Anexo 8.3 Tabulador de Sueldos 2026 del Poder Ejecutivo del Estado de Colima.

Anexo 8.3 Tabulador de Sueldos 2026 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	Base	Administrativo	$13,526.88	$12,332.84	$4,976.71	$2,986.03	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$163.27	$83.89	$946.88
ABOGADO	Confianza	Administrativo	$13,526.88	$12,332.84	$4,976.71	$2,986.03	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$163.27	$83.89	$946.88
ABOGADO	Sindicalizado	Operativo	$23,844.66	$19,522.94	$10,147.68	$9,031.44	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,450.54	$202.06	$1,669.13
ABOGADO	Supernumerario	Administrativo	$13,526.88	$12,332.84	$0.00	$0.00	$4,976.71	$2,986.03	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$163.27	$83.89	$946.88
ABOGADO A	Base	Administrativo	$9,763.94	$9,027.07	$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	$53.39	$683.48
ABOGADO A	Confianza	Administrativo	$9,763.94	$9,027.07	$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	$53.39	$683.48
ABOGADO A	Sindicalizado	Operativo	$21,234.17	$17,680.28	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
ABOGADO A	Supernumerario	Administrativo	$9,763.94	$9,027.07	$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	$53.39	$683.48
ABOGADO B	Base	Administrativo	$8,764.69	$8,103.11	$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	$48.05	$613.53
ABOGADO B	Confianza	Administrativo	$8,764.69	$8,103.11	$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	$48.05	$613.53
ABOGADO B	Supernumerario	Administrativo	$8,764.69	$8,103.11	$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	$48.05	$613.53
ADMINISTRADOR	Base	Mando medio	$23,220.10	$19,265.79	$11,084.36	$6,650.62	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$2,142.07	$186.84	$1,625.41
ADMINISTRADOR	Confianza	Mando medio	$23,220.10	$19,265.79	$11,084.36	$6,650.62	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$2,142.07	$186.84	$1,625.41
ADMINISTRADOR	Sindicalizado	Operativo	$25,694.21	$20,828.48	$11,126.28	$9,902.39	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,845.60	$221.54	$1,798.59
ADMINISTRADOR	Supernumerario	Mando medio	$23,220.10	$19,265.79	$0.00	$0.00	$11,084.36	$6,650.62	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$2,142.07	$186.84	$1,625.41
ADMINISTRADOR A	Base	Mando medio	$19,584.30	$16,655.53	$8,822.08	$5,293.25	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,409.17	$148.71	$1,370.90
ADMINISTRADOR A	Confianza	Mando medio	$19,584.30	$16,655.53	$8,822.08	$5,293.25	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,409.17	$148.71	$1,370.90
ADMINISTRADOR A	Supernumerario	Mando medio	$19,584.30	$16,655.53	$0.00	$0.00	$8,822.08	$5,293.25	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,409.17	$148.71	$1,370.90
ADMINISTRADOR B	Base	Mando medio	$13,336.21	$12,171.62	$4,892.41	$2,935.45	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$148.59	$82.47	$933.54
ADMINISTRADOR B	Confianza	Mando medio	$13,336.21	$12,171.62	$4,892.41	$2,935.45	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$148.59	$82.47	$933.54
ADMINISTRADOR B	Supernumerario	Mando medio	$13,336.21	$12,171.62	$0.00	$0.00	$4,892.41	$2,935.45	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$148.59	$82.47	$933.54
ADMINISTRADOR C	Base	Mando medio	$11,062.75	$10,229.85	$3,471.50	$2,082.90	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$0.00	$58.51	$774.39
ADMINISTRADOR C	Confianza	Mando medio	$11,062.75	$10,229.85	$3,471.50	$2,082.90	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$0.00	$58.51	$774.39
ADMINISTRADOR C	Supernumerario	Mando medio	$11,062.75	$10,229.85	$0.00	$0.00	$3,471.50	$2,082.90	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$0.00	$58.51	$774.39
ALBAÑIL	Sindicalizado	Operativo	$21,872.81	$18,131.09	$9,104.37	$8,102.89	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,029.35	$181.28	$1,531.10
ALBAÑIL A	Sindicalizado	Operativo	$19,912.86	$16,746.31	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
ALMACENISTA	Sindicalizado	Operativo	$20,394.86	$17,087.85	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
ANALISTA	Base	Administrativo	$13,373.54	$12,206.53	$4,891.41	$2,934.85	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$148.42	$82.45	$936.15
ANALISTA	Confianza	Administrativo	$13,373.54	$12,206.53	$4,891.41	$2,934.85	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$148.42	$82.45	$936.15
ANALISTA	Sindicalizado	Operativo	$26,662.09	$21,511.67	$11,638.38	$10,358.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,052.34	$231.74	$1,866.35
ANALISTA	Supernumerario	Administrativo	$13,373.54	$12,206.53	$0.00	$0.00	$4,891.41	$2,934.85	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$148.42	$82.45	$936.15
ANALISTA A	Base	Administrativo	$11,400.25	$10,536.69	$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	$0.00	$65.54	$798.02
ANALISTA A	Confianza	Administrativo	$11,400.25	$10,536.69	$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	$0.00	$65.54	$798.02
ANALISTA A	Sindicalizado	Operativo	$24,780.27	$20,183.35	$10,642.71	$9,472.01	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,650.38	$211.92	$1,734.62
ANALISTA A	Supernumerario	Administrativo	$11,400.25	$10,536.69	$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	$0.00	$65.54	$798.02
ANALISTA B	Base	Administrativo	$9,784.34	$9,038.67	$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	$0.00	$60.77	$684.90
ANALISTA B	Confianza	Administrativo	$9,784.34	$9,038.67	$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	$0.00	$60.77	$684.90
ANALISTA B	Sindicalizado	Operativo	$23,026.40	$18,945.36	$9,714.74	$8,646.12	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,275.75	$193.44	$1,611.85
ANALISTA B	Supernumerario	Administrativo	$9,784.34	$9,038.67	$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	$0.00	$60.77	$684.90
ANALISTA C	Base	Administrativo	$8,902.07	$8,224.23	$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	$623.15
ANALISTA C	Confianza	Administrativo	$8,902.07	$8,224.23	$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	$623.15
ANALISTA C	Supernumerario	Administrativo	$8,902.07	$8,224.23	$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	$623.15
ARCHIVISTA	Sindicalizado	Operativo	$19,156.03	$16,186.05	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92

EL ESTADO DE COLIMA - EN LÍNEA

Anexo 8.3 Tabulador de Sueldos 2026 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
ASESOR	Confianza	Mando medio	**$23,233.39**	**$19,275.17**	$11,092.67	$6,655.60	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$2,144.91	$186.98	$1,626.34
ASESOR	Supernumerario	Mando medio	**$23,233.39**	**$19,275.17**	$0.00	$0.00	$11,092.67	$6,655.60	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$2,144.91	$186.98	$1,626.34
ASESOR A	Confianza	Mando medio	**$19,580.31**	**$16,655.63**	$8,809.49	$5,285.70	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,405.56	$148.50	$1,370.62
ASESOR A	Supernumerario	Mando medio	**$19,580.31**	**$16,655.63**	$0.00	$0.00	$8,809.49	$5,285.70	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,405.56	$148.50	$1,370.62
ASESOR B	Confianza	Mando medio	**$17,977.76**	**$15,465.13**	$7,803.50	$4,682.10	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$1,122.65	$131.54	$1,258.44
ASESOR B	Supernumerario	Mando medio	**$17,977.76**	**$15,465.13**	$0.00	$0.00	$7,803.50	$4,682.10	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$1,122.65	$131.54	$1,258.44
ASESOR C	Confianza	Mando medio	**$15,319.95**	**$13,387.71**	$6,142.37	$3,685.42	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$756.30	$103.54	$1,072.40
ASESOR C	Supernumerario	Mando medio	**$15,319.95**	**$13,387.71**	$0.00	$0.00	$6,142.37	$3,685.42	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$756.30	$103.54	$1,072.40
ASESOR DE DESPACHO	Confianza	Directivo	**$50,003.31**	**$37,891.06**	$27,783.70	$16,670.22	$0.00	$0.00	$274.16	$820.16	$455.07	$0.00	$0.00	$4,000.00	$0.00	$8,143.68	$468.34	$3,500.23
ASESOR DE DESPACHO	Supernumerario	Directivo	**$50,003.31**	**$37,891.06**	$0.00	$0.00	$27,783.70	$16,670.22	$274.16	$820.16	$455.07	$0.00	$0.00	$4,000.00	$0.00	$8,143.68	$468.34	$3,500.23
ASESOR DE DESPACHO A	Confianza	Directivo	**$44,485.04**	**$34,115.09**	$24,334.78	$14,600.87	$0.00	$0.00	$274.16	$820.16	$455.07	$0.00	$0.00	$4,000.00	$0.00	$6,845.78	$410.21	$3,113.95
ASESOR DE DESPACHO A	Supernumerario	Directivo	**$44,485.04**	**$34,115.09**	$0.00	$0.00	$24,334.78	$14,600.87	$274.16	$820.16	$455.07	$0.00	$0.00	$4,000.00	$0.00	$6,845.78	$410.21	$3,113.95
ASESOR DE DESPACHO B	Confianza	Directivo	**$36,526.86**	**$28,669.60**	$19,360.92	$11,616.55	$0.00	$0.00	$274.16	$820.16	$455.07	$0.00	$0.00	$4,000.00	$0.00	$4,974.02	$326.36	$2,556.88
ASESOR DE DESPACHO B	Supernumerario	Directivo	**$36,526.86**	**$28,669.60**	$0.00	$0.00	$19,360.92	$11,616.55	$274.16	$820.16	$455.07	$0.00	$0.00	$4,000.00	$0.00	$4,974.02	$326.36	$2,556.88
ASESOR DE DESPACHO C	Confianza	Directivo	**$33,941.16**	**$26,849.46**	$17,740.25	$10,644.15	$0.00	$0.00	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$4,416.78	$299.04	$2,375.88
ASESOR DE DESPACHO C	Supernumerario	Directivo	**$33,941.16**	**$26,849.46**	$0.00	$0.00	$17,740.25	$10,644.15	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$4,416.78	$299.04	$2,375.88
ASESOR DE DESPACHO D	Confianza	Directivo	**$30,653.66**	**$24,528.92**	$15,685.56	$9,411.34	$0.00	$0.00	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$3,714.57	$264.41	$2,145.76
ASESOR DE DESPACHO D	Supernumerario	Directivo	**$30,653.66**	**$24,528.92**	$0.00	$0.00	$15,685.56	$9,411.34	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$3,714.57	$264.41	$2,145.76
ASESOR EN LA REPRESENTACIN EN CDMX	Confianza	Directivo	**$40,784.53**	**$31,510.97**	$22,205.08	$13,323.05	$0.00	$0.00	$222.32	$665.02	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,044.33	$374.31	$2,854.92
ASESOR JURIDICO	Confianza	Administrativo	**$22,926.93**	**$19,060.42**	$10,896.73	$6,538.04	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$2,077.94	$183.68	$1,604.89
ASESOR JURIDICO	Supernumerario	Administrativo	**$22,926.93**	**$19,060.42**	$0.00	$0.00	$10,896.73	$6,538.04	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$2,077.94	$183.68	$1,604.89
ASESOR JURIDICO A	Confianza	Administrativo	**$18,657.90**	**$15,974.15**	$8,228.59	$4,937.15	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$1,239.00	$138.70	$1,306.05
ASESOR JURIDICO A	Supernumerario	Administrativo	**$18,657.90**	**$15,974.15**	$0.00	$0.00	$8,228.59	$4,937.15	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$1,239.00	$138.70	$1,306.05
ASISTENTE DE PRODUCCION	Base	Administrativo	**$8,865.64**	**$8,203.71**	$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	$41.33	$620.59
ASISTENTE DE PRODUCCION	Confianza	Administrativo	**$8,865.64**	**$8,203.71**	$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	$41.33	$620.59
ASISTENTE DE PRODUCCION	Supernumerario	Administrativo	**$8,865.64**	**$8,203.71**	$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	$41.33	$620.59
ASISTENTE NOTICIAS	Base	Administrativo	**$10,775.27**	**$9,965.27**	$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	$0.00	$55.73	$754.27
ASISTENTE NOTICIAS	Confianza	Administrativo	**$10,775.27**	**$9,965.27**	$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	$0.00	$55.73	$754.27
ASISTENTE NOTICIAS	Supernumerario	Administrativo	**$10,775.27**	**$9,965.27**	$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	$0.00	$55.73	$754.27
ASPIRANTE	Confianza	Operativo	**$9,368.88**	**$8,652.81**	$3,574.44	$2,144.67	$0.00	$0.00	$423.53	$1,466.23	$815.02	$0.00	$0.00	$945.00	$0.00	$0.00	$60.25	$655.82
ASPIRANTE	Supernumerario	Operativo	**$9,368.88**	**$8,652.81**	$0.00	$0.00	$3,574.44	$2,144.67	$423.53	$1,466.23	$815.02	$0.00	$0.00	$945.00	$0.00	$0.00	$60.25	$655.82
AUDITOR	Confianza	Administrativo	**$13,519.73**	**$12,327.05**	$4,972.25	$2,983.35	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$162.49	$83.81	$946.38
AUDITOR	Supernumerario	Administrativo	**$13,519.73**	**$12,327.05**	$0.00	$0.00	$4,972.25	$2,983.35	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$162.49	$83.81	$946.38
AUDITOR A	Confianza	Administrativo	**$11,376.51**	**$10,518.92**	$3,632.73	$2,179.64	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$61.23	$796.36
AUDITOR A	Supernumerario	Administrativo	**$11,376.51**	**$10,518.92**	$0.00	$0.00	$3,632.73	$2,179.64	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$61.23	$796.36
AUDITOR B	Confianza	Administrativo	**$9,756.38**	**$9,022.77**	$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	$682.95
AUDITOR B	Supernumerario	Administrativo	**$9,756.38**	**$9,022.77**	$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	$682.95
AUDITOR C	Confianza	Administrativo	**$9,146.92**	**$8,459.03**	$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	$640.28
AUDITOR C	Supernumerario	Administrativo	**$9,146.92**	**$8,459.03**	$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	$640.28

Anexo 8.3 Tabulador de Sueldos 2026 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	Base	Administrativo	**$15,370.76**	**$13,437.50**	$6,129.14	$3,677.49	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$754.00	$103.31	$1,075.95
AUXILIAR ADMINISTRATIVO	Confianza	Administrativo	**$15,370.76**	**$13,437.50**	$6,129.14	$3,677.49	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$754.00	$103.31	$1,075.95
AUXILIAR ADMINISTRATIVO	Sindicalizado	Operativo	**$25,694.21**	**$20,828.48**	$11,126.28	$9,902.39	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,845.60	$221.54	$1,798.59
AUXILIAR ADMINISTRATIVO	Supernumerario	Administrativo	**$15,370.76**	**$13,437.50**	$0.00	$0.00	$6,129.14	$3,677.49	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$754.00	$103.31	$1,075.95
AUXILIAR ADMINISTRATIVO A	Base	Administrativo	**$13,507.62**	**$12,317.24**	$4,964.68	$2,978.81	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$161.17	$83.68	$945.53
AUXILIAR ADMINISTRATIVO A	Confianza	Administrativo	**$13,507.62**	**$12,317.24**	$4,964.68	$2,978.81	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$161.17	$83.68	$945.53
AUXILIAR ADMINISTRATIVO A	Sindicalizado	Operativo	**$21,234.17**	**$17,680.28**	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
AUXILIAR ADMINISTRATIVO A	Supernumerario	Administrativo	**$13,507.62**	**$12,317.24**	$0.00	$0.00	$4,964.68	$2,978.81	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$161.17	$83.68	$945.53
AUXILIAR ADMINISTRATIVO B	Base	Administrativo	**$9,760.26**	**$9,024.98**	$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	$52.06	$683.22
AUXILIAR ADMINISTRATIVO B	Confianza	Administrativo	**$9,760.26**	**$9,024.98**	$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	$52.06	$683.22
AUXILIAR ADMINISTRATIVO B	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
AUXILIAR ADMINISTRATIVO B	Supernumerario	Administrativo	**$9,760.26**	**$9,024.98**	$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	$52.06	$683.22
AUXILIAR ADMINISTRATIVO C	Base	Administrativo	**$8,303.42**	**$7,675.32**	$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	$581.24
AUXILIAR ADMINISTRATIVO C	Confianza	Administrativo	**$8,303.42**	**$7,675.32**	$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	$581.24
AUXILIAR ADMINISTRATIVO C	Supernumerario	Administrativo	**$8,303.42**	**$7,675.32**	$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	$581.24
AUXILIAR ADMINISTRATIVO DE SEGURIDAD	Confianza	Administrativo	**$8,769.83**	**$8,091.56**	$3,819.43	$2,291.67	$0.00	$0.00	$366.34	$1,095.96	$608.10	$0.00	$0.00	$588.34	$0.00	$0.00	$64.38	$613.89
AUXILIAR ADMINISTRATIVO DE SEGURIDAD	Supernumerario	Administrativo	**$8,769.83**	**$8,091.56**	$0.00	$0.00	$3,819.43	$2,291.67	$366.34	$1,095.96	$608.10	$0.00	$0.00	$588.34	$0.00	$0.00	$64.38	$613.89
AUXILIAR ADMINISTRATIVO ESPECIALIZADO	Confianza	Administrativo	**$18,000.90**	**$15,479.94**	$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	$1,128.95	$131.95	$1,260.06
AUXILIAR ADMINISTRATIVO ESPECIALIZADO	Supernumerario	Administrativo	**$18,000.90**	**$15,479.94**	$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	$1,128.95	$131.95	$1,260.06
AUXILIAR DE COCINA	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
AUXILIAR DE ENCUADERNACION	Sindicalizado	Operativo	**$21,234.17**	**$17,680.28**	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
AUXILIAR DE INFORMACION	Sindicalizado	Operativo	**$23,844.84**	**$19,523.07**	$10,147.77	$9,031.52	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,450.57	$202.06	$1,669.14
AUXILIAR TECNICO	Base	Administrativo	**$13,497.70**	**$12,309.19**	$4,958.48	$2,975.09	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$160.09	$83.58	$944.84
AUXILIAR TECNICO	Confianza	Administrativo	**$13,497.70**	**$12,309.19**	$4,958.48	$2,975.09	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$160.09	$83.58	$944.84
AUXILIAR TECNICO	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
AUXILIAR TECNICO	Supernumerario	Administrativo	**$13,497.70**	**$12,309.19**	$0.00	$0.00	$4,958.48	$2,975.09	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$160.09	$83.58	$944.84
AUXILIAR TECNICO A	Base	Administrativo	**$11,353.51**	**$10,497.77**	$3,618.36	$2,171.01	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.99	$794.75
AUXILIAR TECNICO A	Confianza	Administrativo	**$11,353.51**	**$10,497.77**	$3,618.36	$2,171.01	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.99	$794.75
AUXILIAR TECNICO A	Sindicalizado	Operativo	**$19,912.88**	**$16,746.31**	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
AUXILIAR TECNICO A	Supernumerario	Administrativo	**$11,353.51**	**$10,497.77**	$0.00	$0.00	$3,618.36	$2,171.01	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.99	$794.75
AUXILIAR TECNICO B	Base	Administrativo	**$9,748.93**	**$9,018.54**	$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	$47.96	$682.42
AUXILIAR TECNICO B	Confianza	Administrativo	**$9,748.93**	**$9,018.54**	$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	$47.96	$682.42

Anexo 8.3 Tabulador de Sueldos 2026 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 B	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
AUXILIAR TECNICO B	Supernumerario	Administrativo	**$9,748.93**	**$9,018.54**	$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	$47.96	$682.42
AUXILIAR TECNICO C	Sindicalizado	Operativo	**$16,260.85**	**$14,020.23**	$6,135.08	$5,460.22	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$980.21	$122.16	$1,138.26
AUXILIAR TECNICO D	Sindicalizado	Operativo	**$12,677.22**	**$11,536.82**	$4,238.98	$3,772.69	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$168.59	$84.40	$887.41
AYUDANTE DE COCINA	Sindicalizado	Operativo	**$16,813.08**	**$14,439.62**	$6,427.27	$5,720.27	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,068.56	$127.98	$1,176.92
CABO DE CONSTRUCCION	Sindicalizado	Operativo	**$20,805.60**	**$17,377.78**	$8,539.71	$7,600.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,801.39	$170.04	$1,456.39
CAJERO	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
CAJERO GENERAL	Confianza	Mando medio	**$19,593.96**	**$16,665.74**	$8,818.02	$5,290.81	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,408.00	$148.64	$1,371.58
CAJERO GENERAL	Supernumerario	Mando medio	**$19,593.96**	**$16,665.74**	$0.00	$0.00	$8,818.02	$5,290.81	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,408.00	$148.64	$1,371.58
CAMAROGRAFO	Base	Administrativo	**$8,637.12**	**$7,975.69**	$3,371.58	$2,022.95	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$1,678.46	$0.00	$0.00	$56.83	$604.60
CAMAROGRAFO	Confianza	Administrativo	**$8,637.12**	**$7,975.69**	$3,371.58	$2,022.95	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$1,678.46	$0.00	$0.00	$56.83	$604.60
CAMAROGRAFO	Supernumerario	Administrativo	**$8,637.12**	**$7,975.69**	$0.00	$0.00	$3,371.58	$2,022.95	$276.77	$827.97	$459.40	$0.00	$0.00	$1,678.46	$0.00	$0.00	$56.83	$604.60
CAPTURISTA DE DATOS	Sindicalizado	Operativo	**$21,234.17**	**$17,680.28**	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
CHOFER	Base	Administrativo	**$13,499.94**	**$12,311.01**	$4,959.88	$2,975.93	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$160.33	$83.60	$945.00
CHOFER	Confianza	Administrativo	**$13,499.94**	**$12,311.01**	$4,959.88	$2,975.93	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$160.33	$83.60	$945.00
CHOFER	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
CHOFER	Supernumerario	Administrativo	**$13,499.94**	**$12,311.01**	$0.00	$0.00	$4,959.88	$2,975.93	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$160.33	$83.60	$945.00
CHOFER A	Base	Administrativo	**$11,350.13**	**$10,494.67**	$3,616.24	$2,169.75	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.95	$794.51
CHOFER A	Confianza	Administrativo	**$11,350.13**	**$10,494.67**	$3,616.24	$2,169.75	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.95	$794.51
CHOFER A	Sindicalizado	Operativo	**$19,156.11**	**$16,186.11**	$7,666.97	$6,823.60	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.41	$152.66	$1,340.93
CHOFER A	Supernumerario	Administrativo	**$11,350.13**	**$10,494.67**	$0.00	$0.00	$3,616.24	$2,169.75	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.95	$794.51
CHOFER B	Base	Administrativo	**$9,735.22**	**$9,009.82**	$2,606.93	$1,564.16	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$43.94	$681.47
CHOFER B	Confianza	Administrativo	**$9,735.22**	**$9,009.82**	$2,606.93	$1,564.16	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$43.94	$681.47
CHOFER B	Supernumerario	Administrativo	**$9,735.22**	**$9,009.82**	$0.00	$0.00	$2,606.93	$1,564.16	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$43.94	$681.47
CHOFER ESPECIALIZADO	Sindicalizado	Operativo	**$20,805.60**	**$17,377.78**	$8,539.71	$7,600.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,801.39	$170.04	$1,456.39
COCINERO	Sindicalizado	Operativo	**$19,912.88**	**$16,746.31**	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
CONDUCTOR	Base	Administrativo	**$18,932.13**	**$16,189.40**	$8,359.61	$5,015.76	$0.00	$0.00	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$1,276.57	$140.91	$1,325.25
CONDUCTOR	Confianza	Administrativo	**$18,932.13**	**$16,189.40**	$8,359.61	$5,015.76	$0.00	$0.00	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$1,276.57	$140.91	$1,325.25
CONDUCTOR	Supernumerario	Administrativo	**$18,932.13**	**$16,189.40**	$0.00	$0.00	$8,359.61	$5,015.76	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$1,276.57	$140.91	$1,325.25
CONDUCTOR A	Base	Administrativo	**$15,969.71**	**$13,923.05**	$6,503.48	$3,902.09	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$819.17	$109.62	$1,117.88
CONDUCTOR A	Confianza	Administrativo	**$15,969.71**	**$13,923.05**	$6,503.48	$3,902.09	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$819.17	$109.62	$1,117.88
CONDUCTOR A	Supernumerario	Administrativo	**$15,969.71**	**$13,923.05**	$0.00	$0.00	$6,503.48	$3,902.09	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$819.17	$109.62	$1,117.88
CONDUCTOR B	Base	Administrativo	**$13,208.60**	**$12,074.83**	$4,777.79	$2,866.67	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$128.64	$80.53	$924.60
CONDUCTOR B	Confianza	Administrativo	**$13,208.60**	**$12,074.83**	$4,777.79	$2,866.67	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$128.64	$80.53	$924.60
CONDUCTOR B	Supernumerario	Administrativo	**$13,208.60**	**$12,074.83**	$0.00	$0.00	$4,777.79	$2,866.67	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$128.64	$80.53	$924.60
CONDUCTOR C	Base	Administrativo	**$8,487.50**	**$7,853.60**	$2,360.10	$1,416.06	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,147.21	$0.00	$0.00	$39.78	$594.13
CONDUCTOR C	Confianza	Administrativo	**$8,487.50**	**$7,853.60**	$2,360.10	$1,416.06	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,147.21	$0.00	$0.00	$39.78	$594.13
CONDUCTOR C	Supernumerario	Administrativo	**$8,487.50**	**$7,853.60**	$0.00	$0.00	$2,360.10	$1,416.06	$276.77	$827.97	$459.40	$0.00	$0.00	$3,147.21	$0.00	$0.00	$39.78	$594.13
CONSEJERO JURIDICO	Confianza	Funcionario	**$59,627.04**	**$44,401.28**	$33,981.67	$20,389.00	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$10,851.11	$572.82	$3,801.84
CONTADOR	Base	Administrativo	**$11,890.20**	**$10,990.00**	$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	$0.00	$67.88	$832.31
CONTADOR	Confianza	Administrativo	**$11,890.20**	**$10,990.00**	$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	$0.00	$67.88	$832.31
CONTADOR	Sindicalizado	Operativo	**$26,148.79**	**$21,149.35**	$11,366.80	$10,116.45	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,942.70	$226.33	$1,830.42
CONTADOR	Supernumerario	Administrativo	**$11,890.20**	**$10,990.00**	$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	$0.00	$67.88	$832.31
CONTADOR GENERAL	Confianza	Mando medio	**$24,305.92**	**$20,024.98**	$11,783.19	$7,069.91	$0.00	$0.00	$257.02	$769.07	$426.73	$0.00	$0.00	$4,000.00	$0.00	$2,380.90	$198.62	$1,701.41

Anexo 8.3 Tabulador de Sueldos 2026 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
CONTADOR GENERAL	Supernumerario	Mando medio	**$24,305.92**	**$20,024.98**	$0.00	$0.00	$11,783.19	$7,069.91	$257.02	$769.07	$426.73	$0.00	$0.00	$4,000.00	$0.00	$2,380.90	$198.62	$1,701.41
CONTINUISTA	Base	Administrativo	**$10,901.66**	**$10,082.31**	$3,335.95	$2,001.57	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$56.23	$763.12
CONTINUISTA	Confianza	Administrativo	**$10,901.66**	**$10,082.31**	$3,335.95	$2,001.57	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$56.23	$763.12
CONTINUISTA	Supernumerario	Administrativo	**$10,901.66**	**$10,082.31**	$0.00	$0.00	$3,335.95	$2,001.57	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$56.23	$763.12
CONTRALOR GENERAL	Confianza	Funcionario	**$59,627.05**	**$44,401.28**	$33,981.67	$20,389.00	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$10,851.11	$572.82	$3,801.84
COORDINADOR	Confianza	Mando medio	**$24,297.36**	**$20,038.47**	$11,723.36	$7,034.01	$0.00	$0.00	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$2,360.45	$197.62	$1,700.81
COORDINADOR	Supernumerario	Mando medio	**$24,297.36**	**$20,038.47**	$0.00	$0.00	$11,723.36	$7,034.01	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$2,360.45	$197.62	$1,700.81
COORDINADOR A	Confianza	Mando medio	**$19,587.39**	**$16,671.29**	$8,779.63	$5,267.78	$0.00	$0.00	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$1,397.00	$147.99	$1,371.12
COORDINADOR A	Supernumerario	Mando medio	**$19,587.39**	**$16,671.29**	$0.00	$0.00	$8,779.63	$5,267.78	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$1,397.00	$147.99	$1,371.12
COORDINADOR ADMINISTRATIVO	Confianza	Mando medio	**$27,788.04**	**$22,502.43**	$13,905.04	$8,343.02	$0.00	$0.00	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$3,106.06	$234.39	$1,945.16
COORDINADOR ADMINISTRATIVO	Supernumerario	Mando medio	**$27,788.04**	**$22,502.43**	$0.00	$0.00	$13,905.04	$8,343.02	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$3,106.06	$234.39	$1,945.16
COORDINADOR ADMINISTRATIVO A	Confianza	Mando medio	**$17,965.84**	**$15,465.48**	$7,761.60	$4,656.96	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$1,111.93	$130.83	$1,257.61
COORDINADOR ADMINISTRATIVO A	Supernumerario	Mando medio	**$17,965.84**	**$15,465.48**	$0.00	$0.00	$7,761.60	$4,656.96	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$1,111.93	$130.83	$1,257.61
COORDINADOR ADMINISTRATIVO B	Confianza	Mando medio	**$16,108.79**	**$14,033.77**	$6,600.94	$3,960.56	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$836.13	$111.27	$1,127.62
COORDINADOR ADMINISTRATIVO B	Supernumerario	Mando medio	**$16,108.79**	**$14,033.77**	$0.00	$0.00	$6,600.94	$3,960.56	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$836.13	$111.27	$1,127.62
COORDINADOR B	Confianza	Mando medio	**$16,134.72**	**$14,054.80**	$6,617.15	$3,970.29	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$838.95	$111.54	$1,129.43
COORDINADOR B	Supernumerario	Mando medio	**$16,134.72**	**$14,054.80**	$0.00	$0.00	$6,617.15	$3,970.29	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$838.95	$111.54	$1,129.43
COORDINADOR C	Confianza	Mando medio	**$12,596.57**	**$11,576.67**	$4,405.81	$2,643.48	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$63.88	$74.26	$881.76
COORDINADOR C	Supernumerario	Mando medio	**$12,596.57**	**$11,576.67**	$0.00	$0.00	$4,405.81	$2,643.48	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$63.88	$74.26	$881.76
COORDINADOR DE ASESORES	Confianza	Directivo	**$59,876.50**	**$44,573.28**	$34,137.56	$20,482.53	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$10,925.93	$575.45	$3,801.84
COORDINADOR DE CERESO	Confianza	Mando medio Operativo	**$26,729.50**	**$22,048.93**	$12,424.52	$7,454.71	$0.00	$0.00	$503.96	$1,509.03	$837.29	$0.00	$0.00	$4,000.00	$0.00	$2,600.08	$209.43	$1,871.06
COORDINADOR DE CERESO	Supernumerario	Mando medio Operativo	**$26,729.50**	**$22,048.93**	$0.00	$0.00	$12,424.52	$7,454.71	$503.96	$1,509.03	$837.29	$0.00	$0.00	$4,000.00	$0.00	$2,600.08	$209.43	$1,871.06
COORDINADOR GENERAL	Confianza	Directivo	**$44,440.34**	**$34,012.51**	$24,489.99	$14,693.99	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,904.19	$412.82	$3,110.82
COORDINADOR GENERAL	Supernumerario	Directivo	**$44,440.34**	**$34,012.51**	$0.00	$0.00	$24,489.99	$14,693.99	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,904.19	$412.82	$3,110.82
COORDINADOR GENERAL A	Confianza	Directivo	**$41,197.67**	**$31,793.66**	$22,463.31	$13,477.99	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,141.51	$378.66	$2,883.84
COORDINADOR GENERAL A	Supernumerario	Directivo	**$41,197.67**	**$31,793.66**	$0.00	$0.00	$22,463.31	$13,477.99	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,141.51	$378.66	$2,883.84
COORDINADOR GENERAL B	Confianza	Directivo	**$38,881.93**	**$30,209.09**	$21,015.98	$12,609.59	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$5,596.85	$354.26	$2,721.74
COORDINADOR GENERAL B	Supernumerario	Directivo	**$38,881.93**	**$30,209.09**	$0.00	$0.00	$21,015.98	$12,609.59	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$5,596.85	$354.26	$2,721.74
COORDINADOR GENERAL C	Confianza	Directivo	**$30,623.11**	**$24,441.37**	$15,850.47	$9,510.28	$0.00	$0.00	$223.36	$668.17	$370.81	$0.00	$0.00	$4,000.00	$0.00	$3,770.93	$267.19	$2,143.62
COORDINADOR GENERAL C	Supernumerario	Directivo	**$30,623.11**	**$24,441.37**	$0.00	$0.00	$15,850.47	$9,510.28	$223.36	$668.17	$370.81	$0.00	$0.00	$4,000.00	$0.00	$3,770.93	$267.19	$2,143.62
COORDINADOR GENERAL DE COMUNICACI N SOCIAL	Confianza	Directivo	**$55,564.75**	**$41,600.48**	$31,442.72	$18,865.63	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$9,632.41	$530.02	$3,801.84
COORDINADOR GENERAL DE SEGURIDAD DE LA OG	Confianza	Directivo	**$44,456.65**	**$34,023.67**	$24,500.18	$14,700.11	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,908.02	$412.99	$3,111.97
COORDINADOR MUNICIPAL	Confianza	Directivo	**$40,190.76**	**$31,123.24**	$21,786.77	$13,072.06	$0.00	$0.00	$222.31	$665.01	$444.61	$0.00	$0.00	$4,000.00	$0.00	$5,886.91	$367.25	$2,813.35
COORDINADOR MUNICIPAL	Supernumerario	Directivo	**$40,190.76**	**$31,123.24**	$0.00	$0.00	$21,786.77	$13,072.06	$222.31	$665.01	$444.61	$0.00	$0.00	$4,000.00	$0.00	$5,886.91	$367.25	$2,813.35

Anexo 8.3 Tabulador de Sueldos 2026 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 MUNICIPAL A	Confianza	Directivo	**$32,377.32**	**$25,696.62**	$16,899.41	$10,139.64	$0.00	$0.00	$223.36	$668.17	$446.73	$0.00	$0.00	$4,000.00	$0.00	$4,129.42	$284.87	$2,266.41
COORDINADOR MUNICIPAL A	Supernumerario	Directivo	**$32,377.32**	**$25,696.62**	$0.00	$0.00	$16,899.41	$10,139.64	$223.36	$668.17	$446.73	$0.00	$0.00	$4,000.00	$0.00	$4,129.42	$284.87	$2,266.41
COORDINADOR PROTECCION CIVIL	Confianza	Directivo	**$28,309.40**	**$22,854.52**	$14,275.26	$8,565.16	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$3,232.59	$240.63	$1,981.66
COORDINADOR TECNICO	Confianza	Mando medio	**$27,376.81**	**$22,196.24**	$13,692.39	$8,215.44	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$3,033.39	$230.81	$1,916.38
COORDINADOR TECNICO	Supernumerario	Mando medio	**$27,376.81**	**$22,196.24**	$0.00	$0.00	$13,692.39	$8,215.44	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$3,033.39	$230.81	$1,916.38
COORDINADOR TECNICO A	Confianza	Mando medio	**$25,070.61**	**$20,568.37**	$12,251.02	$7,350.61	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$2,540.78	$206.51	$1,754.94
COORDINADOR TECNICO A	Supernumerario	Mando medio	**$25,070.61**	**$20,568.37**	$0.00	$0.00	$12,251.02	$7,350.61	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$2,540.78	$206.51	$1,754.94
COORDINADOR TECNICO B	Confianza	Mando medio	**$21,571.87**	**$18,098.74**	$10,064.31	$6,038.58	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,793.45	$169.65	$1,510.03
COORDINADOR TECNICO B	Supernumerario	Mando medio	**$21,571.87**	**$18,098.74**	$0.00	$0.00	$10,064.31	$6,038.58	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,793.45	$169.65	$1,510.03
COORDINADOR TECNICO C	Confianza	Mando medio	**$17,727.90**	**$15,272.59**	$7,657.47	$4,594.48	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$1,085.27	$129.08	$1,240.95
COORDINADOR TECNICO C	Supernumerario	Mando medio	**$17,727.90**	**$15,272.59**	$0.00	$0.00	$7,657.47	$4,594.48	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$1,085.27	$129.08	$1,240.95
CUANTIFICADOR	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$6,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
CUSTODIO	Confianza	Operativo	**$21,877.47**	**$18,434.05**	$7,937.44	$7,937.44	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,519.26	$0.00	$1,744.75	$167.25	$1,531.42
CUSTODIO	Supernumerario	Operativo	**$21,877.47**	**$18,434.05**	$0.00	$0.00	$7,937.44	$7,937.44	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,519.26	$0.00	$1,744.75	$167.25	$1,531.42
CUSTODIO A	Confianza	Operativo	**$18,340.58**	**$15,766.00**	$7,937.44	$4,762.47	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,157.35	$0.00	$1,156.94	$133.80	$1,283.84
CUSTODIO A	Supernumerario	Operativo	**$18,340.58**	**$15,766.00**	$0.00	$0.00	$7,937.44	$4,762.47	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,157.35	$0.00	$1,156.94	$133.80	$1,283.84
CUSTODIO B	Confianza	Operativo	**$17,183.23**	**$14,689.67**	$7,937.44	$4,762.47	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$0.00	$0.00	$1,156.94	$133.80	$1,202.83
CUSTODIO B	Supernumerario	Operativo	**$17,183.23**	**$14,689.67**	$0.00	$0.00	$7,937.44	$4,762.47	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$0.00	$0.00	$1,156.94	$133.80	$1,202.83
DEFENSOR PUBLICO	Confianza	Administrativo	**$22,647.59**	**$18,879.38**	$10,677.16	$6,406.30	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$2,002.90	$179.98	$1,585.33
DEFENSOR PUBLICO	Supernumerario	Administrativo	**$22,647.59**	**$18,879.38**	$0.00	$0.00	$10,677.16	$6,406.30	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$2,002.90	$179.98	$1,585.33
DEFENSOR PUBLICO A	Confianza	Administrativo	**$19,647.62**	**$16,720.46**	$8,802.17	$5,281.30	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$1,403.46	$148.37	$1,375.33
DEFENSOR PUBLICO A	Supernumerario	Administrativo	**$19,647.62**	**$16,720.46**	$0.00	$0.00	$8,802.17	$5,281.30	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$1,403.46	$148.37	$1,375.33
DEFENSOR PUBLICO B	Confianza	Administrativo	**$16,147.62**	**$14,067.26**	$6,614.67	$3,968.80	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$838.52	$111.50	$1,130.33
DEFENSOR PUBLICO B	Supernumerario	Administrativo	**$16,147.62**	**$14,067.26**	$0.00	$0.00	$6,614.67	$3,968.80	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$838.52	$111.50	$1,130.33
DELEGADO DE TRANSPORTE	Confianza	Mando medio	**$19,574.64**	**$16,651.44**	$8,805.95	$5,283.57	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,404.54	$148.44	$1,370.23
DELEGADO DE TRANSPORTE	Supernumerario	Mando medio	**$19,574.64**	**$16,651.44**	$0.00	$0.00	$8,805.95	$5,283.57	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,404.54	$148.44	$1,370.23
DELEGADO DE TURISMO EN MZA	Confianza	Directivo	**$34,915.80**	**$27,517.74**	$18,404.26	$11,042.56	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$4,643.72	$310.24	$2,444.11
DELEGADO REGIONAL SEGURIDAD PUBLICA	Confianza	Mando medio Operativo	**$42,718.72**	**$33,537.09**	$21,626.91	$12,976.15	$0.00	$0.00	$556.56	$1,701.56	$944.10	$0.00	$913.44	$4,000.00	$0.00	$5,826.75	$364.56	$2,990.31
DELEGADO REGIONAL SEGURIDAD PUBLICA	Supernumerario	Mando medio Operativo	**$42,718.72**	**$33,537.09**	$0.00	$0.00	$21,626.91	$12,976.15	$556.56	$1,701.56	$944.10	$0.00	$913.44	$4,000.00	$0.00	$5,826.75	$364.56	$2,990.31
DIRECTO GENERAL DE POLICIA ESTATAL	Confianza	Directivo	**$66,048.68**	**$48,828.78**	$37,995.18	$22,797.11	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$12,777.59	$640.48	$3,801.84
DIRECTOR	Confianza	Directivo	**$39,771.16**	**$30,820.99**	$21,563.02	$12,937.81	$0.00	$0.00	$224.78	$672.40	$373.15	$0.00	$0.00	$4,000.00	$0.00	$5,802.71	$363.48	$2,783.98
DIRECTOR	Supernumerario	Directivo	**$39,771.16**	**$30,820.99**	$0.00	$0.00	$21,563.02	$12,937.81	$224.78	$672.40	$373.15	$0.00	$0.00	$4,000.00	$0.00	$5,802.71	$363.48	$2,783.98
DIRECTOR A	Confianza	Directivo	**$36,149.08**	**$28,342.53**	$19,299.22	$11,579.53	$0.00	$0.00	$224.78	$672.40	$373.15	$0.00	$0.00	$4,000.00	$0.00	$4,950.80	$325.32	$2,530.44
DIRECTOR A	Supernumerario	Directivo	**$36,149.08**	**$28,342.53**	$0.00	$0.00	$19,299.22	$11,579.53	$224.78	$672.40	$373.15	$0.00	$0.00	$4,000.00	$0.00	$4,950.80	$325.32	$2,530.44
DIRECTOR B	Confianza	Directivo	**$32,407.79**	**$25,704.26**	$16,957.13	$10,174.28	$0.00	$0.00	$225.85	$675.60	$374.93	$0.00	$0.00	$4,000.00	$0.00	$4,149.14	$285.84	$2,268.55
DIRECTOR B	Supernumerario	Directivo	**$32,407.79**	**$25,704.26**	$0.00	$0.00	$16,957.13	$10,174.28	$225.85	$675.60	$374.93	$0.00	$0.00	$4,000.00	$0.00	$4,149.14	$285.84	$2,268.55
DIRECTOR C	Confianza	Directivo	**$27,116.44**	**$21,969.28**	$13,650.03	$8,190.02	$0.00	$0.00	$225.85	$675.60	$374.93	$0.00	$0.00	$4,000.00	$0.00	$3,018.91	$230.09	$1,898.15
DIRECTOR C	Supernumerario	Directivo	**$27,116.44**	**$21,969.28**	$0.00	$0.00	$13,650.03	$8,190.02	$225.85	$675.60	$374.93	$0.00	$0.00	$4,000.00	$0.00	$3,018.91	$230.09	$1,898.15

Anexo 8.3 Tabulador de Sueldos 2026 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
DIRECTOR D	Confianza	Directivo	$23,632.89	$19,507.23	$11,481.59	$6,888.95	$0.00	$0.00	$223.36	$668.17	$370.81	$0.00	$0.00	$4,000.00	$0.00	$2,277.82	$193.54	$1,654.30
DIRECTOR D	Supernumerario	Directivo	$23,632.89	$19,507.23	$0.00	$0.00	$11,481.59	$6,888.95	$223.36	$668.17	$370.81	$0.00	$0.00	$4,000.00	$0.00	$2,277.82	$193.54	$1,654.30
DIRECTOR DE BANDA DE MUSICA	Sindicalizado	Operativo	$22,241.19	$18,391.10	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
DIRECTOR E	Confianza	Directivo	$17,893.26	$15,362.78	$7,890.58	$4,734.35	$0.00	$0.00	$224.42	$671.34	$372.57	$0.00	$0.00	$4,000.00	$0.00	$1,144.95	$133.01	$1,252.53
DIRECTOR E	Supernumerario	Directivo	$17,893.26	$15,362.78	$0.00	$0.00	$7,890.58	$4,734.35	$224.42	$671.34	$372.57	$0.00	$0.00	$4,000.00	$0.00	$1,144.95	$133.01	$1,252.53
DIRECTOR GENERAL	Confianza	Directivo	$44,456.65	$34,023.67	$24,500.18	$14,700.11	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,908.02	$412.99	$3,111.97
DIRECTOR GENERAL A	Confianza	Directivo	$40,784.53	$31,510.97	$22,205.08	$13,323.05	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$6,044.33	$374.31	$2,854.92
DIRECTOR GENERAL B	Confianza	Directivo	$38,906.28	$30,225.75	$21,031.20	$12,618.72	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$5,602.57	$354.52	$2,723.44
DIRECTOR GENERAL C	Confianza	Directivo	$36,879.61	$28,838.97	$19,764.53	$11,858.72	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$5,125.90	$333.17	$2,581.57
DIRECTOR GENERAL DE C3	Confianza	Directivo	$49,456.50	$37,444.90	$27,625.06	$16,575.04	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$8,083.98	$465.67	$3,461.96
DIRECTOR GENERAL DE C5	Confianza	Directivo	$49,456.50	$37,444.90	$27,625.06	$16,575.04	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$8,083.98	$465.67	$3,461.96
DIRECTOR GENERAL DE CAPITAL HUMANO	Confianza	Directivo	$44,456.65	$34,023.67	$24,500.18	$14,700.11	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,908.02	$412.99	$3,111.97
DIRECTOR GENERAL DE EGRESOS	Confianza	Directivo	$44,456.65	$34,023.67	$24,500.18	$14,700.11	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,908.02	$412.99	$3,111.97
DIRECTOR GENERAL DE GOBIERNO	Confianza	Directivo	$58,878.81	$43,885.39	$33,514.03	$20,108.42	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$10,626.64	$564.94	$3,801.84
DIRECTOR GENERAL DE INGRESOS	Confianza	Directivo	$44,456.65	$34,023.67	$24,500.18	$14,700.11	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,908.02	$412.99	$3,111.97
DIRECTOR GENERAL DE INTELIGENCIA UIPE	Confianza	Directivo	$66,048.68	$48,828.78	$37,995.18	$22,797.11	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$12,777.59	$640.48	$3,801.84
DIRECTOR GENERAL DE POLICIA ESTATAL	Confianza	Directivo	$66,048.50	$48,828.65	$37,995.06	$22,797.04	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$12,777.53	$640.48	$3,801.84
DIRECTOR GENERAL DE PREVENCIN Y READAPTACIN	Confianza	Directivo	$72,086.68	$52,991.77	$41,768.93	$25,061.36	$0.00	$0.00	$222.32	$665.02	$369.06	$0.00	$0.00	$4,000.00	$0.00	$14,588.99	$704.09	$3,801.84
DIRECTOR GENERAL JURÍDICO	Confianza	Directivo	$44,456.65	$34,023.67	$24,500.18	$14,700.11	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$6,908.02	$412.99	$3,111.97
DISEÑADOR GRAFICO	Sindicalizado	Operativo	$21,872.81	$18,131.09	$9,104.37	$8,102.89	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,029.35	$181.28	$1,531.10
EDECAN	Base	Administrativo	$9,675.14	$8,954.47	$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	$43.41	$677.26
EDECAN	Confianza	Administrativo	$9,675.14	$8,954.47	$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	$43.41	$677.26
EDECAN	Supernumerario	Administrativo	$9,675.14	$8,954.47	$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	$43.41	$677.26
EDECAN A	Base	Administrativo	$9,301.20	$8,611.05	$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	$39.07	$651.08
EDECAN A	Confianza	Administrativo	$9,301.20	$8,611.05	$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	$39.07	$651.08
EDECAN A	Supernumerario	Administrativo	$9,301.20	$8,611.05	$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	$39.07	$651.08
EDITOR	Base	Administrativo	$12,928.97	$11,848.14	$4,603.02	$2,761.81	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$98.21	$77.59	$905.03
EDITOR	Confianza	Administrativo	$12,928.97	$11,848.14	$4,603.02	$2,761.81	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$98.21	$77.59	$905.03
EDITOR	Supernumerario	Administrativo	$12,928.97	$11,848.14	$0.00	$0.00	$4,603.02	$2,761.81	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$98.21	$77.59	$905.03
EDITOR A	Base	Administrativo	$10,624.72	$9,827.68	$3,162.87	$1,897.72	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$53.31	$743.73
EDITOR A	Confianza	Administrativo	$10,624.72	$9,827.68	$3,162.87	$1,897.72	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$53.31	$743.73
EDITOR A	Supernumerario	Administrativo	$10,624.72	$9,827.68	$0.00	$0.00	$3,162.87	$1,897.72	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$53.31	$743.73
EDITOR B	Base	Administrativo	$8,749.77	$8,099.14	$2,263.25	$1,357.95	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,564.44	$0.00	$0.00	$38.15	$612.48
EDITOR B	Confianza	Administrativo	$8,749.77	$8,099.14	$2,263.25	$1,357.95	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,564.44	$0.00	$0.00	$38.15	$612.48
EDITOR B	Supernumerario	Administrativo	$8,749.77	$8,099.14	$0.00	$0.00	$2,263.25	$1,357.95	$276.77	$827.97	$459.40	$0.00	$0.00	$3,564.44	$0.00	$0.00	$38.15	$612.48
ELECTRICISTA	Sindicalizado	Operativo	$21,234.17	$17,680.28	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
ENCARGADO DE MANTENIMIENTO	Base	Administrativo	$9,757.13	$9,023.20	$3,021.60	$1,812.96	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$3,240.69	$0.00	$0.00	$50.93	$683.00
ENCARGADO DE MANTENIMIENTO	Confianza	Administrativo	$9,757.13	$9,023.20	$3,021.60	$1,812.96	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$3,240.69	$0.00	$0.00	$50.93	$683.00

Anexo 8.3 Tabulador de Sueldos 2026 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
ENCARGADO DE MANTENIMIENTO	Sindicalizado	Operativo	**$20,805.60**	**$17,377.78**	$8,539.71	$7,600.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,801.39	$170.04	$1,456.39
ENCARGADO DE MANTENIMIENTO	Supernumerario	Administrativo	**$9,757.13**	**$9,023.20**	$0.00	$0.00	$3,021.60	$1,812.96	$297.58	$890.29	$494.00	$0.00	$0.00	$3,240.69	$0.00	$0.00	$50.93	$683.00
ENCARGADO DE VIVERO	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
ENFERMERO	Base	Administrativo	**$15,181.95**	**$13,275.84**	$6,056.12	$3,633.67	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$741.29	$102.08	$1,062.74
ENFERMERO	Confianza	Administrativo	**$15,181.95**	**$13,275.84**	$6,056.12	$3,633.67	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$741.29	$102.08	$1,062.74
ENFERMERO	Sindicalizado	Operativo	**$20,805.60**	**$17,377.78**	$8,539.71	$7,600.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,801.39	$170.04	$1,456.39
ENFERMERO	Supernumerario	Administrativo	**$15,181.95**	**$13,275.84**	$0.00	$0.00	$6,056.12	$3,633.67	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$741.29	$102.08	$1,062.74
ENTRENADOR B	Sindicalizado	Operativo	**$19,912.88**	**$16,746.31**	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
ENTRENADOR C	Sindicalizado	Operativo	**$18,505.38**	**$15,704.40**	$7,322.67	$6,517.17	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,359.80	$145.81	$1,295.38
FOTOGRAFO	Base	Administrativo	**$9,763.94**	**$8,805.02**	$5,124.88	$3,074.93	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$0.00	$0.00	$189.06	$86.39	$683.48
FOTOGRAFO	Confianza	Administrativo	**$9,763.94**	**$8,805.02**	$5,124.88	$3,074.93	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$0.00	$0.00	$189.06	$86.39	$683.48
FOTOGRAFO	Sindicalizado	Operativo	**$19,912.88**	**$16,746.31**	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
FOTOGRAFO	Supernumerario	Administrativo	**$9,763.94**	**$8,805.02**	$0.00	$0.00	$5,124.88	$3,074.93	$276.77	$827.97	$459.40	$0.00	$0.00	$0.00	$0.00	$189.06	$86.39	$683.48
FOTOMECANICO	Sindicalizado	Operativo	**$24,324.38**	**$19,861.56**	$10,401.50	$9,257.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,553.00	$207.11	$1,702.71
GOBERNADORA	Confianza	Funcionario	**$96,374.00**	**$69,736.99**	$56,948.52	$34,169.11	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$21,875.19	$959.98	$3,801.84
GUARDAVIDAS	Base	Administrativo	**$8,885.75**	**$8,219.31**	$2,636.70	$1,582.02	$0.00	$0.00	$374.88	$1,121.54	$1,163.40	$0.00	$735.00	$1,272.22	$0.00	$0.00	$44.44	$622.00
GUARDAVIDAS	Confianza	Administrativo	**$8,885.75**	**$8,219.31**	$2,636.70	$1,582.02	$0.00	$0.00	$374.88	$1,121.54	$1,163.40	$0.00	$735.00	$1,272.22	$0.00	$0.00	$44.44	$622.00
GUARDAVIDAS	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
GUARDAVIDAS	Supernumerario	Administrativo	**$8,885.75**	**$8,219.31**	$0.00	$0.00	$2,636.70	$1,582.02	$374.88	$1,121.54	$1,163.40	$0.00	$735.00	$1,272.22	$0.00	$0.00	$44.44	$622.00
GUARDAVIDAS A	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
GUIA TECNICO	Confianza	Operativo	**$21,384.28**	**$18,559.92**	$8,063.10	$4,837.86	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$4,000.00	$0.00	$1,191.55	$135.91	$1,496.90
GUIA TECNICO A	Confianza	Operativo	**$18,125.43**	**$15,861.72**	$6,849.90	$4,109.94	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$2,682.27	$0.00	$879.47	$115.46	$1,268.78
INSPECTOR ADMINISTRATIVO	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
INSPECTOR DE GANADERIA	Base	Administrativo	**$15,356.83**	**$13,437.43**	$6,061.60	$3,636.96	$0.00	$0.00	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$742.24	$102.18	$1,074.98
INSPECTOR DE GANADERIA	Confianza	Administrativo	**$15,356.83**	**$13,437.43**	$6,061.60	$3,636.96	$0.00	$0.00	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$742.24	$102.18	$1,074.98
INSPECTOR DE GANADERIA	Supernumerario	Administrativo	**$15,356.83**	**$13,437.43**	$0.00	$0.00	$6,061.60	$3,636.96	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$742.24	$102.18	$1,074.98
INSPECTOR DE TRANSPORTE	Base	Administrativo	**$9,748.92**	**$9,018.54**	$2,845.46	$1,707.28	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$3,514.31	$0.00	$0.00	$47.96	$682.42
INSPECTOR DE TRANSPORTE	Confianza	Administrativo	**$9,748.92**	**$9,018.54**	$2,845.46	$1,707.28	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$3,514.31	$0.00	$0.00	$47.96	$682.42
INSPECTOR DE TRANSPORTE	Supernumerario	Administrativo	**$9,748.92**	**$9,018.54**	$0.00	$0.00	$2,845.46	$1,707.28	$297.58	$890.29	$494.00	$0.00	$0.00	$3,514.31	$0.00	$0.00	$47.96	$682.42
INSPECTOR DE TRANSPORTE A	Base	Administrativo	**$9,139.62**	**$8,454.88**	$2,667.62	$1,600.57	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$3,189.55	$0.00	$0.00	$44.96	$639.77
INSPECTOR DE TRANSPORTE A	Confianza	Administrativo	**$9,139.62**	**$8,454.88**	$2,667.62	$1,600.57	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$3,189.55	$0.00	$0.00	$44.96	$639.77
INSPECTOR DE TRANSPORTE A	Supernumerario	Administrativo	**$9,139.62**	**$8,454.88**	$0.00	$0.00	$2,667.62	$1,600.57	$297.58	$890.29	$494.00	$0.00	$0.00	$3,189.55	$0.00	$0.00	$44.96	$639.77
INSPECTOR ESTB. TURISTICOS	Base	Administrativo	**$13,522.32**	**$12,329.15**	$4,973.86	$2,984.32	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$162.77	$83.84	$946.56
INSPECTOR ESTB. TURISTICOS	Confianza	Administrativo	**$13,522.32**	**$12,329.15**	$4,973.86	$2,984.32	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$162.77	$83.84	$946.56
INSPECTOR ESTB. TURISTICOS	Supernumerario	Administrativo	**$13,522.32**	**$12,329.15**	$0.00	$0.00	$4,973.86	$2,984.32	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$162.77	$83.84	$946.56
INSTRUCTOR ESPECIALIZADO	Base	Administrativo	**$13,732.83**	**$12,513.85**	$5,031.85	$3,019.11	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$4,000.00	$0.00	$172.86	$84.82	$961.30
INSTRUCTOR ESPECIALIZADO	Confianza	Administrativo	**$13,732.83**	**$12,513.85**	$5,031.85	$3,019.11	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$4,000.00	$0.00	$172.86	$84.82	$961.30

Anexo 8.3 Tabulador de Sueldos 2026 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
INSTRUCTOR ESPECIALIZADO	Supernumerario	Administrativo	**$13,732.83**	**$12,513.85**	$0.00	$0.00	$5,031.85	$3,019.11	$297.58	$890.29	$494.00	$0.00	$0.00	$4,000.00	$0.00	$172.86	$84.82	$961.30
INSTRUCTOR TECNICO	Sindicalizado	Operativo	**$22,840.08**	**$18,813.85**	$9,616.16	$8,558.38	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,235.96	$191.47	$1,598.81
INTENDENTE	Sindicalizado	Operativo	**$19,912.88**	**$16,746.31**	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
INTENDENTE A	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
JEFA IMAGEN INSTITUCIONAL	Base	Administrativo	**$8,381.63**	**$7,746.15**	$2,893.27	$1,735.96	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,188.26	$0.00	$0.00	$48.77	$586.71
JEFA IMAGEN INSTITUCIONAL	Confianza	Administrativo	**$8,381.63**	**$7,746.15**	$2,893.27	$1,735.96	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,188.26	$0.00	$0.00	$48.77	$586.71
JEFA IMAGEN INSTITUCIONAL	Supernumerario	Administrativo	**$8,381.63**	**$7,746.15**	$0.00	$0.00	$2,893.27	$1,735.96	$276.77	$827.97	$459.40	$0.00	$0.00	$2,188.26	$0.00	$0.00	$48.77	$586.71
JEFE	Sindicalizado	Operativo	**$24,993.55**	**$20,333.91**	$10,755.56	$9,572.45	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,695.94	$214.16	$1,749.55
JEFE A	Sindicalizado	Operativo	**$24,324.38**	**$19,861.56**	$10,401.50	$9,257.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,553.00	$207.11	$1,702.71
JEFE B	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
JEFE DE COCINA	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
JEFE DE DEPARTAMENTO	Base	Mando medio	**$24,340.84**	**$20,053.25**	$11,794.91	$7,076.95	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$2,384.90	$198.82	$1,703.86
JEFE DE DEPARTAMENTO	Confianza	Mando medio	**$24,340.84**	**$20,053.25**	$11,794.91	$7,076.95	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$2,384.90	$198.82	$1,703.86
JEFE DE DEPARTAMENTO	Sindicalizado	Operativo	**$30,977.30**	**$24,557.61**	$13,921.56	$12,390.19	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,974.07	$277.21	$2,168.41
JEFE DE DEPARTAMENTO	Supernumerario	Mando medio	**$24,340.84**	**$20,053.25**	$0.00	$0.00	$11,794.91	$7,076.95	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$2,384.90	$198.82	$1,703.86
JEFE DE DEPARTAMENTO A	Base	Mando medio	**$19,611.48**	**$16,678.71**	$8,828.97	$5,297.38	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,411.14	$148.82	$1,372.80
JEFE DE DEPARTAMENTO A	Confianza	Mando medio	**$19,611.48**	**$16,678.71**	$8,828.97	$5,297.38	$0.00	$0.00	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,411.14	$148.82	$1,372.80
JEFE DE DEPARTAMENTO A	Sindicalizado	Operativo	**$27,531.85**	**$22,125.59**	$12,098.57	$10,767.73	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,238.12	$240.91	$1,927.23
JEFE DE DEPARTAMENTO A	Supernumerario	Mando medio	**$19,611.48**	**$16,678.71**	$0.00	$0.00	$8,828.97	$5,297.38	$262.72	$786.19	$436.22	$0.00	$0.00	$4,000.00	$0.00	$1,411.14	$148.82	$1,372.80
JEFE DE DEPARTAMENTO B	Base	Mando medio	**$16,158.90**	**$14,065.88**	$6,676.85	$4,006.11	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$849.34	$112.55	$1,131.12
JEFE DE DEPARTAMENTO B	Confianza	Mando medio	**$16,158.90**	**$14,065.88**	$6,676.85	$4,006.11	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$849.34	$112.55	$1,131.12
JEFE DE DEPARTAMENTO B	Supernumerario	Mando medio	**$16,158.90**	**$14,065.88**	$0.00	$0.00	$6,676.85	$4,006.11	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$849.34	$112.55	$1,131.12
JEFE DE DEPARTAMENTO C	Base	Mando medio	**$12,632.02**	**$11,596.88**	$4,472.54	$2,683.53	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$75.50	$75.39	$884.24
JEFE DE DEPARTAMENTO C	Confianza	Mando medio	$12,632.02	**$11,596.88**	$4,472.54	$2,683.53	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$75.50	$75.39	$884.24
JEFE DE DEPARTAMENTO C	Supernumerario	Mando medio	**$12,632.02**	**$11,596.88**	$0.00	$0.00	$4,472.54	$2,683.53	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$75.50	$75.39	$884.24
JEFE DE DEPARTAMENTO D	Base	Mando medio	**$9,354.18**	**$8,636.05**	$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	$0.00	$63.34	$654.79
JEFE DE DEPARTAMENTO D	Confianza	Mando medio	**$9,354.18**	**$8,636.05**	$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	$0.00	$63.34	$654.79
JEFE DE DEPARTAMENTO D	Supernumerario	Mando medio	**$9,354.18**	**$8,636.05**	$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	$0.00	$63.34	$654.79
JEFE DE DEPORTES	Base	Administrativo	**$13,987.56**	**$12,697.71**	$5,309.62	$3,185.77	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$221.22	$89.50	$979.13
JEFE DE DEPORTES	Confianza	Administrativo	**$13,987.56**	**$12,697.71**	$5,309.62	$3,185.77	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$221.22	$89.50	$979.13
JEFE DE DEPORTES	Supernumerario	Administrativo	**$13,987.56**	**$12,697.71**	$0.00	$0.00	$5,309.62	$3,185.77	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$221.22	$89.50	$979.13
JEFE DE FORMACION Y DISEÑO	Sindicalizado	Operativo	**$24,324.38**	**$19,861.56**	$10,401.50	$9,257.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,553.00	$207.11	$1,702.71
JEFE DE GRUPO	Sindicalizado	Operativo	**$25,896.97**	**$20,971.60**	$11,233.56	$9,997.87	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,888.91	$223.68	$1,812.79
JEFE DE INTENDENCIA	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
JEFE DE OFICINA	Base	Administrativo	**$10,326.66**	**$9,539.64**	$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	$0.00	$64.16	$722.87

Anexo 8.3 Tabulador de Sueldos 2026 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 OFICINA	Confianza	Administrativo	**$10,326.66**	**$9,539.64**	$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	$0.00	$64.16	$722.87
JEFE DE OFICINA	Sindicalizado	Operativo	**$24,780.27**	**$20,183.35**	$10,642.71	$9,472.01	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,650.38	$211.92	$1,734.62
JEFE DE OFICINA	Supernumerario	Administrativo	**$10,326.66**	**$9,539.64**	$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	$0.00	$64.16	$722.87
JEFE DE OFICINA A	Base	Administrativo	**$10,354.15**	**$9,569.20**	$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	$0.00	$60.16	$724.79
JEFE DE OFICINA A	Confianza	Administrativo	**$10,354.15**	**$9,569.20**	$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	$0.00	$60.16	$724.79
JEFE DE OFICINA A	Sindicalizado	Operativo	**$22,840.08**	**$18,813.85**	$9,616.16	$8,558.38	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,235.96	$191.47	$1,598.81
JEFE DE OFICINA A	Supernumerario	Administrativo	**$10,354.15**	**$9,569.20**	$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	$0.00	$60.16	$724.79
JEFE DE PROYECTO	Base	Administrativo	**$15,923.64**	**$13,883.68**	$6,485.22	$3,891.13	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$815.99	$109.32	$1,114.65
JEFE DE PROYECTO	Confianza	Administrativo	**$15,923.64**	**$13,883.68**	$6,485.22	$3,891.13	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$815.99	$109.32	$1,114.65
JEFE DE PROYECTO	Sindicalizado	Operativo	**$26,662.09**	**$21,511.67**	$11,638.38	$10,358.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,052.34	$231.74	$1,866.35
JEFE DE PROYECTO	Supernumerario	Administrativo	**$15,923.64**	**$13,883.68**	$0.00	$0.00	$6,485.22	$3,891.13	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$815.99	$109.32	$1,114.65
JEFE DE VIGILANCIA	Confianza	Mando medio Operativo	**$27,432.60**	**$22,573.96**	$12,783.80	$7,670.28	$0.00	$0.00	$526.62	$1,576.93	$874.97	$0.00	$0.00	$4,000.00	$0.00	$2,722.87	$215.49	$1,920.28
JEFE DE VIGILANCIA	Supernumerario	Mando medio Operativo	**$27,432.60**	**$22,573.96**	$0.00	$0.00	$12,783.80	$7,670.28	$526.62	$1,576.93	$874.97	$0.00	$0.00	$4,000.00	$0.00	$2,722.87	$215.49	$1,920.28
JEFE SERVICIOS MEDICOS	Confianza	Administrativo	**$9,131.86**	**$8,432.16**	$3,587.57	$2,152.54	$0.00	$0.00	$276.78	$827.98	$459.40	$0.00	$0.00	$1,827.58	$0.00	$0.00	$60.47	$639.23
JEFE SERVICIOS MEDICOS	Supernumerario	Administrativo	**$9,131.86**	**$8,432.16**	$0.00	$0.00	$3,587.57	$2,152.54	$276.78	$827.98	$459.40	$0.00	$0.00	$1,827.58	$0.00	$0.00	$60.47	$639.23
JUEZ CALIFICADOR	Base	Administrativo	**$15,928.27**	**$13,889.45**	$6,477.59	$3,886.55	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$814.66	$109.19	$1,114.98
JUEZ CALIFICADOR	Confianza	Administrativo	**$15,928.27**	**$13,889.45**	$6,477.59	$3,886.55	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$814.66	$109.19	$1,114.98
JUEZ CALIFICADOR	Supernumerario	Administrativo	**$15,928.27**	**$13,889.45**	$0.00	$0.00	$6,477.59	$3,886.55	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$814.66	$109.19	$1,114.98
MAESTRO	Base	Administrativo	**$10,348.67**	**$9,566.09**	$3,451.33	$2,070.80	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,262.40	$0.00	$0.00	$58.17	$724.41
MAESTRO	Confianza	Administrativo	**$10,348.67**	**$9,566.09**	$3,451.33	$2,070.80	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,262.40	$0.00	$0.00	$58.17	$724.41
MAESTRO	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
MAESTRO	Supernumerario	Administrativo	**$10,348.67**	**$9,566.09**	$0.00	$0.00	$3,451.33	$2,070.80	$276.77	$827.97	$459.40	$0.00	$0.00	$3,262.40	$0.00	$0.00	$58.17	$724.41
MAESTRO A	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
MAESTRO B	Sindicalizado	Operativo	**$18,505.43**	**$15,704.43**	$7,322.69	$6,517.19	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,359.81	$145.81	$1,295.38
MAESTRO C	Sindicalizado	Operativo	**$16,639.18**	**$14,307.56**	$6,335.26	$5,638.38	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,040.74	$126.14	$1,164.74
MAESTRO DE TEATRO	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
MAYORDOMO	Sindicalizado	Operativo	**$20,805.60**	**$17,377.78**	$8,539.71	$7,600.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,801.39	$170.04	$1,456.39
MECANICO	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
MEDICO	Base	Administrativo	**$17,250.02**	**$14,944.79**	$7,230.09	$4,338.05	$0.00	$0.00	$297.58	$890.30	$494.00	$0.00	$0.00	$4,000.00	$0.00	$975.86	$121.87	$1,207.50
MEDICO	Confianza	Administrativo	**$17,250.02**	**$14,944.79**	$7,230.09	$4,338.05	$0.00	$0.00	$297.58	$890.30	$494.00	$0.00	$0.00	$4,000.00	$0.00	$975.86	$121.87	$1,207.50
MEDICO	Sindicalizado	Operativo	**$27,531.85**	**$22,125.59**	$12,098.57	$10,767.73	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,238.12	$240.91	$1,927.23
MEDICO	Supernumerario	Administrativo	**$17,250.02**	**$14,944.79**	$0.00	$0.00	$7,230.09	$4,338.05	$297.58	$890.30	$494.00	$0.00	$0.00	$4,000.00	$0.00	$975.86	$121.87	$1,207.50
MEDICO A	Base	Administrativo	**$9,810.88**	**$9,030.06**	$4,174.90	$2,504.94	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$1,449.16	$0.00	$23.69	$70.37	$686.76
MEDICO A	Confianza	Administrativo	**$9,810.88**	**$9,030.06**	$4,174.90	$2,504.94	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$1,449.16	$0.00	$23.69	$70.37	$686.76
MEDICO A	Sindicalizado	Operativo	**$25,181.87**	**$20,466.83**	$10,855.20	$9,661.13	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,736.16	$216.15	$1,762.73
MEDICO A	Supernumerario	Administrativo	**$9,810.88**	**$9,030.06**	$0.00	$0.00	$4,174.90	$2,504.94	$297.58	$890.29	$494.00	$0.00	$0.00	$1,449.16	$0.00	$23.69	$70.37	$686.76
MEDICO B	Base	Administrativo	**$9,176.14**	**$8,475.64**	$3,451.33	$2,070.80	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$1,972.13	$0.00	$0.00	$58.17	$642.33
MEDICO B	Confianza	Administrativo	**$9,176.14**	**$8,475.64**	$3,451.33	$2,070.80	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$1,972.13	$0.00	$0.00	$58.17	$642.33
MEDICO B	Sindicalizado	Operativo	**$22,241.28**	**$18,391.17**	$9,299.33	$8,276.40	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.05	$185.17	$1,556.89
MEDICO B	Supernumerario	Administrativo	**$9,176.14**	**$8,475.64**	$0.00	$0.00	$3,451.33	$2,070.80	$297.58	$890.29	$494.00	$0.00	$0.00	$1,972.13	$0.00	$0.00	$58.17	$642.33
MONITORISTA DE VIDEOVIGILANCIA	Confianza	Administrativo	**$9,800.95**	**$9,059.90**	$3,262.39	$1,957.43	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,017.00	$0.00	$0.00	$54.99	$686.07
MONITORISTA DE VIDEOVIGILANCIA	Supernumerario	Administrativo	**$9,800.95**	**$9,059.90**	$0.00	$0.00	$3,262.39	$1,957.43	$276.77	$827.97	$459.40	$0.00	$0.00	$3,017.00	$0.00	$0.00	$54.99	$686.07

Anexo 8.3 Tabulador de Sueldos 2026 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
MONITORISTA DE VIDEOVIGILANCIA A	Confianza	Administrativo	**$8,418.43**	**$7,782.40**	$2,773.03	$1,663.82	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,417.45	$0.00	$0.00	$46.74	$589.29
MONITORISTA DE VIDEOVIGILANCIA A	Supernumerario	Administrativo	**$8,418.43**	**$7,782.40**	$0.00	$0.00	$2,773.03	$1,663.82	$276.77	$827.97	$459.40	$0.00	$0.00	$2,417.45	$0.00	$0.00	$46.74	$589.29
MUSICO	Base	Administrativo	**$13,340.79**	**$12,179.98**	$4,870.94	$2,922.56	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
MUSICO	Confianza	Administrativo	**$13,340.79**	**$12,179.98**	$4,870.94	$2,922.56	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
MUSICO	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	**$1,713.66**	$165.71	$1,427.64
MUSICO	Supernumerario	Administrativo	**$13,340.79**	**$12,179.98**	$0.00	$0.00	$4,870.94	$2,922.56	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
MUSICO A	Sindicalizado	Operativo	**$19,912.88**	**$16,746.31**	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
MUSICO B	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
NOTIFICADOR	Sindicalizado	Operativo	**$20,805.60**	**$17,377.78**	$8,539.71	$7,600.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,801.39	$170.04	$1,456.39
ODONTOLOGO	Sindicalizado	Operativo	**$27,531.85**	**$22,125.59**	$12,098.57	$10,767.73	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,238.12	$240.91	$1,927.23
OFICIAL	Confianza	Operativo	**$39,622.64**	**$31,324.88**	$19,930.10	$11,958.06	$0.00	$0.00	$446.07	$1,506.85	$829.58	$0.00	$951.98	$4,000.00	$0.00	$5,188.21	$335.96	$2,773.58
OFICIAL	Supernumerario	Operativo	**$39,622.64**	**$31,324.88**	$0.00	$0.00	$19,930.10	$11,958.06	$446.07	$1,506.85	$829.58	$0.00	$951.98	$4,000.00	$0.00	$5,188.21	$335.96	$2,773.58
OPERADOR DE EQUIPO DE COMPUTO	Base	Administrativo	**$8,458.80**	**$7,818.73**	$2,845.49	$1,707.30	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$2,224.13	$0.00	$0.00	$47.96	$592.12
OPERADOR DE EQUIPO DE COMPUTO	Confianza	Administrativo	**$8,458.80**	**$7,818.73**	$2,845.49	$1,707.30	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$2,224.13	$0.00	$0.00	$47.96	$592.12
OPERADOR DE EQUIPO DE COMPUTO	Sindicalizado	Operativo	**$24,324.38**	**$19,861.56**	$10,401.50	$9,257.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,553.00	$207.11	$1,702.71
OPERADOR DE EQUIPO DE COMPUTO	Supernumerario	Administrativo	**$8,458.80**	**$7,818.73**	$0.00	$0.00	$2,845.49	$1,707.30	$297.58	$890.29	$494.00	$0.00	$0.00	$2,224.13	$0.00	$0.00	$47.96	$592.12
OPERADOR DE EQUIPO PESADO	Sindicalizado	Operativo	**$23,844.66**	**$19,522.94**	$10,147.68	$9,031.44	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,450.54	$202.06	$1,669.13
OPERADOR DE TRANSMISION	Confianza	Administrativo	**$9,663.20**	**$8,931.79**	$3,262.39	$1,957.43	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,879.25	$0.00	$0.00	$54.99	$676.42
OPERADOR DE TRANSMISION	Supernumerario	Administrativo	**$9,663.20**	**$8,931.79**	$0.00	$0.00	$3,262.39	$1,957.43	$276.77	$827.97	$459.40	$0.00	$0.00	$2,879.25	$0.00	$0.00	$54.99	$676.42
OPERADOR DE TRANSMISION A	Confianza	Administrativo	**$8,418.43**	**$7,782.40**	$2,773.03	$1,663.82	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,417.45	$0.00	$0.00	$46.74	$589.29
OPERADOR DE TRANSMISION A	Supernumerario	Administrativo	**$8,418.43**	**$7,782.40**	$0.00	$0.00	$2,773.03	$1,663.82	$276.77	$827.97	$459.40	$0.00	$0.00	$2,417.45	$0.00	$0.00	$46.74	$589.29
OPERADOR INTERVINIENTE 911	Confianza	Mando medio	**$17,727.90**	**$15,272.60**	$7,657.47	$4,594.48	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$1,085.27	$129.08	$1,240.95
OPERADOR INTERVINIENTE 911	Supernumerario	Mando medio	**$17,727.90**	**$15,272.60**	$0.00	$0.00	$7,657.47	$4,594.48	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$1,085.27	$129.08	$1,240.95
OPERADOR INTERVINIENTE 911 A	Confianza	Administrativo	**$15,935.04**	**$13,892.92**	$6,492.35	$3,895.41	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$817.23	$109.44	$1,115.45
OPERADOR INTERVINIENTE 911 A	Supernumerario	Administrativo	**$15,935.04**	**$13,892.92**	$0.00	$0.00	$6,492.35	$3,895.41	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$817.23	$109.44	$1,115.45
PEON	Base	Administrativo	**$9,748.93**	**$9,018.54**	$2,845.49	$1,707.30	$0.00	$0.00	$297.58	$890.29	$595.17	$0.00	$0.00	$3,413.09	$0.00	$0.00	$47.96	$682.42
PEON	Confianza	Administrativo	**$9,748.93**	**$9,018.54**	$2,845.49	$1,707.30	$0.00	$0.00	$297.58	$890.29	$595.17	$0.00	$0.00	$3,413.09	$0.00	$0.00	$47.96	$682.42
PEON	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92
PEON	Supernumerario	Administrativo	**$9,748.93**	**$9,018.54**	$0.00	$0.00	$2,845.49	$1,707.30	$297.58	$890.29	$595.17	$0.00	$0.00	$3,413.09	$0.00	$0.00	$47.96	$682.42
PEON A	Sindicalizado	Operativo	**$17,289.91**	**$14,801.76**	$6,679.56	$5,944.81	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,144.85	$133.00	$1,210.29
PERITO	Confianza	Administrativo	**$9,159.24**	**$8,466.03**	$3,088.73	$1,853.24	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,653.13	$0.00	$0.00	$52.06	$641.15
PERITO	Supernumerario	Administrativo	**$9,159.24**	**$8,466.03**	$0.00	$0.00	$3,088.73	$1,853.24	$276.77	$827.97	$459.40	$0.00	$0.00	$2,653.13	$0.00	$0.00	$52.06	$641.15
POLICIA	Confianza	Operativo	**$17,169.97**	**$14,677.33**	$7,937.44	$4,762.47	$0.00	$0.00	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$0.00	$0.00	$1,156.94	$133.80	$1,201.90
POLICIA	Supernumerario	Operativo	**$17,169.97**	**$14,677.33**	$0.00	$0.00	$7,937.44	$4,762.47	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$0.00	$0.00	$1,156.94	$133.80	$1,201.90
POLICIA A	Confianza	Operativo	**$23,277.01**	**$19,958.51**	$9,254.33	$5,552.62	$0.00	$0.00	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$4,000.00	$0.00	$1,533.11	$156.00	$1,629.39
POLICIA A	Supernumerario	Operativo	**$23,277.01**	**$19,958.51**	$0.00	$0.00	$9,254.33	$5,552.62	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$4,000.00	$0.00	$1,533.11	$156.00	$1,629.39
POLICIA AUXILIAR	Confianza	Operativo	**$16,191.26**	**$13,767.12**	$7,937.49	$4,762.48	$0.00	$0.00	$617.76	$1,848.11	$1,025.42	$0.00	$0.00	$0.00	$0.00	$1,156.95	$133.80	$1,133.39
POLICIA AUXILIAR	Supernumerario	Operativo	**$16,191.26**	**$13,767.12**	$0.00	$0.00	$7,937.49	$4,762.48	$617.76	$1,848.11	$1,025.42	$0.00	$0.00	$0.00	$0.00	$1,156.95	$133.80	$1,133.39

Anexo 8.3 Tabulador de Sueldos 2026 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
POLICIA AUXILIAR B	Confianza	Operativo	**$9,879.38**	**$9,065.04**	$4,325.38	$2,595.23	$0.00	$0.00	$523.53	$1,566.23	$869.02	$0.00	$0.00	$0.00	$0.00	$49.88	$72.91	$691.56
POLICIA AUXILIAR B	Supernumerario	Operativo	**$9,879.38**	**$9,065.04**	$0.00	$0.00	$4,325.38	$2,595.23	$523.53	$1,566.23	$869.02	$0.00	$0.00	$0.00	$0.00	$49.88	$72.91	$691.56
POLICIA FUERZA DE REACCIN	Confianza	Operativo	**$53,988.46**	**$41,335.67**	$28,448.99	$17,069.39	$0.00	$0.00	$604.49	$1,848.09	$1,025.40	$0.00	$992.10	$4,000.00	$0.00	$8,394.04	$479.56	$3,779.19
POLICIA FUERZA DE REACCIN	Supernumerario	Operativo	**$53,988.45**	**$41,335.67**	$0.00	$0.00	$28,448.99	$17,069.39	$604.49	$1,848.09	$1,025.40	$0.00	$992.10	$4,000.00	$0.00	$8,394.04	$479.56	$3,779.19
POLICIA FUERZA DE REACCIN A	Confianza	Operativo	**$29,394.11**	**$24,292.84**	$13,077.52	$7,846.51	$0.00	$0.00	$604.49	$1,848.09	$1,025.40	$0.00	$992.10	$4,000.00	$0.00	$2,823.25	$220.44	$2,057.59
POLICIA FUERZA DE REACCIN A	Supernumerario	Operativo	**$29,394.11**	**$24,292.83**	$0.00	$0.00	$13,077.52	$7,846.51	$604.49	$1,848.09	$1,025.40	$0.00	$992.10	$4,000.00	$0.00	$2,823.25	$220.44	$2,057.59
POLICIA FUERZA DE REACCIN B	Confianza	Operativo	**$18,319.47**	**$16,085.68**	$6,622.06	$3,973.23	$0.00	$0.00	$575.48	$1,728.00	$976.20	$0.00	$944.50	$3,500.00	$0.00	$839.81	$111.62	$1,282.36
POLICIA FUERZA DE REACCIN B	Supernumerario	Operativo	**$18,319.47**	**$16,085.68**	$0.00	$0.00	$6,622.06	$3,973.23	$575.48	$1,728.00	$976.20	$0.00	$944.50	$3,500.00	$0.00	$839.81	$111.62	$1,282.36
POLICIA MANDO	Confianza	Operativo	**$41,396.78**	**$32,538.87**	$21,038.94	$12,623.36	$0.00	$0.00	$446.07	$1,506.85	$829.58	$0.00	$951.98	$4,000.00	$0.00	$5,605.49	$354.65	$2,897.77
POLICIA MANDO	Supernumerario	Operativo	**$41,396.78**	**$32,538.87**	$0.00	$0.00	$21,038.94	$12,623.36	$446.07	$1,506.85	$829.58	$0.00	$951.98	$4,000.00	$0.00	$5,605.49	$354.65	$2,897.77
POLICIA PENITENCIARIO	Confianza	Operativo	**$16,191.26**	**$13,767.12**	$7,937.49	$4,762.48	$0.00	$0.00	$617.76	$1,848.11	$1,025.42	$0.00	$0.00	$0.00	$0.00	$1,156.95	$133.80	$1,133.39
POLICIA PENITENCIARIO	Supernumerario	Operativo	**$16,191.26**	**$13,767.12**	$0.00	$0.00	$7,937.49	$4,762.48	$617.76	$1,848.11	$1,025.42	$0.00	$0.00	$0.00	$0.00	$1,156.95	$133.80	$1,133.39
POLICIA PENITENCIARIO PRIMERO	Confianza	Operativo	**$18,702.50**	**$16,102.58**	$7,937.44	$4,762.47	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,519.26	$0.00	$1,156.94	$133.80	$1,309.17
POLICIA PENITENCIARIO PRIMERO	Supernumerario	Operativo	**$18,702.50**	**$16,102.58**	$0.00	$0.00	$7,937.44	$4,762.47	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,519.26	$0.00	$1,156.94	$133.80	$1,309.17
POLICIA PENITENCIARIO SEGUNDO	Confianza	Operativo	**$18,340.58**	**$15,766.00**	$7,937.44	$4,762.47	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,157.35	$0.00	$1,156.94	$133.80	$1,283.84
POLICIA PENITENCIARIO SEGUNDO	Supernumerario	Operativo	**$18,340.58**	**$15,766.00**	$0.00	$0.00	$7,937.44	$4,762.47	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$1,157.35	$0.00	$1,156.94	$133.80	$1,283.84
POLICIA PENITENCIARIO TERCERO	Confianza	Operativo	**$17,183.23**	**$14,689.67**	$7,937.44	$4,762.47	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$0.00	$0.00	$1,156.94	$133.80	$1,202.83
POLICIA PENITENCIARIO TERCERO	Supernumerario	Operativo	**$17,183.23**	**$14,689.67**	$0.00	$0.00	$7,937.44	$4,762.47	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$0.00	$0.00	$1,156.94	$133.80	$1,202.83
POLICIA PRIMERO	Confianza	Operativo	**$27,027.86**	**$22,622.58**	$11,598.62	$6,959.18	$0.00	$0.00	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$4,000.00	$0.00	$2,317.82	$195.51	$1,891.95
POLICIA PRIMERO	Supernumerario	Operativo	**$27,027.86**	**$22,622.58**	$0.00	$0.00	$11,598.62	$6,959.18	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$4,000.00	$0.00	$2,317.82	$195.51	$1,891.95
POLICIA SEGUNDO	Confianza	Operativo	**$22,625.11**	**$19,475.94**	$8,846.90	$5,308.16	$0.00	$0.00	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$4,000.00	$0.00	$1,416.29	$149.13	$1,583.76
POLICIA SEGUNDO	Supernumerario	Operativo	**$22,625.11**	**$19,475.94**	$0.00	$0.00	$8,846.90	$5,308.16	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$4,000.00	$0.00	$1,416.29	$149.13	$1,583.76
POLICIA TERCERO	Confianza	Operativo	**$19,172.57**	**$16,496.56**	$8,084.41	$4,850.64	$0.00	$0.00	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$1,767.46	$0.00	$1,197.66	$136.27	$1,342.08
POLICIA TERCERO	Supernumerario	Operativo	**$19,172.57**	**$16,496.56**	$0.00	$0.00	$8,084.41	$4,850.64	$604.47	$1,848.08	$1,025.39	$0.00	$992.11	$1,767.46	$0.00	$1,197.66	$136.27	$1,342.08
PRECEPTOR	Confianza	Operativo	**$21,291.05**	**$18,490.90**	$8,004.83	$4,802.89	$0.00	$0.00	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$4,000.00	$0.00	$1,174.84	$134.93	$1,490.37
PRECEPTOR	Supernumerario	Operativo	**$21,291.05**	**$18,490.90**	$0.00	$0.00	$8,004.83	$4,802.89	$617.73	$1,848.07	$1,025.41	$0.00	$992.11	$4,000.00	$0.00	$1,174.84	$134.93	$1,490.37
PRENSISTA	Sindicalizado	Operativo	**$20,250.29**	**$16,985.80**	$8,245.90	$7,338.85	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,682.78	$164.19	$1,417.52
PRENSISTA OFFSET	Sindicalizado	Operativo	**$22,840.08**	**$18,813.85**	$9,616.16	$8,558.38	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,235.96	$191.47	$1,598.81
PRENSISTA OFFSET A	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
PRESIDENTE DE LA JUNTA	Confianza	Mando medio	**$15,929.69**	**$13,883.94**	$6,513.33	$3,908.00	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$820.88	$109.79	$1,115.08
PRESIDENTE DE LA JUNTA	Supernumerario	Mando medio	**$15,929.69**	**$13,883.94**	$0.00	$0.00	$6,513.33	$3,908.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$820.88	$109.79	$1,115.08
PRESIDENTE DEL CONSEJO DE PARTICIPACIN SOCIAL	Confianza	Directivo	**$32,407.79**	**$25,704.26**	$16,957.13	$10,174.28	$0.00	$0.00	$225.85	$675.60	$374.93	$0.00	$0.00	$4,000.00	$0.00	$4,149.14	$285.84	$2,268.55
PRESIDENTE DEL CONSEJO TUTELAR DE MENORES	Confianza	Directivo	**$44,420.41**	**$34,045.45**	$24,359.04	$14,615.43	$0.00	$0.00	$255.80	$765.44	$424.70	$0.00	$0.00	$4,000.00	$0.00	$6,854.91	$410.62	$3,109.43
PRODUCTOR	Base	Administrativo	**$9,281.49**	**$8,581.50**	$2,983.46	$1,790.08	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,943.82	$0.00	$0.00	$50.29	$649.70
PRODUCTOR	Confianza	Administrativo	**$9,281.49**	**$8,581.50**	$2,983.46	$1,790.08	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,943.82	$0.00	$0.00	$50.29	$649.70
PRODUCTOR	Supernumerario	Administrativo	**$9,281.49**	**$8,581.50**	$0.00	$0.00	$2,983.46	$1,790.08	$276.77	$827.97	$459.40	$0.00	$0.00	$2,943.82	$0.00	$0.00	$50.29	$649.70

Anexo 8.3 Tabulador de Sueldos 2026 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
PROGRAMADOR DE SISTEMAS	Sindicalizado	Operativo	**$24,780.27**	**$20,183.35**	$10,642.71	$9,472.01	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,650.38	$211.92	$1,734.62
PROGRAMADOR DE SISTEMAS A	Sindicalizado	Operativo	**$24,324.38**	**$19,861.56**	$10,401.50	$9,257.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,553.00	$207.11	$1,702.71
PROMOTOR ARTISTICO	Sindicalizado	Operativo	**$22,840.08**	**$18,813.85**	$9,616.16	$8,558.38	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,235.96	$191.47	$1,598.81
PROMOTOR DE EVENTOS	Base	Administrativo	**$10,339.45**	**$9,560.85**	$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	$54.84	$723.76
PROMOTOR DE EVENTOS	Confianza	Administrativo	**$10,339.45**	**$9,560.85**	$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	$54.84	$723.76
PROMOTOR DE EVENTOS	Sindicalizado	Operativo	**$21,234.17**	**$17,680.28**	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
PROMOTOR DE EVENTOS	Supernumerario	Administrativo	**$10,339.45**	**$9,560.85**	$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	$54.84	$723.76
PROYECTISTA	Sindicalizado	Operativo	**$24,324.29**	**$19,861.50**	$10,401.46	$9,257.30	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,552.99	$207.11	$1,702.70
PSICOLOGO	Base	Administrativo	**$9,929.08**	**$9,168.60**	$3,882.64	$2,329.58	$0.00	$0.00	$231.91	$693.73	$384.97	$0.00	$0.00	$2,406.26	$0.00	$0.00	$65.44	$695.04
PSICOLOGO	Confianza	Administrativo	**$9,929.08**	**$9,168.60**	$3,882.64	$2,329.58	$0.00	$0.00	$231.91	$693.73	$384.97	$0.00	$0.00	$2,406.26	$0.00	$0.00	$65.44	$695.04
PSICOLOGO	Sindicalizado	Operativo	**$25,694.21**	**$20,828.48**	$11,126.28	$9,902.39	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,845.60	$221.54	$1,798.59
PSICOLOGO	Supernumerario	Administrativo	**$9,929.08**	**$9,168.60**	$0.00	$0.00	$3,882.64	$2,329.58	$231.91	$693.73	$384.97	$0.00	$0.00	$2,406.26	$0.00	$0.00	$65.44	$695.04
PSICOLOGO A	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
PSICOTERAPEUTA	Sindicalizado	Operativo	**$27,531.85**	**$22,125.59**	$12,098.57	$10,767.73	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,238.12	$240.91	$1,927.23
QUIMICO	Base	Administrativo	**$10,378.70**	**$9,586.54**	$3,894.78	$2,336.87	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$2,465.18	$0.00	$0.00	$65.65	$726.51
QUIMICO	Confianza	Administrativo	**$10,378.70**	**$9,586.54**	$3,894.78	$2,336.87	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$2,465.18	$0.00	$0.00	$65.65	$726.51
QUIMICO	Supernumerario	Administrativo	**$10,378.70**	**$9,586.54**	$0.00	$0.00	$3,894.78	$2,336.87	$297.58	$890.29	$494.00	$0.00	$0.00	$2,465.18	$0.00	$0.00	$65.65	$726.51
REALIZADOR - EDITOR	Base	Administrativo	**$9,218.15**	**$8,520.03**	$3,135.52	$1,881.31	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,637.19	$0.00	$0.00	$52.85	$645.27
REALIZADOR - EDITOR	Confianza	Administrativo	**$9,218.15**	**$8,520.03**	$3,135.52	$1,881.31	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,637.19	$0.00	$0.00	$52.85	$645.27
REALIZADOR - EDITOR	Supernumerario	Administrativo	**$9,218.15**	**$8,520.03**	$0.00	$0.00	$3,135.52	$1,881.31	$276.77	$827.97	$459.40	$0.00	$0.00	$2,637.19	$0.00	$0.00	$52.85	$645.27
REALIZADOR - EDITOR A	Base	Administrativo	**$8,367.63**	**$7,736.98**	$2,665.19	$1,599.11	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,539.19	$0.00	$0.00	$44.92	$585.73
REALIZADOR - EDITOR A	Confianza	Administrativo	**$8,367.63**	**$7,736.98**	$2,665.19	$1,599.11	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,539.19	$0.00	$0.00	$44.92	$585.73
REALIZADOR - EDITOR A	Supernumerario	Administrativo	**$8,367.63**	**$7,736.98**	$0.00	$0.00	$2,665.19	$1,599.11	$276.77	$827.97	$459.40	$0.00	$0.00	$2,539.19	$0.00	$0.00	$44.92	$585.73
RECEPTOR DE RENTAS	Confianza	Administrativo	**$23,221.35**	**$19,268.24**	$11,080.74	$6,648.44	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$2,140.83	$186.78	$1,625.49
RECEPTOR DE RENTAS	Supernumerario	Administrativo	**$23,221.35**	**$19,268.24**	$0.00	$0.00	$11,080.74	$6,648.44	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$2,140.83	$186.78	$1,625.49
REPORTERO	Base	Administrativo	**$23,112.44**	**$19,205.85**	$10,972.30	$6,583.38	$0.00	$0.00	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$2,103.77	$184.95	$1,617.87
REPORTERO	Confianza	Administrativo	**$23,112.44**	**$19,205.85**	$10,972.30	$6,583.38	$0.00	$0.00	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$2,103.77	$184.95	$1,617.87
REPORTERO	Supernumerario	Administrativo	**$23,112.44**	**$19,205.85**	$0.00	$0.00	$10,972.30	$6,583.38	$275.46	$824.06	$457.24	$0.00	$0.00	$4,000.00	$0.00	$2,103.77	$184.95	$1,617.87
REPORTERO - CONDUCTOR	Base	Administrativo	**$19,709.28**	**$16,761.51**	$8,855.81	$5,313.49	$0.00	$0.00	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$1,418.84	$149.28	$1,379.65
REPORTERO - CONDUCTOR	Confianza	Administrativo	**$19,709.28**	**$16,761.51**	$8,855.81	$5,313.49	$0.00	$0.00	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$1,418.84	$149.28	$1,379.65
REPORTERO - CONDUCTOR	Supernumerario	Administrativo	**$19,709.28**	**$16,761.51**	$0.00	$0.00	$8,855.81	$5,313.49	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$1,418.84	$149.28	$1,379.65
REPORTERO - CONDUCTOR A	Base	Administrativo	**$16,772.86**	**$14,559.45**	$7,015.99	$4,209.59	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$921.05	$118.26	$1,174.10
REPORTERO - CONDUCTOR A	Confianza	Administrativo	**$16,772.86**	**$14,559.45**	$7,015.99	$4,209.59	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$921.05	$118.26	$1,174.10
REPORTERO - CONDUCTOR A	Supernumerario	Administrativo	**$16,772.86**	**$14,559.45**	$0.00	$0.00	$7,015.99	$4,209.59	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$921.05	$118.26	$1,174.10
REPORTERO - CONDUCTOR B	Base	Administrativo	**$13,239.34**	**$12,097.73**	$4,807.53	$2,884.52	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$133.81	$81.04	$926.75
REPORTERO - CONDUCTOR B	Confianza	Administrativo	**$13,239.34**	**$12,097.73**	$4,807.53	$2,884.52	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$133.81	$81.04	$926.75
REPORTERO - CONDUCTOR B	Supernumerario	Administrativo	**$13,239.34**	**$12,097.73**	$0.00	$0.00	$4,807.53	$2,884.52	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$133.81	$81.04	$926.75
REPORTERO (A)	Base	Administrativo	**$13,075.50**	**$11,966.93**	$4,694.60	$2,816.76	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$114.16	$79.13	$915.28

Anexo 8.3 Tabulador de Sueldos 2026 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
REPORTERO (A)	Confianza	Administrativo	**$13,075.50**	**$11,966.93**	$4,694.60	$2,816.76	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$114.16	$79.13	$915.28
REPORTERO (A)	Supernumerario	Administrativo	**$13,075.50**	**$11,966.93**	$0.00	$0.00	$4,694.60	$2,816.76	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$114.16	$79.13	$915.28
REPORTERO (B)	Base	Administrativo	**$10,005.17**	**$9,258.02**	$2,775.64	$1,665.39	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$46.78	$700.36
REPORTERO (B)	Confianza	Administrativo	**$10,005.17**	**$9,258.02**	$2,775.64	$1,665.39	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$46.78	$700.36
REPORTERO (B)	Supernumerario	Administrativo	**$10,005.17**	**$9,258.02**	$0.00	$0.00	$2,775.64	$1,665.39	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$0.00	$46.78	$700.36
REPORTERO (C)	Base	Administrativo	**$8,326.14**	**$7,705.43**	$2,247.18	$1,348.31	$0.00	$0.00	$265.70	$794.85	$441.02	$0.00	$0.00	$3,229.08	$0.00	$0.00	$37.88	$582.83
REPORTERO (C)	Confianza	Administrativo	**$8,326.14**	**$7,705.43**	$2,247.18	$1,348.31	$0.00	$0.00	$265.70	$794.85	$441.02	$0.00	$0.00	$3,229.08	$0.00	$0.00	$37.88	$582.83
REPORTERO (C)	Supernumerario	Administrativo	**$8,326.14**	**$7,705.43**	$0.00	$0.00	$2,247.18	$1,348.31	$265.70	$794.85	$441.02	$0.00	$0.00	$3,229.08	$0.00	$0.00	$37.88	$582.83
REPRESENTANTE GOB. EN MEXICO	Confianza	Directivo	**$52,091.44**	**$39,247.88**	$29,271.92	$17,563.15	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$8,703.72	$493.43	$3,646.40
SECRETARIA	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
SECRETARIA A	Sindicalizado	Operativo	**$20,805.60**	**$17,377.78**	$8,539.71	$7,600.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,801.39	$170.04	$1,456.39
SECRETARIA B	Sindicalizado	Operativo	**$19,912.88**	**$16,746.31**	$8,067.37	$7,179.96	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.02	$160.64	$1,393.90
SECRETARIO ACTUARIO	Confianza	Administrativo	**$10,601.32**	**$9,798.18**	$3,622.16	$2,173.29	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,241.73	$0.00	$0.00	$61.05	$742.09
SECRETARIO ACTUARIO	Supernumerario	Administrativo	**$10,601.32**	**$9,798.18**	$0.00	$0.00	$3,622.16	$2,173.29	$276.77	$827.97	$459.40	$0.00	$0.00	$3,241.73	$0.00	$0.00	$61.05	$742.09
SECRETARIO ACTUARIO A	Confianza	Administrativo	**$9,545.68**	**$8,825.59**	$3,078.83	$1,847.30	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$3,055.41	$0.00	$0.00	$51.89	$668.20
SECRETARIO ACTUARIO A	Supernumerario	Administrativo	**$9,545.68**	**$8,825.59**	$0.00	$0.00	$3,078.83	$1,847.30	$276.77	$827.97	$459.40	$0.00	$0.00	$3,055.41	$0.00	$0.00	$51.89	$668.20
SECRETARIO ACTUARIO B	Confianza	Administrativo	**$8,566.36**	**$7,923.97**	$2,535.51	$1,521.31	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,945.41	$0.00	$0.00	$42.74	$599.65
SECRETARIO ACTUARIO B	Supernumerario	Administrativo	**$8,566.36**	**$7,923.97**	$0.00	$0.00	$2,535.51	$1,521.31	$276.77	$827.97	$459.40	$0.00	$0.00	$2,945.41	$0.00	$0.00	$42.74	$599.65
SECRETARIO AUXILIAR	Confianza	Directivo	**$36,107.37**	**$28,402.99**	$19,025.85	$11,415.51	$0.00	$0.00	$294.78	$881.90	$489.34	$0.00	$0.00	$4,000.00	$0.00	$4,856.15	$320.71	$2,527.52
SECRETARIO AUXILIAR	Supernumerario	Directivo	**$36,107.37**	**$28,402.99**	$0.00	$0.00	$19,025.85	$11,415.51	$294.78	$881.90	$489.34	$0.00	$0.00	$4,000.00	$0.00	$4,856.15	$320.71	$2,527.52
SECRETARIO AUXILIAR A	Confianza	Directivo	**$30,623.47**	**$24,533.88**	$15,593.45	$9,356.07	$0.00	$0.00	$296.18	$886.09	$491.67	$0.00	$0.00	$4,000.00	$0.00	$3,683.09	$262.85	$2,143.64
SECRETARIO AUXILIAR A	Supernumerario	Directivo	**$30,623.47**	**$24,533.88**	$0.00	$0.00	$15,593.45	$9,356.07	$296.18	$886.09	$491.67	$0.00	$0.00	$4,000.00	$0.00	$3,683.09	$262.85	$2,143.64
SECRETARIO DE DESPACHO	Confianza	Funcionario	**$59,627.04**	**$44,401.28**	$33,981.67	$20,389.00	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$10,851.11	$572.82	$3,801.84
SECRETARIO DE DESPACHO A	Confianza	Funcionario	**$55,610.82**	**$41,766.78**	$31,200.73	$18,720.44	$0.00	$0.00	$298.91	$894.43	$496.31	$0.00	$0.00	$4,000.00	$0.00	$9,516.25	$525.95	$3,801.84
SECRETARIO DE DESPACHO B	Confianza	Funcionario	**$48,378.64**	**$36,725.92**	$26,904.20	$16,142.52	$0.00	$0.00	$222.31	$665.01	$444.61	$0.00	$0.00	$4,000.00	$0.00	$7,812.70	$453.52	$3,386.50
SECRETARIO DE SEGURIDAD PUBLICA	Confianza	Funcionario	**$86,141.90**	**$62,836.11**	$50,243.92	$30,146.36	$0.00	$0.00	$309.94	$927.20	$514.48	$0.00	$0.00	$4,000.00	$0.00	$18,656.99	$846.96	$3,801.84
SECRETARIO EJECUTIVO DE SESESP	Confianza	Funcionario	**$59,920.56**	**$44,694.63**	$33,981.99	$20,389.19	$0.00	$0.00	$274.16	$820.16	$455.07	$0.00	$0.00	$4,000.00	$0.00	$10,851.26	$572.83	$3,801.84
SECRETARIO GENERAL DE ACUERDOS	Confianza	Administrativo	**$18,255.14**	**$15,683.94**	$7,946.98	$4,768.19	$0.00	$0.00	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$1,159.38	$133.96	$1,277.86
SECRETARIO GENERAL DE ACUERDOS	Supernumerario	Administrativo	**$18,255.14**	**$15,683.94**	$0.00	$0.00	$7,946.98	$4,768.19	$272.49	$815.18	$452.32	$0.00	$0.00	$4,000.00	$0.00	$1,159.38	$133.96	$1,277.86
SECRETARIO GENERAL DE ACUERDOS A	Confianza	Administrativo	**$17,103.98**	**$14,810.93**	$7,222.94	$4,333.76	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$974.03	$121.75	$1,197.28
SECRETARIO GENERAL DE ACUERDOS A	Supernumerario	Administrativo	**$17,103.98**	**$14,810.93**	$0.00	$0.00	$7,222.94	$4,333.76	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$974.03	$121.75	$1,197.28
SECRETARIO GENERAL DE GOBIERNO	Confianza	Funcionario	**$59,627.04**	**$44,401.28**	$33,981.67	$20,389.00	$0.00	$0.00	$222.31	$665.01	$369.05	$0.00	$0.00	$4,000.00	$0.00	$10,851.11	$572.82	$3,801.84
SECRETARIO PARTICULAR	Confianza	Administrativo	**$23,247.61**	**$19,301.37**	$11,056.48	$6,633.89	$0.00	$0.00	$259.87	$777.64	$519.74	$0.00	$0.00	$4,000.00	$0.00	$2,132.54	$186.37	$1,627.33
SECRETARIO PARTICULAR	Supernumerario	Administrativo	**$23,247.61**	**$19,301.37**	$0.00	$0.00	$11,056.48	$6,633.89	$259.87	$777.64	$519.74	$0.00	$0.00	$4,000.00	$0.00	$2,132.54	$186.37	$1,627.33
SECRETARIO PARTICULAR A	Confianza	Administrativo	**$18,022.77**	**$15,499.31**	$7,831.63	$4,698.98	$0.00	$0.00	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$1,129.85	$132.01	$1,261.59
SECRETARIO PARTICULAR A	Supernumerario	Administrativo	**$18,022.77**	**$15,499.31**	$0.00	$0.00	$7,831.63	$4,698.98	$263.96	$789.91	$438.29	$0.00	$0.00	$4,000.00	$0.00	$1,129.85	$132.01	$1,261.59

Anexo 8.3 Tabulador de Sueldos 2026 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 pírenta	Ayuda para Transporte	Prima de Riesgo	Productividad	Compensación	ISR	Imss	Pensiones
SECRETARIO PARTICULAR B	Confianza	Administrativo	**$13,532.44**	**$12,344.25**	$4,944.06	$2,966.43	$0.00	$0.00	$286.94	$858.60	$476.41	$0.00	$0.00	$4,000.00	$0.00	$157.58	$83.34	$947.27
SECRETARIO PARTICULAR B	Supernumerario	Administrativo	**$13,532.44**	**$12,344.25**	$0.00	$0.00	$4,944.06	$2,966.43	$286.94	$858.60	$476.41	$0.00	$0.00	$4,000.00	$0.00	$157.58	$83.34	$947.27
SECRETARIO PARTICULAR C	Confianza	Administrativo	**$9,770.62**	**$9,030.87**	$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	$0.00	$55.81	$683.94
SECRETARIO PARTICULAR C	Supernumerario	Administrativo	**$9,770.62**	**$9,030.87**	$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	$0.00	$55.81	$683.94
SECRETARIO PARTICULAR D	Confianza	Administrativo	**$8,793.56**	**$8,127.78**	$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	$615.55
SECRETARIO PARTICULAR D	Supernumerario	Administrativo	**$8,793.56**	**$8,127.78**	$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	$615.55
SECRETARIO PARTICULAR DESPACHO	Confianza	Funcionario	**$55,588.95**	**$41,676.02**	$31,339.38	$18,803.63	$0.00	$0.00	$255.80	$765.43	$424.70	$0.00	$0.00	$4,000.00	$0.00	$9,582.81	$528.28	$3,801.84
SECRETARIO PRIMERO DE ACUERDOS	Sindicalizado	Operativo	**$23,979.23**	**$19,617.92**	$10,218.88	$9,094.80	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,479.28	$203.48	$1,678.55
SECRETARIO PRIVADO	Base	Administrativo	**$13,571.93**	**$12,362.71**	$5,039.73	$3,023.84	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$174.24	$84.95	$950.03
SECRETARIO PRIVADO	Confianza	Administrativo	**$13,571.93**	**$12,362.71**	$5,039.73	$3,023.84	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$174.24	$84.95	$950.03
SECRETARIO PRIVADO	Supernumerario	Administrativo	**$13,571.93**	**$12,362.71**	$0.00	$0.00	$5,039.73	$3,023.84	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$174.24	$84.95	$950.03
SECRETARIO PRIVADO A	Base	Administrativo	**$11,420.84**	**$10,497.66**	$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	$50.73	$72.99	$799.46
SECRETARIO PRIVADO A	Confianza	Administrativo	**$11,420.84**	**$10,497.66**	$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	$50.73	$72.99	$799.46
SECRETARIO PRIVADO A	Supernumerario	Administrativo	**$11,420.84**	**$10,497.66**	$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	$50.73	$72.99	$799.46
SECRETARIO PRIVADO B	Base	Administrativo	**$9,789.29**	**$9,041.48**	$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	$0.00	$62.56	$685.25
SECRETARIO PRIVADO B	Confianza	Administrativo	**$9,789.29**	**$9,041.48**	$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	$0.00	$62.56	$685.25
SECRETARIO PRIVADO B	Supernumerario	Administrativo	**$9,789.29**	**$9,041.48**	$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	$0.00	$62.56	$685.25
SECRETARIO PRIVADO C	Base	Administrativo	**$9,177.46**	**$8,476.39**	$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	$0.00	$58.65	$642.42
SECRETARIO PRIVADO C	Confianza	Administrativo	**$9,177.46**	**$8,476.39**	$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	$0.00	$58.65	$642.42
SECRETARIO PRIVADO C	Supernumerario	Administrativo	**$9,177.46**	**$8,476.39**	$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	$0.00	$58.65	$642.42
SECRETARIO PRIVADO DESPACHO	Confianza	Directivo	**$30,688.36**	**$24,487.43**	$15,891.26	$9,534.75	$0.00	$0.00	$223.36	$668.17	$370.81	$0.00	$0.00	$4,000.00	$0.00	$3,784.87	$267.87	$2,148.19
SECRETARIO SEGUNDO DE ACUERDOS	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
SECRETARIO TEC DE PROTECCION CIVIL	Confianza	Administrativo	**$13,508.43**	**$12,287.64**	$5,123.64	$3,074.18	$0.00	$0.00	$231.91	$693.73	$384.97	$0.00	$0.00	$4,000.00	$0.00	$188.84	$86.36	$945.59
SECRETARIO TECNICO	Confianza	Mando medio	**$27,128.91**	**$21,978.09**	$13,657.83	$8,194.70	$0.00	$0.00	$225.85	$675.60	$374.93	$0.00	$0.00	$4,000.00	$0.00	$3,021.58	$230.22	$1,899.02
SECRETARIO TECNICO	Supernumerario	Mando medio	**$27,128.91**	**$21,978.09**	$0.00	$0.00	$13,657.83	$8,194.70	$225.85	$675.60	$374.93	$0.00	$0.00	$4,000.00	$0.00	$3,021.58	$230.22	$1,899.02
SECRETARIO TECNICO A	Confianza	Mando medio	**$23,211.75**	**$19,279.88**	$11,023.38	$6,614.03	$0.00	$0.00	$262.72	$786.19	$525.43	$0.00	$0.00	$4,000.00	$0.00	$2,121.23	$185.82	$1,624.82
SECRETARIO TECNICO A	Supernumerario	Mando medio	**$23,211.75**	**$19,279.88**	$0.00	$0.00	$11,023.38	$6,614.03	$262.72	$786.19	$525.43	$0.00	$0.00	$4,000.00	$0.00	$2,121.23	$185.82	$1,624.82
SECRETARIO TECNICO B	Confianza	Mando medio	**$21,019.64**	**$17,708.94**	$9,719.16	$5,831.50	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,675.50	$163.83	$1,471.37
SECRETARIO TECNICO B	Supernumerario	Mando medio	**$21,019.64**	**$17,708.94**	$0.00	$0.00	$9,719.16	$5,831.50	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,675.50	$163.83	$1,471.37
SECRETARIO TECNICO DE ENLACE GUBERNAMENTAL	Confianza	Directivo	**$50,003.35**	**$37,891.09**	$27,783.71	$16,670.23	$0.00	$0.00	$274.16	$820.16	$455.08	$0.00	$0.00	$4,000.00	$0.00	$8,143.68	$468.34	$3,500.23
SERVIDOR PÚBLICO DEL BIENESTAR	Base	Administrativo	**$10,853.53**	**$10,032.79**	$3,618.36	$2,171.01	$0.00	$0.00	$276.78	$827.98	$459.40	$0.00	$0.00	$3,500.00	$0.00	$0.00	$60.99	$759.75
SERVIDOR PÚBLICO DEL BIENESTAR	Confianza	Administrativo	**$10,853.53**	**$10,032.79**	$3,618.36	$2,171.01	$0.00	$0.00	$276.78	$827.98	$459.40	$0.00	$0.00	$3,500.00	$0.00	$0.00	$60.99	$759.75
SERVIDOR PÚBLICO DEL BIENESTAR	Supernumerario	Administrativo	**$10,853.53**	**$10,032.79**	$0.00	$0.00	$3,618.36	$2,171.01	$276.78	$827.98	$459.40	$0.00	$0.00	$3,500.00	$0.00	$0.00	$60.99	$759.75
SOBRESTANTE	Sindicalizado	Operativo	**$21,234.17**	**$17,680.28**	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
SUBCOORDINADOR	Confianza	Mando medio	**$16,188.87**	**$14,094.05**	$6,675.32	$4,005.19	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$849.08	$112.52	$1,133.22
SUBCOORDINADOR	Supernumerario	Mando medio	**$16,188.87**	**$14,094.05**	$0.00	$0.00	$6,675.32	$4,005.19	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$849.08	$112.52	$1,133.22
SUBDELEGADO	Confianza	Mando Medio	**$12,593.34**	**$11,569.40**	$4,428.11	$2,656.87	$0.00	$0.00	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$67.76	$74.64	$881.53

Anexo 8.3 Tabulador de Sueldos 2026 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
SUBDELEGADO	Supernumerario	Mando Medio	**$12,593.34**	**$11,569.40**	$0.00	$0.00	$4,428.11	$2,656.87	$266.84	$798.48	$443.04	$0.00	$0.00	$4,000.00	$0.00	$67.76	$74.64	$881.53
SUBDIRECTOR	Confianza	Mando medio	**$24,295.63**	**$19,981.32**	$11,878.25	$7,126.95	$0.00	$0.00	$228.34	$683.03	$379.06	$0.00	$0.00	$4,000.00	$0.00	$2,413.39	$200.23	$1,700.69
SUBDIRECTOR	Supernumerario	Mando medio	**$24,295.63**	**$19,981.32**	$0.00	$0.00	$11,878.25	$7,126.95	$228.34	$683.03	$379.06	$0.00	$0.00	$4,000.00	$0.00	$2,413.39	$200.23	$1,700.69
SUBDIRECTOR A	Confianza	Mando medio	**$19,584.30**	**$16,655.52**	$8,822.07	$5,293.24	$0.00	$0.00	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,409.17	$148.71	$1,370.90
SUBDIRECTOR A	Supernumerario	Mando medio	**$19,584.30**	**$16,655.52**	$0.00	$0.00	$8,822.07	$5,293.24	$259.87	$777.64	$431.47	$0.00	$0.00	$4,000.00	$0.00	$1,409.17	$148.71	$1,370.90
SUBDIRECTOR B	Confianza	Mando medio	**$16,138.71**	**$14,049.52**	$6,664.23	$3,998.54	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$847.15	$112.33	$1,129.71
SUBDIRECTOR B	Supernumerario	Mando medio	**$16,138.71**	**$14,049.52**	$0.00	$0.00	$6,664.23	$3,998.54	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$847.15	$112.33	$1,129.71
SUBDIRECTOR C	Confianza	Mando medio	**$12,605.90**	**$11,575.72**	$4,456.22	$2,673.73	$0.00	$0.00	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$72.66	$75.11	$882.41
SUBDIRECTOR C	Supernumerario	Mando medio	**$12,605.90**	**$11,575.72**	$0.00	$0.00	$4,456.22	$2,673.73	$261.10	$781.33	$433.52	$0.00	$0.00	$4,000.00	$0.00	$72.66	$75.11	$882.41
SUBDIRECTOR DE LA POLICIA ESTATAL	Confianza	Mando medio Operativo	**$62,793.99**	**$46,595.35**	$35,939.72	$21,563.84	$0.00	$0.00	$228.34	$683.04	$379.06	$0.00	$0.00	$4,000.00	$0.00	$11,790.97	$605.83	$3,801.84
SUBINSPECTOR	Confianza	Mando medio Operativo	**$41,830.80**	**$32,284.04**	$22,713.69	$13,628.21	$0.00	$0.00	$299.82	$742.52	$446.56	$0.00	$0.00	$4,000.00	$0.00	$6,235.73	$382.88	$2,928.16
SUBJEFE DE VIGILANCIA	Confianza	Mando medio Operativo	**$19,897.37**	**$17,071.93**	$8,409.50	$5,045.70	$0.00	$0.00	$432.13	$1,292.76	$717.28	$0.00	$0.00	$4,000.00	$0.00	$1,290.87	$141.75	$1,392.82
SUBJEFE DE VIGILANCIA	Supernumerario	Mando medio Operativo	**$19,897.37**	**$17,071.93**	$0.00	$0.00	$8,409.50	$5,045.70	$432.13	$1,292.76	$717.28	$0.00	$0.00	$4,000.00	$0.00	$1,290.87	$141.75	$1,392.82
SUBOFICIAL	Confianza	Operativo	**$33,278.75**	**$26,869.99**	$15,965.17	$9,579.10	$0.00	$0.00	$446.07	$1,506.85	$829.58	$0.00	$951.98	$4,000.00	$0.00	$3,810.13	$269.12	$2,329.51
SUBOFICIAL	Supernumerario	Operativo	**$33,278.75**	**$26,869.99**	$0.00	$0.00	$15,965.17	$9,579.10	$446.07	$1,506.85	$829.58	$0.00	$951.98	$4,000.00	$0.00	$3,810.13	$269.12	$2,329.51
SUBSECRETARIO DE ADMINISTRACION	Confianza	Funcionario	**$59,460.98**	**$44,235.22**	$33,981.67	$20,389.00	$0.00	$0.00	$221.31	$500.00	$369.00	$0.00	$0.00	$4,000.00	$0.00	$10,851.11	$572.82	$3,801.84
SUBSECRETARIO DE CULTURA	Confianza	Funcionario	**$56,651.98**	**$42,263.63**	$32,296.24	$19,377.74	$0.00	$0.00	$200.00	$450.00	$328.00	$0.00	$0.00	$4,000.00	$0.00	$10,042.10	$544.41	$3,801.84
SUBSECRETARIO DE DESARROLLO RURAL	Confianza	Funcionario	**$56,651.98**	**$42,263.63**	$32,296.24	$19,377.74	$0.00	$0.00	$200.00	$450.00	$328.00	$0.00	$0.00	$4,000.00	$0.00	$10,042.10	$544.41	$3,801.84
SUBSECRETARIO DE EDUCACION	Confianza	Funcionario	**$59,460.98**	**$44,235.22**	$33,981.67	$20,389.00	$0.00	$0.00	$221.31	$500.00	$369.00	$0.00	$0.00	$4,000.00	$0.00	$10,851.11	$572.82	$3,801.84
SUBSECRETARIO DE LAS JUVENTUDES	Confianza	Funcionario	**$55,938.98**	**$41,771.11**	$31,852.49	$19,111.49	$0.00	$0.00	$200.00	$450.00	$325.00	$0.00	$0.00	$4,000.00	$0.00	$9,829.10	$536.93	$3,801.84
SUBSECRETARIO DE MOVILIDAD	Confianza	Funcionario	**$58,793.98**	**$43,741.08**	$33,633.74	$20,180.24	$0.00	$0.00	$200.00	$450.00	$330.00	$0.00	$0.00	$4,000.00	$0.00	$10,684.10	$566.96	$3,801.84
SUBSECRETARIO DE OPERACIONES	Confianza	Funcionario	**$81,359.73**	**$59,534.88**	$47,263.33	$28,358.00	$0.00	$0.00	$307.60	$920.20	$510.60	$0.00	$0.00	$4,000.00	$0.00	$17,226.30	$796.71	$3,801.84
SUBSECRETARIO DE SEGURIDAD PUBLICA	Confianza	Directivo	**$47,622.88**	**$36,308.66**	$26,177.80	$15,706.68	$0.00	$0.00	$307.60	$920.20	$510.60	$0.00	$0.00	$4,000.00	$0.00	$7,539.34	$441.27	$3,333.60
SUBSECRETARIO DE TURISMO	Confianza	Funcionario	**$58,793.98**	**$43,741.08**	$33,633.74	$20,180.24	$0.00	$0.00	$200.00	$450.00	$330.00	$0.00	$0.00	$4,000.00	$0.00	$10,684.10	$566.96	$3,801.84
SUBSECRETARIO DEL TRABAJO	Confianza	Funcionario	**$56,651.98**	**$42,263.63**	$32,296.24	$19,377.74	$0.00	$0.00	$200.00	$450.00	$328.00	$0.00	$0.00	$4,000.00	$0.00	$10,042.10	$544.41	$3,801.84
SUPERVISOR	Confianza	Administrativo	**$15,935.03**	**$13,892.91**	$6,492.34	$3,895.41	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$817.23	$109.44	$1,115.45
SUPERVISOR	Sindicalizado	Operativo	**$26,662.09**	**$21,511.67**	$11,638.38	$10,358.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$3,052.34	$231.74	$1,866.35
SUPERVISOR	Supernumerario	Administrativo	**$15,935.03**	**$13,892.91**	$0.00	$0.00	$6,492.34	$3,895.41	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$817.23	$109.44	$1,115.45
SUPERVISOR A	Confianza	Administrativo	**$13,340.79**	**$12,179.98**	$4,870.94	$2,922.56	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
SUPERVISOR A	Sindicalizado	Operativo	**$23,026.40**	**$18,945.36**	$9,714.74	$8,646.12	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,275.75	$193.44	$1,611.85
SUPERVISOR A	Supernumerario	Administrativo	**$13,340.79**	**$12,179.98**	$0.00	$0.00	$4,870.94	$2,922.56	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
SUPERVISOR B	Confianza	Administrativo	**$11,790.50**	**$10,899.40**	$3,902.01	$2,341.21	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$0.00	$65.77	$825.34
SUPERVISOR B	Supernumerario	Administrativo	**$11,790.50**	**$10,899.40**	$0.00	$0.00	$3,902.01	$2,341.21	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$0.00	$65.77	$825.34
SUPERVISOR C	Confianza	Administrativo	**$10,331.00**	**$9,556.05**	$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	$51.78	$723.17
SUPERVISOR C	Supernumerario	Administrativo	**$10,331.00**	**$9,556.05**	$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	$51.78	$723.17
SUPERVISOR D	Confianza	Administrativo	**$9,542.57**	**$8,824.53**	$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	$50.06	$667.98
SUPERVISOR D	Supernumerario	Administrativo	**$9,542.57**	**$8,824.53**	$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	$50.06	$667.98
SUPERVISOR JORNADA REDUCIDA	Confianza	Administrativo	**$9,106.44**	**$8,432.91**	$2,140.35	$1,284.21	$0.00	$0.00	$297.58	$890.29	$494.00	$0.00	$0.00	$4,000.00	$0.00	$0.00	$36.07	$637.45

Anexo 8.3 Tabulador de Sueldos 2026 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
SUPERVISOR JORNADA REDUCIDA	Supernumerario	Administrativo	**$9,106.44**	**$8,432.91**	$0.00	$0.00	$2,140.35	$1,284.21	$297.58	$890.29	$494.00	$0.00	$0.00	$4,000.00	$0.00	$0.00	$36.07	$637.45
SUPLENTE ADMINISTRATIVO	Supernumerario	Administrativo	**$12,297.41**	**$11,334.15**	$0.00	$0.00	$4,218.83	$2,531.30	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$31.33	$71.11	$860.82
SUPLENTE DE APOYO	Supernumerario	Administrativo	**$10,706.24**	**$9,900.29**	$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	$0.00	$56.51	$749.44
SUPLENTE PROFESIONAL	Supernumerario	Administrativo	**$14,122.87**	**$12,815.99**	$0.00	$0.00	$5,349.22	$3,209.52	$276.77	$827.97	$459.40	$0.00	$0.00	$4,000.00	$0.00	$228.11	$90.17	$988.60
TECNICO ASISTENTE	Base	Administrativo	**$15,358.42**	**$13,438.73**	$6,062.60	$3,637.56	$0.00	$0.00	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$742.42	$102.19	$1,075.09
TECNICO ASISTENTE	Confianza	Administrativo	**$15,358.42**	**$13,438.73**	$6,062.60	$3,637.56	$0.00	$0.00	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$742.42	$102.19	$1,075.09
TECNICO ASISTENTE	Sindicalizado	Operativo	**$24,324.38**	**$19,861.56**	$10,401.50	$9,257.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,553.00	$207.11	$1,702.71
TECNICO ASISTENTE	Supernumerario	Administrativo	**$15,358.42**	**$13,438.73**	$0.00	$0.00	$6,062.60	$3,637.56	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$742.42	$102.19	$1,075.09
TECNICO ASISTENTE A	Base	Administrativo	**$11,380.45**	**$10,523.54**	$3,576.37	$2,145.82	$0.00	$0.00	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.28	$796.63
TECNICO ASISTENTE A	Confianza	Administrativo	**$11,380.45**	**$10,523.54**	$3,576.37	$2,145.82	$0.00	$0.00	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.28	$796.63
TECNICO ASISTENTE A	Supernumerario	Administrativo	**$11,380.45**	**$10,523.54**	$0.00	$0.00	$3,576.37	$2,145.82	$276.77	$827.97	$553.53	$0.00	$0.00	$4,000.00	$0.00	$0.00	$60.28	$796.63
TECNICO ILUMINACION Y SONIDO	Base	Administrativo	**$9,239.60**	**$8,534.69**	$3,449.09	$2,069.46	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,156.92	$0.00	$0.00	$58.14	$646.77
TECNICO ILUMINACION Y SONIDO	Confianza	Administrativo	**$9,239.60**	**$8,534.69**	$3,449.09	$2,069.46	$0.00	$0.00	$276.77	$827.97	$459.40	$0.00	$0.00	$2,156.92	$0.00	$0.00	$58.14	$646.77
TECNICO ILUMINACION Y SONIDO	Sindicalizado	Operativo	**$21,234.17**	**$17,680.28**	$8,766.47	$7,802.16	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.93	$174.56	$1,486.39
TECNICO ILUMINACION Y SONIDO	Supernumerario	Administrativo	**$9,239.60**	**$8,534.69**	$0.00	$0.00	$3,449.09	$2,069.46	$276.77	$827.97	$459.40	$0.00	$0.00	$2,156.92	$0.00	$0.00	$58.14	$646.77
TOPOGRAFO	Base	Administrativo	**$15,935.03**	**$13,892.91**	$6,492.34	$3,895.40	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$817.23	$109.44	$1,115.45
TOPOGRAFO	Confianza	Administrativo	**$15,935.03**	**$13,892.91**	$6,492.34	$3,895.40	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$817.23	$109.44	$1,115.45
TOPOGRAFO	Sindicalizado	Operativo	**$22,241.19**	**$18,391.10**	$9,299.28	$8,276.36	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,108.03	$185.17	$1,556.88
TOPOGRAFO	Supernumerario	Administrativo	**$15,935.03**	**$13,892.91**	$0.00	$0.00	$6,492.34	$3,895.40	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$817.23	$109.44	$1,115.45
TOPOGRAFO A	Base	Administrativo	**$13,340.79**	**$12,179.98**	$4,870.94	$2,922.56	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
TOPOGRAFO A	Confianza	Administrativo	**$13,340.79**	**$12,179.98**	$4,870.94	$2,922.56	$0.00	$0.00	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
TOPOGRAFO A	Supernumerario	Administrativo	**$13,340.79**	**$12,179.98**	$0.00	$0.00	$4,870.94	$2,922.56	$273.78	$819.04	$454.46	$0.00	$0.00	$4,000.00	$0.00	$144.85	$82.10	$933.86
TRABAJADORA SOCIAL	Base	Administrativo	**$9,907.62**	**$9,156.26**	$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	$0.00	$57.82	$693.53
TRABAJADORA SOCIAL	Confianza	Administrativo	**$9,907.62**	**$9,156.26**	$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	$0.00	$57.82	$693.53
TRABAJADORA SOCIAL	Sindicalizado	Operativo	**$24,324.38**	**$19,861.56**	$10,401.50	$9,257.34	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$2,553.00	$207.11	$1,702.71
TRABAJADORA SOCIAL	Supernumerario	Administrativo	**$9,907.62**	**$9,156.26**	$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	$0.00	$57.82	$693.53
TRABAJADORA SOCIAL A	Base	Administrativo	**$9,017.44**	**$8,335.22**	$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	$631.22
TRABAJADORA SOCIAL A	Confianza	Administrativo	**$9,017.44**	**$8,335.22**	$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	$631.22
TRABAJADORA SOCIAL A	Sindicalizado	Operativo	**$21,234.26**	**$17,680.35**	$8,766.52	$7,802.20	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,892.95	$174.56	$1,486.40
TRABAJADORA SOCIAL A	Supernumerario	Administrativo	**$9,017.44**	**$8,335.22**	$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	$631.22
TRABAJADORA SOCIAL B	Sindicalizado	Operativo	**$19,912.92**	**$16,746.35**	$8,067.40	$7,179.98	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,612.03	$160.64	$1,393.90
VELADOR	Sindicalizado	Operativo	**$20,394.86**	**$17,087.85**	$8,322.39	$7,406.93	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,713.66	$165.71	$1,427.64
VELADOR A	Sindicalizado	Operativo	**$19,156.03**	**$16,186.05**	$7,666.92	$6,823.56	$0.00	$0.00	$584.84	$1,858.14	$1,030.93	$1,191.64	$0.00	$0.00	$0.00	$1,476.40	$152.66	$1,340.92

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 Tecomán, Armeria o Manzanillo el sobresueldo será el 100% para el personal sindicalizado y para el caso del personal de confianza y supernumerario que labore en Manzanillo el sobresueldo será del 100%