.89                     | \$2,141.33  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,079.79    | \$0.00       | \$60.28               | \$60.16  | \$631.60   |
| JEFE DE OFICINA A  | Sindicalizado      | Operativo       | \$19,690.84           | \$16,544.07          | \$7,949.89                     | \$7,075.40  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,787.33            | \$158.30 | \$1,201.14 |
| JEFE DE OFICINA A  | Supernumerario     | Administrativo  | \$10,354.15           | \$9,602.10           | \$0.00                         | \$0.00      | \$3,568.89               | \$2,141.33                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,079.79    | \$0.00       | \$60.28               | \$60.16  | \$631.60   |
| JEFE DE PROYECTO   | Confianza          | Administrativo  | \$15,923.64           | \$13,980.62          | \$4,007.89                     | \$2,404.73  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$3,963.74   | \$904.12              | \$67.56  | \$971.34   |
| JEFE DE PROYECTO   | Sindicalizado      | Operativo       | \$22,850.58           | \$18,802.86          | \$9,621.71                     | \$8,563.33  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,462.25            | \$191.59 | \$1,393.89 |
| JEFE DE PROYECTO   | Supernumerario     | Administrativo  | \$15,923.64           | \$13,980.62          | \$0.00                         | \$0.00      | \$4,007.89               | \$2,404.73                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$3,963.74   | \$904.12              | \$67.56  | \$971.34   |
| MAESTRO  | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| MAESTRO A  | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,362.39            | \$137.00 | \$1,077.83 |
| MAESTRO B  | Sindicalizado      | Operativo       | \$16,107.29           | \$13,921.73          | \$6,053.83                     | \$5,387.91  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,082.47            | \$120.55 | \$982.54   |
| MAESTRO C  | Sindicalizado      | Operativo       | \$14,564.42           | \$12,743.98          | \$5,237.50                     | \$4,661.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$827.72              | \$104.29 | \$888.43   |
| MAESTRO DE TEATRO  | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.86            | \$126.21 | \$1,015.35 |
| MAYORDOMO  | Sindicalizado      | Operativo       | \$18,008.89           | \$15,341.71          | \$7,059.97                     | \$6,283.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,428.06            | \$140.58 | \$1,098.54 |
| MECANICO   | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.86            | \$126.21 | \$1,015.35 |
| MEDICO   | Sindicalizado      | Operativo       | \$23,569.63           | \$19,316.88          | \$10,002.16                    | \$8,901.92  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,615.84            | \$199.17 | \$1,437.75 |
| MEDICO A   | Sindicalizado      | Operativo       | \$21,626.86           | \$17,928.06          | \$8,974.24                     | \$7,987.07  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,200.86            | \$178.70 | \$1,319.24 |
| MEDICO B   | Sindicalizado      | Operativo       | \$19,195.80           | \$16,190.19          | \$7,687.97                     | \$6,842.29  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.58            | \$153.09 | \$1,170.94 |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| MUSICO   | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,362.39            | \$137.00 | \$1,077.83 |
| MUSICO A   | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,290.98            | \$132.80 | \$1,053.52 |
| MUSICO B   | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.86            | \$126.21 | \$1,015.35 |
| NOTIFICADOR  | Sindicalizado      | Operativo       | \$18,008.89           | \$15,341.71          | \$7,059.97                     | \$6,283.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,428.06            | \$140.58 | \$1,098.54 |
| ODONTOLOGO   | Sindicalizado      | Operativo       | \$23,569.63           | \$19,316.88          | \$10,002.16                    | \$8,901.92  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,615.84            | \$199.17 | \$1,437.75 |
| OPERADOR DE EQUIPO DE COMPUTO                                      | Sindicalizado      | Operativo       | \$20,917.95           | \$17,421.29          | \$8,599.16                     | \$7,653.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,049.44            | \$171.23 | \$1,275.99 |
| OPERADOR DE EQUIPO PESADO  | Sindicalizado      | Operativo       | \$20,521.35           | \$17,137.78          | \$8,389.32                     | \$7,466.49  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,964.72            | \$167.05 | \$1,251.80 |
| PEON   | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,178.86            | \$126.21 | \$1,015.35 |
| PEON A   | Sindicalizado      | Operativo       | \$15,102.39           | \$13,157.39          | \$5,522.14                     | \$4,914.70  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$913.80              | \$109.96 | \$921.25   |
| PRENSISTA  | Sindicalizado      | Operativo       | \$17,549.81           | \$15,002.55          | \$6,817.07                     | \$6,067.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,340.97            | \$135.74 | \$1,070.54 |
| PRENSISTA OFFSET   | Sindicalizado      | Operativo       | \$19,690.84           | \$16,544.07          | \$7,949.89                     | \$7,075.40  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,787.33            | \$158.30 | \$1,201.14 |
| PRENSISTA OFFSET A   | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| PROGRAMADOR DE SISTEMAS  | Sindicalizado      | Operativo       | \$21,294.84           | \$17,690.71          | \$8,798.57                     | \$7,830.73  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,129.94            | \$175.20 | \$1,298.99 |
| PROGRAMADOR DE SISTEMAS A  | Sindicalizado      | Operativo       | \$20,917.95           | \$17,421.29          | \$8,599.16                     | \$7,653.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,049.44            | \$171.23 | \$1,275.99 |
| PROMOTOR ARTISTICO   | Sindicalizado      | Operativo       | \$19,690.84           | \$16,544.07          | \$7,949.89                     | \$7,075.40  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,787.33            | \$158.30 | \$1,201.14 |
| PROMOTOR DE EVENTOS  | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,503.74            | \$144.31 | \$1,120.16 |
| PROMOTOR DE EVENTOS  | Confianza          | Administrativo  | \$10,339.45           | \$9,653.90           | \$3,253.55                     | \$1,952.13  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,569.63    | \$0.00       | \$0.00                | \$54.85  | \$630.71   |
| PROMOTOR DE EVENTOS  | Supernumerario     | Administrativo  | \$10,339.45           | \$9,653.90           | \$0.00                         | \$0.00      | \$3,253.55               | \$1,952.13                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$3,569.63    | \$0.00       | \$0.00                | \$54.85  | \$630.71   |
| PROMOTOR DE EVENTOS A  | Confianza          | Administrativo  | \$8,271.44            | \$7,723.05           | \$2,600.22                     | \$1,560.13  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,429.20    | \$0.00       | \$0.00                | \$43.83  | \$504.56   |
| PROMOTOR DE EVENTOS A  | Supernumerario     | Administrativo  | \$8,271.44            | \$7,723.05           | \$0.00                         | \$0.00      | \$2,600.22               | \$1,560.13                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,429.20    | \$0.00       | \$0.00                | \$43.83  | \$504.56   |
| PROMOTOR DE EVENTOS B  | Confianza          | Administrativo  | \$6,388.45            | \$5,965.85           | \$1,952.13                     | \$1,171.28  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$1,583.16    | \$0.00       | \$0.00                | \$32.91  | \$389.70   |
| PROMOTOR DE EVENTOS B  | Supernumerario     | Administrativo  | \$6,388.45            | \$5,965.85           | \$0.00                         | \$0.00      | \$1,952.13               | \$1,171.28                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$1,583.16    | \$0.00       | \$0.00                | \$32.91  | \$389.70   |
| PROYECTISTA  | Sindicalizado      | Operativo       | \$20,917.88           | \$17,421.24          | \$8,599.12                     | \$7,653.21  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,049.42            | \$171.23 | \$1,275.99 |
| PSICOLOGO  | Sindicalizado      | Operativo       | \$22,050.42           | \$18,230.85          | \$9,198.35                     | \$8,186.53  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,291.33            | \$183.16 | \$1,345.08 |
| PSICOLOGO A  | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| PSICOTERAPEUTA   | Sindicalizado      | Operativo       | \$23,569.63           | \$19,316.88          | \$10,002.16                    | \$8,901.92  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,615.84            | \$199.17 | \$1,437.75 |
| SECRETARIA   | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| SECRETARIA A   | Sindicalizado      | Operativo       | \$18,008.89           | \$15,341.71          | \$7,059.97                     | \$6,283.37  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,428.06            | \$140.58 | \$1,098.54 |
| SECRETARIA B   | Sindicalizado      | Operativo       | \$17,270.86           | \$14,793.55          | \$6,669.48                     | \$5,935.84  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,290.98            | \$132.80 | \$1,053.52 |
| SECRETARIO AUXILIAR  | Confianza          | Directivo       | \$36,107.37           | \$28,681.14          | \$3,645.63                     | \$2,187.38  | \$0.00                   | \$0.00                        | \$294.78         | \$881.90   | \$489.34      | \$0.00                | \$0.00          | \$4,000.00    | \$24,608.35  | \$5,162.23            | \$61.45  | \$2,202.55 |
| SECRETARIO AUXILIAR A  | Confianza          | Directivo       | \$30,623.47           | \$24,792.73          | \$3,296.69                     | \$1,978.01  | \$0.00                   | \$0.00                        | \$296.18         | \$886.09   | \$491.67      | \$0.00                | \$0.00          | \$4,000.00    | \$19,674.82  | \$3,907.14            | \$55.57  | \$1,868.03 |
| SECRETARIO GENERAL DE ACUERDOS                                     | Confianza          | Administrativo  | \$18,255.14           | \$15,764.29          | \$3,952.54                     | \$2,371.52  | \$0.00                   | \$0.00                        | \$272.49         | \$815.18   | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$6,391.10   | \$1,310.67            | \$66.63  | \$1,113.56 |
| SECRETARIO GENERAL DE ACUERDOS                                     | Supernumerario     | Administrativo  | \$18,255.14           | \$15,764.29          | \$0.00                         | \$0.00      | \$3,952.54               | \$2,371.52                    | \$272.49         | \$815.18   | \$452.32      | \$0.00                | \$0.00          | \$4,000.00    | \$6,391.10   | \$1,310.67            | \$66.63  | \$1,113.56 |
| SECRETARIO GENERAL DE ACUERDOS A                                   | Confianza          | Administrativo  | \$17,103.98           | \$14,897.32          | \$3,574.14                     | \$2,144.49  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$5,838.07   | \$1,103.07            | \$60.25  | \$1,043.34 |
| SECRETARIO GENERAL DE ACUERDOS A                                   | Supernumerario     | Administrativo  | \$17,103.98           | \$14,897.32          | \$0.00                         | \$0.00      | \$3,574.14               | \$2,144.49                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$5,838.07   | \$1,103.07            | \$60.25  | \$1,043.34 |
| SECRETARIO PARTICULAR  | Confianza          | Administrativo  | \$23,247.61           | \$19,397.20          | \$4,492.09                     | \$2,695.25  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64   | \$519.74      | \$0.00                | \$0.00          | \$4,000.00    | \$10,503.02  | \$2,356.58            | \$75.72  | \$1,418.10 |
| SECRETARIO PARTICULAR  | Supernumerario     | Administrativo  | \$23,247.61           | \$19,397.20          | \$0.00                         | \$0.00      | \$4,492.09               | \$2,695.25                    | \$259.87         | \$777.64   | \$519.74      | \$0.00                | \$0.00          | \$4,000.00    | \$10,503.02  | \$2,356.58            | \$75.72  | \$1,418.10 |
| SECRETARIO PARTICULAR A  | Confianza          | Administrativo  | \$18,022.77           | \$15,574.87          | \$4,206.85                     | \$2,524.11  | \$0.00                   | \$0.00                        | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$5,799.66   | \$1,277.60            | \$70.91  | \$1,099.39 |
| SECRETARIO PARTICULAR A  | Supernumerario     | Administrativo  | \$18,022.77           | \$15,574.87          | \$0.00                         | \$0.00      | \$4,206.85               | \$2,524.11                    | \$263.96         | \$789.91   | \$438.29      | \$0.00                | \$0.00          | \$4,000.00    | \$5,799.66   | \$1,277.60            | \$70.91  | \$1,099.39 |
| SECRETARIO PARTICULAR B  | Confianza          | Administrativo  | \$13,532.44           | \$12,052.77          | \$3,786.06                     | \$2,271.63  | \$0.00                   | \$0.00                        | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$4,000.00    | \$1,852.80   | \$590.37              | \$63.82  | \$825.48   |
| SECRETARIO PARTICULAR B  | Supernumerario     | Administrativo  | \$13,532.44           | \$12,052.77          | \$0.00                         | \$0.00      | \$3,786.06               | \$2,271.63                    | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$4,000.00    | \$1,852.80   | \$590.37              | \$63.82  | \$825.48   |
| SECRETARIO PARTICULAR C  | Confianza          | Administrativo  | \$9,770.62            | \$9,098.85           | \$3,311.12                     | \$1,986.67  | \$0.00                   | \$0.00                        | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$2,850.88    | \$0.00       | \$19.95               | \$55.82  | \$596.01   |
| SECRETARIO PARTICULAR C  | Supernumerario     | Administrativo  | \$9,770.62            | \$9,098.85           | \$0.00                         | \$0.00      | \$3,311.12               | \$1,986.67                    | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$2,850.88    | \$0.00       | \$19.95               | \$55.82  | \$596.01   |
| SECRETARIO PARTICULAR D  | Confianza          | Administrativo  | \$8,793.56            | \$8,206.92           | \$2,980.01                     | \$1,788.01  | \$0.00                   | \$0.00                        | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$2,403.60    | \$0.00       | \$0.00                | \$50.23  | \$536.41   |
| SECRETARIO PARTICULAR D  | Supernumerario     | Administrativo  | \$8,793.56            | \$8,206.92           | \$0.00                         | \$0.00      | \$2,980.01               | \$1,788.01                    | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$2,403.60    | \$0.00       | \$0.00                | \$50.23  | \$536.41   |
| SECRETARIO PARTICULAR E  | Confianza          | Administrativo  | \$7,816.50            | \$7,295.04           | \$2,648.90                     | \$1,589.34  | \$0.00                   | \$0.00                        | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$1,956.31    | \$0.00       | \$0.00                | \$44.65  | \$476.81   |
| SECRETARIO PARTICULAR E  | Supernumerario     | Administrativo  | \$7,816.50            | \$7,295.04           | \$0.00                         | \$0.00      | \$2,648.90               | \$1,589.34                    | \$286.94         | \$858.60   | \$476.41      | \$0.00                | \$0.00          | \$1,956.31    | \$0.00       | \$0.00                | \$44.65  | \$476.81   |
| SECRETARIO PRIMERO DE ACUERDOS                                     | Sindicalizado      | Operativo       | \$20,632.60           | \$17,217.30          | \$8,448.18                     | \$7,518.88  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,988.49            | \$168.22 | \$1,258.59 |
| SECRETARIO PRIVADO   | Confianza          | Administrativo  | \$13,571.93           | \$12,058.91          | \$4,633.41                     | \$2,780.05  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$650.11     | \$607.02              | \$78.11  | \$827.89   |
| SECRETARIO PRIVADO   | Supernumerario     | Administrativo  | \$13,571.93           | \$12,058.91          | \$0.00                         | \$0.00      | \$4,633.41               | \$2,780.05                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$650.11     | \$607.02              | \$78.11  | \$827.89   |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| SECRETARIO PRIVADO A   | Confianza          | Administrativo  | \$11,420.84           | \$10,417.85          | \$4,330.25                     | \$2,598.15  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$2,984.07    | \$0.00       | \$233.32              | \$73.00  | \$696.67   |
| SECRETARIO PRIVADO A   | Supernumerario     | Administrativo  | \$11,420.84           | \$10,417.85          | \$0.00                         | \$0.00      | \$4,330.25               | \$2,598.15                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$2,984.07    | \$0.00       | \$233.32              | \$73.00  | \$696.67   |
| SECRETARIO PRIVADO B   | Confianza          | Administrativo  | \$9,789.29            | \$9,044.44           | \$3,711.65                     | \$2,226.99  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$2,342.30    | \$0.00       | \$85.13               | \$62.57  | \$597.15   |
| SECRETARIO PRIVADO B   | Supernumerario     | Administrativo  | \$9,789.29            | \$9,044.44           | \$0.00                         | \$0.00      | \$3,711.65               | \$2,226.99                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$2,342.30    | \$0.00       | \$85.13               | \$62.57  | \$597.15   |
| SECRETARIO PRIVADO C   | Confianza          | Administrativo  | \$9,177.46            | \$8,514.23           | \$3,479.67                     | \$2,087.80  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$2,101.63    | \$0.00       | \$44.75               | \$58.66  | \$559.83   |
| SECRETARIO PRIVADO C   | Supernumerario     | Administrativo  | \$9,177.46            | \$8,514.23           | \$0.00                         | \$0.00      | \$3,479.67               | \$2,087.80                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$2,101.63    | \$0.00       | \$44.75               | \$58.66  | \$559.83   |
| SECRETARIO PRIVADO D   | Confianza          | Administrativo  | \$7,800.84            | \$7,275.13           | \$2,957.72                     | \$1,774.63  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$1,560.13    | \$0.00       | \$0.00                | \$49.86  | \$475.85   |
| SECRETARIO PRIVADO D   | Supernumerario     | Administrativo  | \$7,800.84            | \$7,275.13           | \$0.00                         | \$0.00      | \$2,957.72               | \$1,774.63                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$1,560.13    | \$0.00       | \$0.00                | \$49.86  | \$475.85   |
| SECRETARIO PRIVADO DESPACHO  | Confianza          | Directivo       | \$30,688.36           | \$24,728.41          | \$4,689.13                     | \$2,813.48  | \$0.00                   | \$0.00                        | \$223.36         | \$668.17   | \$370.81      | \$0.00                | \$0.00          | \$4,000.00    | \$17,923.40  | \$4,008.92            | \$79.04  | \$1,871.99 |
| SECRETARIO PRIVADO E   | Confianza          | Administrativo  | \$6,424.22            | \$5,991.28           | \$2,435.77                     | \$1,461.46  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$1,018.63    | \$0.00       | \$0.00                | \$41.06  | \$391.88   |
| SECRETARIO PRIVADO E   | Supernumerario     | Administrativo  | \$6,424.22            | \$5,991.28           | \$0.00                         | \$0.00      | \$2,435.77               | \$1,461.46                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$1,018.63    | \$0.00       | \$0.00                | \$41.06  | \$391.88   |
| SECRETARIO SEGUNDO DE ACUERDOS                                     | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,681.57            | \$153.08 | \$1,170.94 |
| SECRETARIO TECNICO   | Confianza          | Mando medio     | \$27,128.91           | \$22,159.35          | \$4,097.68                     | \$2,458.61  | \$0.00                   | \$0.00                        | \$225.85         | \$675.60   | \$374.93      | \$0.00                | \$0.00          | \$4,000.00    | \$15,296.24  | \$3,245.62            | \$69.07  | \$1,654.86 |
| SECRETARIO TECNICO   | Supernumerario     | Mando medio     | \$27,128.91           | \$22,159.35          | \$0.00                         | \$0.00      | \$4,097.68               | \$2,458.61                    | \$225.85         | \$675.60   | \$374.93      | \$0.00                | \$0.00          | \$4,000.00    | \$15,296.24  | \$3,245.62            | \$69.07  | \$1,654.86 |
| SECRETARIO TECNICO A   | Confianza          | Mando medio     | \$23,211.75           | \$19,387.81          | \$3,722.51                     | \$2,233.51  | \$0.00                   | \$0.00                        | \$262.72         | \$786.19   | \$525.43      | \$0.00                | \$0.00          | \$4,000.00    | \$11,681.40  | \$2,345.27            | \$62.75  | \$1,415.92 |
| SECRETARIO TECNICO A   | Supernumerario     | Mando medio     | \$23,211.75           | \$19,387.81          | \$0.00                         | \$0.00      | \$3,722.51               | \$2,233.51                    | \$262.72         | \$786.19   | \$525.43      | \$0.00                | \$0.00          | \$4,000.00    | \$11,681.40  | \$2,345.27            | \$62.75  | \$1,415.92 |
| SECRETARIO TECNICO B   | Confianza          | Mando medio     | \$21,019.64           | \$17,781.42          | \$3,350.25                     | \$2,010.15  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$10,190.25  | \$1,899.54            | \$56.48  | \$1,282.20 |
| SECRETARIO TECNICO B   | Supernumerario     | Mando medio     | \$21,019.64           | \$17,781.42          | \$0.00                         | \$0.00      | \$3,350.25               | \$2,010.15                    | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$10,190.25  | \$1,899.54            | \$56.48  | \$1,282.20 |
| SOBRESTANTE  | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,503.74            | \$144.31 | \$1,120.16 |
| SUBCOORDINADOR   | Confianza          | Mando medio     | \$16,188.87           | \$14,192.31          | \$3,337.51                     | \$2,002.51  | \$0.00                   | \$0.00                        | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$5,340.50   | \$952.78              | \$56.26  | \$987.52   |
| SUBCOORDINADOR   | Supernumerario     | Mando medio     | \$16,188.87           | \$14,192.31          | \$0.00                         | \$0.00      | \$3,337.51               | \$2,002.51                    | \$266.84         | \$798.48   | \$443.04      | \$0.00                | \$0.00          | \$4,000.00    | \$5,340.50   | \$952.78              | \$56.26  | \$987.52   |
| SUBDIRECTOR  | Confianza          | Mando medio     | \$24,295.63           | \$20,111.09          | \$3,860.81                     | \$2,316.49  | \$0.00                   | \$0.00                        | \$228.34         | \$683.03   | \$379.06      | \$0.00                | \$0.00          | \$4,000.00    | \$12,827.90  | \$2,637.43            | \$65.08  | \$1,482.03 |
| SUBDIRECTOR  | Supernumerario     | Mando medio     | \$24,295.63           | \$20,111.09          | \$0.00                         | \$0.00      | \$3,860.81               | \$2,316.49                    | \$228.34         | \$683.03   | \$379.06      | \$0.00                | \$0.00          | \$4,000.00    | \$12,827.90  | \$2,637.43            | \$65.08  | \$1,482.03 |
| SUBDIRECTOR A  | Confianza          | Mando medio     | \$19,584.30           | \$16,735.76          | \$3,614.87                     | \$2,168.92  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$8,331.52   | \$1,592.95            | \$60.94  | \$1,194.64 |
| SUBDIRECTOR A  | Supernumerario     | Mando medio     | \$19,584.30           | \$16,735.76          | \$0.00                         | \$0.00      | \$3,614.87               | \$2,168.92                    | \$259.87         | \$777.64   | \$431.47      | \$0.00                | \$0.00          | \$4,000.00    | \$8,331.52   | \$1,592.95            | \$60.94  | \$1,194.64 |

| TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA |                    |                 |                       |                      |                                |             |                          |                               |                  |            |               |                       |                 |               |              |                       |          |            |
|--|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|--------------|-----------------------|----------|------------|
| Puestos  | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               |              | Deducciones Mensuales |          |            |
|  |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| SUBDIRECTOR B  | Confianza          | Mando medio     | \$16,138.71           | \$14,144.07          | \$3,573.25                     | \$2,143.95  | \$0.00                   | \$0.00                        | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$4,945.56   | \$949.94              | \$60.23  | \$984.46   |
| SUBDIRECTOR B  | Supernumerario     | Mando medio     | \$16,138.71           | \$14,144.07          | \$0.00                         | \$0.00      | \$3,573.25               | \$2,143.95                    | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$4,945.56   | \$949.94              | \$60.23  | \$984.46   |
| SUBDIRECTOR C  | Confianza          | Mando medio     | \$12,605.90           | \$11,490.18          | \$3,329.06                     | \$1,997.44  | \$0.00                   | \$0.00                        | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$1,803.46   | \$290.65              | \$56.12  | \$768.96   |
| SUBDIRECTOR C  | Supernumerario     | Mando medio     | \$12,605.90           | \$11,490.18          | \$0.00                         | \$0.00      | \$3,329.06               | \$1,997.44                    | \$261.10         | \$781.33   | \$433.52      | \$0.00                | \$0.00          | \$4,000.00    | \$1,803.46   | \$290.65              | \$56.12  | \$768.96   |
| SUPERVISOR   | Sindicalizado      | Operativo       | \$22,850.58           | \$18,802.86          | \$9,621.71                     | \$8,563.33  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,462.25            | \$191.59 | \$1,393.89 |
| SUPERVISOR   | Confianza          | Administrativo  | \$15,935.03           | \$13,985.37          | \$4,252.28                     | \$2,551.37  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$3,584.10   | \$905.94              | \$71.68  | \$972.04   |
| SUPERVISOR   | Supernumerario     | Administrativo  | \$15,935.03           | \$13,985.37          | \$0.00                         | \$0.00      | \$4,252.28               | \$2,551.37                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$3,584.10   | \$905.94              | \$71.68  | \$972.04   |
| SUPERVISOR A   | Sindicalizado      | Operativo       | \$19,844.88           | \$16,654.19          | \$8,031.39                     | \$7,147.94  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$1,820.23            | \$159.92 | \$1,210.54 |
| SUPERVISOR A   | Confianza          | Administrativo  | \$13,340.79           | \$11,889.52          | \$3,549.45                     | \$2,129.67  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$2,114.38   | \$577.64              | \$59.83  | \$813.79   |
| SUPERVISOR A   | Supernumerario     | Administrativo  | \$13,340.79           | \$11,889.52          | \$0.00                         | \$0.00      | \$3,549.45               | \$2,129.67                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$2,114.38   | \$577.64              | \$59.83  | \$813.79   |
| SUPERVISOR B   | Confianza          | Administrativo  | \$11,790.50           | \$10,856.00          | \$3,352.64                     | \$2,011.58  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$879.00     | \$158.77              | \$56.52  | \$719.22   |
| SUPERVISOR B   | Supernumerario     | Administrativo  | \$11,790.50           | \$10,856.00          | \$0.00                         | \$0.00      | \$3,352.64               | \$2,011.58                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$879.00     | \$158.77              | \$56.52  | \$719.22   |
| SUPERVISOR C   | Confianza          | Administrativo  | \$10,331.00           | \$9,649.02           | \$3,072.15                     | \$1,843.29  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$3,868.28    | \$0.00       | \$0.00                | \$51.79  | \$630.19   |
| SUPERVISOR C   | Supernumerario     | Administrativo  | \$10,331.00           | \$9,649.02           | \$0.00                         | \$0.00      | \$3,072.15               | \$1,843.29                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$3,868.28    | \$0.00       | \$0.00                | \$51.79  | \$630.19   |
| SUPERVISOR D   | Confianza          | Administrativo  | \$9,542.57            | \$8,910.40           | \$2,970.20                     | \$1,782.12  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$3,242.96    | \$0.00       | \$0.00                | \$50.07  | \$582.10   |
| SUPERVISOR D   | Supernumerario     | Administrativo  | \$9,542.57            | \$8,910.40           | \$0.00                         | \$0.00      | \$2,970.20               | \$1,782.12                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$3,242.96    | \$0.00       | \$0.00                | \$50.07  | \$582.10   |
| SUPERVISOR E   | Confianza          | Administrativo  | \$7,664.43            | \$7,156.84           | \$2,376.16                     | \$1,425.70  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$2,315.29    | \$0.00       | \$0.00                | \$40.05  | \$467.53   |
| SUPERVISOR E   | Supernumerario     | Administrativo  | \$7,664.43            | \$7,156.84           | \$0.00                         | \$0.00      | \$2,376.16               | \$1,425.70                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$2,315.29    | \$0.00       | \$0.00                | \$40.05  | \$467.53   |
| SUPERVISOR F   | Confianza          | Administrativo  | \$6,377.80            | \$5,958.71           | \$1,782.12                     | \$1,069.27  | \$0.00                   | \$0.00                        | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$1,979.12    | \$0.00       | \$0.00                | \$30.04  | \$389.05   |
| SUPERVISOR F   | Supernumerario     | Administrativo  | \$6,377.80            | \$5,958.71           | \$0.00                         | \$0.00      | \$1,782.12               | \$1,069.27                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$1,979.12    | \$0.00       | \$0.00                | \$30.04  | \$389.05   |
| SUPLENTE ADMINISTRATIVO  | Supernumerario     | Administrativo  | \$12,297.41           | \$11,273.52          | \$0.00                         | \$0.00      | \$3,549.45               | \$2,129.68                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$4,000.00    | \$1,071.00   | \$213.92              | \$59.83  | \$750.14   |
| SUPLENTE DE APOYO  | Supernumerario     | Administrativo  | \$10,706.24           | \$9,972.44           | \$0.00                         | \$0.00      | \$3,352.64               | \$2,011.58                    | \$273.78         | \$819.04   | \$454.46      | \$0.00                | \$0.00          | \$3,794.74    | \$0.00       | \$24.20               | \$56.52  | \$653.08   |
| SUPLENTE PROFESIONAL   | Supernumerario     | Administrativo  | \$14,122.87           | \$12,538.67          | \$0.00                         | \$0.00      | \$3,666.76               | \$2,200.05                    | \$276.77         | \$827.97   | \$459.40      | \$0.00                | \$0.00          | \$4,000.00    | \$2,691.93   | \$660.90              | \$61.81  | \$861.50   |
| TECNICO ASISTENTE  | Sindicalizado      | Operativo       | \$20,917.95           | \$17,421.29          | \$8,599.16                     | \$7,653.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00       | \$2,049.44            | \$171.23 | \$1,275.99 |
| TECNICO ASISTENTE  | Confianza          | Administrativo  | \$15,358.42           | \$13,561.57          | \$3,800.35                     | \$2,280.21  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$4,000.00    | \$3,619.60   | \$795.93              | \$64.06  | \$936.86   |

**TABULADOR DE SUELDOS 2023 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA**

| Puestos                      | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |            |               |                       |                 |               | Deducciones Mensuales |            |          |            |
|------------------------------|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|------------|---------------|-----------------------|-----------------|---------------|-----------------------|------------|----------|------------|
|                              |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa   | Ayuda p/renta | Ayuda para Transporte | Prima de Riesgo | Productividad | Compensación          | ISR        | Imss     | Pensiones  |
| TECNICO ASISTENTE            | Supernumerario     | Administrativo  | \$15,358.42           | \$13,561.57          | \$0.00                         | \$0.00      | \$3,800.35               | \$2,280.21                    | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$4,000.00    | \$3,619.60            | \$795.93   | \$64.06  | \$936.86   |
| TECNICO ASISTENTE A          | Confianza          | Administrativo  | \$11,380.45           | \$10,566.28          | \$3,463.55                     | \$2,078.13  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$4,000.00    | \$180.51              | \$61.58    | \$58.38  | \$694.21   |
| TECNICO ASISTENTE A          | Supernumerario     | Administrativo  | \$11,380.45           | \$10,566.28          | \$0.00                         | \$0.00      | \$3,463.55               | \$2,078.13                    | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$4,000.00    | \$180.51              | \$61.58    | \$58.38  | \$694.21   |
| TECNICO ASISTENTE B          | Confianza          | Administrativo  | \$8,248.04            | \$7,692.32           | \$3,120.14                     | \$1,872.08  | \$0.00                   | \$0.00                        | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$1,597.56    | \$0.00                | \$0.00     | \$52.60  | \$503.13   |
| TECNICO ASISTENTE B          | Supernumerario     | Administrativo  | \$8,248.04            | \$7,692.32           | \$0.00                         | \$0.00      | \$3,120.14               | \$1,872.08                    | \$276.77         | \$827.97   | \$553.53      | \$0.00                | \$0.00          | \$1,597.56    | \$0.00                | \$0.00     | \$52.60  | \$503.13   |
| TECNICO ILUMINACION Y SONIDO | Sindicalizado      | Operativo       | \$18,363.20           | \$15,594.99          | \$7,247.44                     | \$6,450.22  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,503.74 | \$144.31 | \$1,120.16 |
| TOPOGRAFO                    | Sindicalizado      | Operativo       | \$19,195.73           | \$16,190.13          | \$7,687.93                     | \$6,842.26  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,681.57 | \$153.08 | \$1,170.94 |
| TRABAJADORA SOCIAL           | Confianza          | Administrativo  | \$9,907.62            | \$9,209.28           | \$3,430.24                     | \$2,058.14  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,737.35    | \$0.00                | \$36.14    | \$57.82  | \$604.36   |
| TRABAJADORA SOCIAL           | Sindicalizado      | Operativo       | \$20,917.95           | \$17,421.29          | \$8,599.16                     | \$7,653.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$2,049.44 | \$171.23 | \$1,275.99 |
| TRABAJADORA SOCIAL           | Supernumerario     | Administrativo  | \$9,907.62            | \$9,209.28           | \$0.00                         | \$0.00      | \$3,430.24               | \$2,058.14                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,737.35    | \$0.00                | \$36.14    | \$57.82  | \$604.36   |
| TRABAJADORA SOCIAL A         | Confianza          | Administrativo  | \$9,017.44            | \$8,416.38           | \$3,025.70                     | \$1,815.42  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,494.44    | \$0.00                | \$0.00     | \$51.00  | \$550.06   |
| TRABAJADORA SOCIAL A         | Sindicalizado      | Operativo       | \$18,363.27           | \$15,595.04          | \$7,247.48                     | \$6,450.25  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,503.76 | \$144.31 | \$1,120.16 |
| TRABAJADORA SOCIAL A         | Supernumerario     | Administrativo  | \$9,017.44            | \$8,416.38           | \$0.00                         | \$0.00      | \$3,025.70               | \$1,815.42                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,494.44    | \$0.00                | \$0.00     | \$51.00  | \$550.06   |
| TRABAJADORA SOCIAL B         | Confianza          | Administrativo  | \$8,009.80            | \$7,480.40           | \$2,420.56                     | \$1,452.34  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,455.02    | \$0.00                | \$0.00     | \$40.80  | \$488.60   |
| TRABAJADORA SOCIAL B         | Sindicalizado      | Operativo       | \$17,270.89           | \$14,793.58          | \$6,669.50                     | \$5,935.85  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,290.99 | \$132.81 | \$1,053.52 |
| TRABAJADORA SOCIAL B         | Supernumerario     | Administrativo  | \$8,009.80            | \$7,480.40           | \$0.00                         | \$0.00      | \$2,420.56               | \$1,452.34                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$2,455.02    | \$0.00                | \$0.00     | \$40.80  | \$488.60   |
| VELADOR                      | Confianza          | Administrativo  | \$8,001.88            | \$7,280.05           | \$3,950.00                     | \$2,370.00  | \$0.00                   | \$0.00                        | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$0.00        | \$0.00                | \$167.12   | \$66.59  | \$488.11   |
| VELADOR                      | Sindicalizado      | Operativo       | \$17,669.32           | \$15,092.10          | \$6,880.31                     | \$6,123.47  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,362.39 | \$137.00 | \$1,077.83 |
| VELADOR                      | Supernumerario     | Administrativo  | \$8,001.88            | \$7,280.05           | \$0.00                         | \$0.00      | \$3,950.00               | \$2,370.00                    | \$297.58         | \$890.29   | \$494.00      | \$0.00                | \$0.00          | \$0.00        | \$0.00                | \$167.12   | \$66.59  | \$488.11   |
| VELADOR A                    | Sindicalizado      | Operativo       | \$16,645.15           | \$14,324.73          | \$6,338.42                     | \$5,641.19  | \$0.00                   | \$0.00                        | \$584.84         | \$1,858.14 | \$1,030.93    | \$1,191.64            | \$0.00          | \$0.00        | \$0.00                | \$1,178.86 | \$126.21 | \$1,015.35 |

**Notas:**

1. El porcentaje que se expone en el tabulador es considerando que el trabajador sea trabajador en transición (Art. Décimo Séptimo Transitorio de la Ley de Pensiones de los Servidores Públicos del Estado de Colima). En el caso de los trabajadores de nueva generación, el porcentaje de retención de pensiones será del 8%)
2. El porcentaje de sobresueldo establecido en el tabulador es del 89% para los puestos sindicalizados y 60% para los puestos de confianza y supernumerario. En caso de que el trabajador se encuentre laborando en Tecómán, Armeria o Manzanillo el sobresueldo será el 100% para cualquier grupo de trabajador