

c) Organismos Constitucionalmente Autónomos

Instituto Electoral del Estado

Puesto	Nivel	Percepciones Ordinarias Mensuales			Deducciones Ordinarias Mensuales			Mensual Neta	Prestaciones		Percepciones Extraordinarias
		Sueldo Bruto	Compensación Bruta	Total Percepciones Brutas	Impuesto	ISSSTEP	Total Deducciones		Aguinaldo	Prima Vacacional	Incentivo
Consejero Presidente	Único	\$27,252.68	\$81,758.05	\$109,010.73	\$30,467.88	\$3,542.85	\$34,010.73	\$75,000.00	\$186,363.96	\$44,267.58	*
Consejero Electoral	Único	\$27,252.68	\$81,758.05	\$109,010.73	\$30,467.88	\$3,542.85	\$34,010.73	\$75,000.00	\$186,363.96	\$44,267.58	*
Secretario Ejecutivo	Único	\$27,252.68	\$81,758.05	\$109,010.73	\$30,467.88	\$3,542.85	\$34,010.73	\$75,000.00	\$186,363.96	\$44,267.58	*
Director	Único	\$12,742.60	\$38,227.79	\$50,970.39	\$11,612.02	\$1,656.54	\$13,268.56	\$37,701.83	\$87,138.61	\$20,779.28	*
Contralor Interno	Único	\$12,742.60	\$38,227.79	\$50,970.39	\$11,612.02	\$1,656.54	\$13,268.56	\$37,701.83	\$87,138.61	\$20,779.28	*
Titular de la Unidad Técnica de Fiscalización	Único	\$12,742.60	\$38,227.79	\$50,970.39	\$11,612.02	\$1,656.54	\$13,268.56	\$37,701.83	\$87,138.61	\$20,779.28	*
Titular de la Unidad de Formación y Desarrollo	Único	\$12,742.60	\$38,227.79	\$50,970.39	\$11,612.02	\$1,656.54	\$13,268.56	\$37,701.83	\$87,138.61	\$20,779.28	*
Titular de la Unidad de Transparencia	1	\$6,059.76	\$18,179.27	\$24,239.03	\$4,143.25	\$787.77	\$4,931.02	\$19,308.01	\$41,438.85	\$9,645.08	*
	2	\$6,764.18	\$20,292.53	\$27,056.71	\$4,805.98	\$879.34	\$5,685.32	\$21,371.39	\$46,255.94	\$10,701.04	*
Subdirector de Área	1	\$8,214.94	\$24,644.82	\$32,859.76	\$6,178.83	\$1,067.93	\$7,246.76	\$25,613.00	\$56,176.81	\$13,965.80	*
	2	\$8,673.24	\$26,019.72	\$34,692.96	\$6,728.79	\$1,127.52	\$7,856.31	\$26,836.65	\$59,310.83	\$14,655.64	*
	3	\$9,147.44	\$27,442.31	\$36,589.75	\$7,297.82	\$1,189.17	\$8,486.99	\$28,102.76	\$62,553.57	\$15,369.22	*
	4	\$9,635.11	\$28,905.32	\$38,540.43	\$7,883.03	\$1,252.56	\$9,135.59	\$29,404.84	\$65,888.44	\$16,103.08	*
Coordinador de Área	1	\$5,827.64	\$17,482.91	\$23,310.55	\$3,924.88	\$757.59	\$4,682.47	\$18,628.08	\$39,851.53	\$9,294.32	*
	2	\$6,119.15	\$18,357.44	\$24,476.59	\$4,199.14	\$795.49	\$4,994.63	\$19,481.96	\$41,844.98	\$9,712.82	*
	3	\$6,425.90	\$19,277.69	\$25,703.59	\$4,487.73	\$835.37	\$5,323.10	\$20,380.49	\$43,942.65	\$10,176.32	*
	4	\$6,764.18	\$20,292.53	\$27,056.71	\$4,805.98	\$879.34	\$5,685.32	\$21,371.39	\$46,255.94	\$10,701.04	*
Jefe de Departamento	1	\$5,205.70	\$15,617.10	\$20,822.80	\$3,339.77	\$676.75	\$4,016.52	\$16,806.28	\$35,598.51	\$8,354.50	*
	2	\$5,494.77	\$16,484.32	\$21,979.09	\$3,611.73	\$714.32	\$4,326.05	\$17,653.04	\$37,575.29	\$8,769.38	*
	3	\$5,775.67	\$17,327.02	\$23,102.69	\$3,876.00	\$750.84	\$4,626.84	\$18,475.85	\$39,496.19	\$9,193.82	*
	4	\$6,059.76	\$18,179.27	\$24,239.03	\$4,143.25	\$787.77	\$4,931.02	\$19,308.01	\$41,438.85	\$9,645.08	*
Jefe de Oficina	1	\$4,044.34	\$12,133.02	\$16,177.36	\$2,346.36	\$525.76	\$2,872.12	\$13,305.24	\$27,656.70	\$6,396.80	*
	2	\$4,451.93	\$13,355.79	\$17,807.72	\$2,694.62	\$578.75	\$3,273.37	\$14,534.35	\$30,443.95	\$7,015.22	*
	3	\$5,205.70	\$15,617.10	\$20,822.80	\$3,339.77	\$676.75	\$4,016.52	\$16,806.28	\$35,598.51	\$8,354.50	*
	4	\$5,494.77	\$16,484.32	\$21,979.09	\$3,611.73	\$714.32	\$4,326.05	\$17,653.04	\$37,575.29	\$8,769.38	*
Analista I	1	\$3,418.22	\$10,254.66	\$13,672.88	\$1,811.41	\$444.37	\$2,255.78	\$11,417.10	\$23,375.06	\$5,449.50	*
	2	\$3,605.84	\$10,817.51	\$14,423.35	\$1,971.71	\$468.76	\$2,440.47	\$11,982.88	\$24,658.04	\$5,733.34	*
	3	\$3,798.09	\$11,394.26	\$15,192.35	\$2,135.96	\$493.77	\$2,629.73	\$12,562.62	\$25,972.71	\$6,004.84	*
	4	\$4,442.33	\$13,327.00	\$17,769.33	\$2,686.41	\$577.51	\$3,263.92	\$14,505.41	\$30,378.32	\$6,979.50	*

INICIATIVA DE LEY DE EGRESOS DEL ESTADO DE PUEBLA, PARA EL EJERCICIO FISCAL 2018

Puesto	Nivel	Percepciones Ordinarias Mensuales			Deducciones Ordinarias Mensuales			Mensual Neta	Prestaciones		Percepciones Extraordinarias
		Sueldo Bruto	Compensación Bruta	Total Percepciones Brutas	Impuesto	ISSSTEP	Total Deducciones		Aguinaldo	Prima Vacacional	Incentivo
Analista II	1	\$2,144.30	\$6,432.89	\$8,577.19	\$782.65	\$316.56	\$1,099.21	\$7,477.98	\$14,663.50	\$3,367.38	*
	2	\$2,579.39	\$7,738.17	\$10,317.56	\$1,094.71	\$335.33	\$1,430.04	\$8,887.52	\$17,638.83	\$4,180.48	*
	3	\$2,723.66	\$8,170.97	\$10,894.63	\$1,217.97	\$354.09	\$1,572.06	\$9,322.57	\$18,625.36	\$4,398.72	*
	4	\$2,872.77	\$8,618.30	\$11,491.07	\$1,345.37	\$373.47	\$1,718.84	\$9,772.23	\$19,645.03	\$4,624.36	*
Secretario Particular	Único	\$6,490.72	\$19,472.15	\$25,962.87	\$4,548.71	\$843.79	\$5,392.50	\$20,570.37	\$44,385.92	\$10,296.24	*
Asistente Consejero	Único	\$4,037.34	\$12,112.02	\$16,149.36	\$2,340.38	\$524.85	\$2,865.23	\$13,284.13	\$27,608.83	\$6,386.20	*
Auxiliar	1	\$1,449.58	\$4,348.73	\$5,798.31	\$125.37	\$316.56	\$441.93	\$5,356.38	\$9,912.75	\$2,329.66	*
	2	\$1,509.96	\$4,529.89	\$6,039.85	\$151.65	\$316.56	\$468.21	\$5,571.64	\$10,325.68	\$2,424.94	*
	3	\$1,540.80	\$4,622.41	\$6,163.21	\$165.07	\$316.56	\$481.63	\$5,681.58	\$10,536.58	\$2,473.62	*
	4	\$1,611.15	\$4,833.44	\$6,444.59	\$236.78	\$316.56	\$553.34	\$5,891.25	\$11,017.62	\$2,554.86	*
Intendente	Único	\$883.41	\$2,650.22	\$3,533.63	-\$188.85	\$316.56	\$127.71	\$3,405.92	\$6,041.07	\$1,387.64	*
Personal del Servicio Profesional Electoral Nacional											
Coordinador de Área	Único	\$5,827.64	\$17,482.91	\$23,310.55	\$3,924.88	\$757.59	\$4,682.47	\$18,628.08	\$39,851.53	\$9,294.32	**
Técnico	Único	\$3,418.22	\$10,254.66	\$13,672.88	\$1,811.41	\$444.37	\$2,255.78	\$11,417.10	\$23,375.06	\$5,449.50	**
Personal Eventual											
Jefe de Departamento	Único	\$15,508.56	\$0.00	\$15,508.56	\$2,203.52	\$0.00	\$2,203.52	\$13,305.04	\$26,513.32	\$0.00	
Analista Especializado	1	\$11,016.16	\$0.00	\$11,016.16	\$1,243.94	\$0.00	\$1,243.94	\$9,772.22	\$18,833.15	\$0.00	
	2	\$13,107.81	\$0.00	\$13,107.81	\$1,690.71	\$0.00	\$1,690.71	\$11,417.10	\$22,409.02	\$0.00	
Analista	Único	\$7,908.56	\$0.00	\$7,908.56	\$675.70	\$0.00	\$675.70	\$7,232.86	\$13,520.41	\$0.00	
Auxiliar	Único	\$5,278.17	\$0.00	\$5,278.17	\$38.53	\$0.00	\$38.53	\$5,239.64	\$9,023.52	\$0.00	
Capturista	Único	\$4,562.79	\$0.00	\$4,562.79	-\$68.66	\$0.00	-\$68.66	\$4,631.45	\$7,800.51	\$0.00	

* El personal del Instituto tendrá derecho a recibir una compensación derivada de sus labores extraordinarias que realicen, de acuerdo con el Presupuesto de Egresos del propio Órgano Electoral. (Artículo 181 del Código de Instituciones y Procedimientos Electorales del Estado de Puebla)

** El personal del Servicio Profesional Electoral Nacional recibirá un incentivo de acuerdo al estatuto del Servicio Profesional Electoral Nacional y del personal de la Rama Administrativa y demás Lineamientos aplicables emitidos por el Instituto Nacional Electoral.

Las cifras pueden no coincidir debido al redondeo

Tribunal Electoral del Estado de Puebla

No. General	Adscripción	Categoría	Cargo	Régimen De Contratación	Sueldo Mensual	Compensación Mensual	Despensa Mensual	Total Bruto Mensual	3% Nómina Mensual	ISPT Mensual	ISSSTEP Mensual	Prima Vacacional	Aguinaldo de Sueldo	Aguinaldo Compensación	Estímulos	3% Nómina Anual	ISSSTEP 26%	Total Neto Mensual
1	Presidencia	G-0204	Magistrado Presidente	Confianza	\$5,939.20	\$187,535.23	\$284.00	\$193,758.43	\$5,812.75	\$59,380.09	\$772.00	\$76,483.59	\$8,986.95	\$277,601.49	\$387,516.86	\$22,517.67	\$18,530.30	\$133,606.34
2	Presidencia	G-0805	Secretario Particular	Confianza	\$7,129.24	\$19,113.58	\$284.00	\$26,526.82	\$795.80	\$4,700.00	\$926.80	\$10,471.11	\$10,787.67	\$28,293.13	\$53,053.64	\$3,078.17	\$22,243.23	\$20,900.02
3	Presidencia	G-0801	Secretario Instructor	Confianza	\$7,504.30	\$20,924.14	\$284.00	\$28,712.44	\$861.37	\$5,216.00	\$975.46	\$11,333.86	\$11,355.19	\$30,973.23	\$57,424.88	\$3,332.61	\$23,413.42	\$22,520.98
4	Presidencia	G-0801	Secretario Instructor	Confianza	\$7,504.30	\$20,924.14	\$284.00	\$28,712.44	\$861.37	\$5,216.00	\$975.46	\$11,333.86	\$11,355.19	\$30,973.23	\$57,424.88	\$3,332.61	\$23,413.42	\$22,520.98
5	Presidencia	G-0805	Secretaría de Estudio y Cuenta	Confianza	\$7,504.30	\$20,921.86	\$284.00	\$28,710.16	\$861.30	\$5,214.00	\$975.46	\$11,332.96	\$11,355.19	\$30,969.86	\$57,420.32	\$3,332.35	\$23,413.42	\$22,520.70