

Gobierno del Estado de Puebla

| No. | Clave | Cargo | Categoría | Percepciones | | | | Total de Percepciones | Deducciones | | | | Sueldo Neto | Compensación Mensual | | Prestaciones Anuales Mínimas | | | | | | Prestaciones Anuales Máximas | | | | | | Remuneración Mensual | |
|-----|-------|---------------------------------|------------|--------------|----------|-------------------------|-----------------|-----------------------|-------------|---------|----------------|-------------------|-------------|----------------------|--------|------------------------------|------------------|-----------|------------|--------------|---------------|------------------------------|------------------|-----------|------------|--------------|---------------|----------------------|--------|
| | | | | Sueldo | Despensa | Compensación J2, J3, J4 | Ayuda de Varios | | ISPT | ISSSTEP | Seguro de Vida | Total Deducciones | | Mínimo | Máximo | Gratificación Fin de Año | Prima Vacacional | Aguinaldo | Ayuda Útil | Servid. Pub. | Única Ocasión | Gratificación Fin de Año | Prima Vacacional | Aguinaldo | Ayuda Útil | Servid. Pub. | Única Ocasión | Mínimo | Máximo |
| 35 | T24A2 | Perito Técnico | Confianza | 7,756 | 284 | 300 | 0 | 8,340 | 603 | 1,008 | 2 | 1,613 | 6,727 | 11,903 | 15,474 | 11,892 | 3,216 | 18,251 | 0 | 0 | 0 | 11,892 | 3,216 | 23,726 | 0 | 0 | 0 | 18,630 | 22,201 |
| 36 | T25B1 | Facilitador Supervisor | Confianza | 8,782 | 284 | 300 | 0 | 9,366 | 714 | 1,142 | 2 | 1,858 | 7,508 | 11,742 | 18,060 | 13,466 | 3,626 | 18,004 | 0 | 0 | 0 | 13,466 | 3,626 | 27,692 | 0 | 0 | 0 | 19,250 | 25,568 |
| 37 | T25A2 | Facilitador | Confianza | 8,782 | 284 | 300 | 0 | 9,366 | 714 | 1,142 | 2 | 1,858 | 7,508 | 9,592 | 15,265 | 13,466 | 3,626 | 14,708 | 0 | 0 | 0 | 13,466 | 3,626 | 23,406 | 0 | 0 | 0 | 17,100 | 22,773 |
| 38 | T26A1 | Auxiliar Facilitador | Confianza | 10,183 | 284 | 300 | 0 | 10,767 | 911 | 1,324 | 2 | 2,237 | 8,530 | 689 | 4,689 | 15,614 | 4,187 | 1,056 | 0 | 0 | 0 | 15,614 | 4,187 | 7,189 | 0 | 0 | 0 | 9,219 | 13,219 |
| 39 | T27A1 | Invitador | Confianza | 6,694 | 311 | 611 | 10 | 7,626 | 303 | 870 | 2 | 1,175 | 6,451 | 2,613 | 6,613 | 10,264 | 2,806 | 4,006 | 500 | 500 | 1,000 | 10,264 | 2,806 | 10,139 | 500 | 500 | 1,000 | 9,063 | 13,063 |
| 40 | T28C3 | Auxiliar del Ministerio Público | Confianza | 10,183 | 284 | 300 | 0 | 10,767 | 911 | 1,324 | 2 | 2,237 | 8,530 | 1,688 | 15,109 | 15,614 | 4,187 | 10,644 | 0 | 0 | 0 | 15,614 | 4,187 | 23,167 | 0 | 0 | 0 | 10,219 | 23,639 |
| 41 | T29A1 | Oficial del Ministerio Público | Confianza | 6,694 | 311 | 611 | 10 | 7,626 | 303 | 870 | 2 | 1,175 | 6,451 | 1,613 | 9,913 | 10,264 | 2,806 | 10,676 | 500 | 500 | 1,000 | 10,264 | 2,806 | 15,199 | 500 | 500 | 1,000 | 8,063 | 16,363 |
| 42 | U30A2 | Analista Jefe | Confianza | 6,694 | 311 | 611 | 10 | 7,626 | 303 | 870 | 2 | 1,175 | 6,451 | 10,965 | 14,255 | 10,264 | 2,806 | 16,813 | 500 | 500 | 1,000 | 10,264 | 2,806 | 21,858 | 500 | 500 | 1,000 | 17,416 | 20,706 |
| 43 | U30A4 | Analista de Información | Confianza | 6,694 | 311 | 611 | 10 | 7,626 | 303 | 870 | 2 | 1,175 | 6,451 | 6,963 | 11,651 | 10,264 | 2,806 | 10,676 | 500 | 500 | 1,000 | 10,264 | 2,806 | 17,865 | 500 | 500 | 1,000 | 13,413 | 18,102 |
| 44 | U30C3 | Analista | Confianza | 6,694 | 311 | 611 | 10 | 7,626 | 303 | 870 | 2 | 1,175 | 6,451 | 3,463 | 9,913 | 10,264 | 2,806 | 5,309 | 500 | 500 | 1,000 | 10,264 | 2,806 | 15,199 | 500 | 500 | 1,000 | 9,913 | 16,363 |
| 45 | V31C4 | Auxiliar | Confianza | 6,694 | 311 | 611 | 10 | 7,626 | 303 | 870 | 2 | 1,175 | 6,451 | 1,113 | 4,113 | 10,264 | 2,806 | 1,706 | 500 | 500 | 1,000 | 10,264 | 2,806 | 6,306 | 500 | 500 | 1,000 | 7,563 | 10,563 |
| 46 | H3001 | Honorarios | Honorarios | 7,387 | 284 | 300 | 0 | 7,971 | 562 | 0 | 0 | 562 | 7,409 | 169 | 6,169 | 11,327 | 0 | 259 | 0 | 0 | 0 | 11,327 | 0 | 9,459 | 0 | 0 | 0 | 7,578 | 13,578 |

III. Instituto Electoral del Estado

| Personal Permanente | | | | | | | | | | | | |
|----------------------|---------------------------------------|-------|-----------------------------------|--------------------|---------------------------|----------------------------------|---------|-------------------|-------------------------|--------------|------------------|-------------------------------|
| Puesto | Homólogo | Nivel | Percepciones Ordinarias Mensuales | | | Deducciones Ordinarias Mensuales | | | Percepción Mensual Neta | Prestaciones | | Percepciones Extraordinarias* |
| | | | Sueldo Bruto | Compensación Bruta | Total Percepciones Brutas | Impuesto | ISSSTEP | Total Deducciones | | Aguinaldo | Prima Vacacional | Incentivo |
| Consejero Presidente | | Único | 27,271 | 81,740 | 109,011 | 28,493 | 3,543 | 32,036 | 76,975 | 186,364 | 43,007 | * |
| Consejero Electoral | Titular de la Unidad de Transparencia | Único | 27,271 | 81,740 | 109,011 | 28,493 | 3,543 | 32,036 | 76,975 | 186,364 | 43,007 | * |
| Director | | Único | 12,751 | 38,219 | 50,970 | 10,511 | 1,657 | 12,167 | 38,803 | 87,138 | 20,109 | * |
| | Contralor Interno | Único | 12,751 | 38,219 | 50,970 | 10,511 | 1,657 | 12,167 | 38,803 | 87,138 | 20,109 | * |

Gobierno del Estado de Puebla

| Personal Permanente | | | | | | | | | | | | |
|---------------------------------------|--|-------|---------------------------------------|--------------------|---------------------------|----------------------------------|---------|-------------------|-------------------------|--------------|------------------|-------------------------------|
| | | | Percepciones Ordinarias Mensuales | | | Deducciones Ordinarias Mensuales | | | | Prestaciones | | Percepciones Extraordinarias* |
| Puesto | Homólogo | Nivel | Sueldo Bruto | Compensación Bruta | Total Percepciones Brutas | Impuesto | ISSSTEP | Total Deducciones | Percepción Mensual Neta | Aguinaldo | Prima Vacacional | Incentivo |
| | Titular de la Unidad Técnica de Fiscalización | Único | 12,751 | 38,219 | 50,970 | 10,511 | 1,657 | 12,167 | 38,803 | 87,138 | 20,109 | * |
| | Titular de la Unidad de Formación y Desarrollo | Único | Titular de la Unidad de Transparencia | 38,219 | 50,970 | 10,511 | 1,657 | 12,167 | 38,803 | 87,138 | 20,109 | * |
| Titular de la Unidad de Transparencia | | 1 | 6,064 | 18,175 | 24,239 | 3,736 | 788 | 4,525 | 19,714 | 41,439 | 9,563 | |
| | | 2 | 6,769 | 20,288 | 27,057 | 4,340 | 788 | 5,128 | 21,929 | 46,256 | 10,673 | * |
| Subdirector de Área | | 1 | 8,220 | 24,639 | 32,860 | 5,705 | 1,068 | 6,772 | 26,087 | 56,177 | 12,964 | * |
| | | 2 | 8,679 | 26,014 | 34,693 | 6,136 | 1,128 | 7,264 | 27,429 | 59,311 | 13,687 | * |
| | | 3 | 9,153 | 27,436 | 36,590 | 6,582 | 1,190 | 7,772 | 28,818 | 62,554 | 14,435 | * |
| | | 4 | 9,641 | 28,899 | 38,540 | 7,041 | 1,253 | 8,294 | 30,246 | 65,888 | 15,205 | * |
| Coordinador de Área | | 1 | 5,832 | 17,479 | 23,311 | 3,538 | 758 | 4,296 | 19,015 | 39,852 | 9,197 | * |
| | | 2 | 6,123 | 18,353 | 24,477 | 3,787 | 796 | 4,583 | 19,894 | 41,845 | 9,657 | * |
| | | 3 | 6,430 | 19,273 | 25,704 | 4,049 | 836 | 4,885 | 20,819 | 43,943 | 10,141 | * |
| | | 4 | 6,769 | 20,288 | 27,057 | 4,340 | 880 | 5,219 | 21,838 | 46,256 | 10,674 | * |
| Jefe de Departamento | | 1 | 5,208 | 15,615 | 20,823 | 3,007 | 677 | 3,683 | 17,139 | 35,599 | 8,215 | * |
| | | 2 | 5,498 | 16,481 | 21,979 | 3,254 | 715 | 3,968 | 18,011 | 37,575 | 8,671 | * |
| | | 3 | 5,780 | 17,323 | 23,103 | 3,494 | 751 | 4,245 | 18,858 | 39,496 | 9,115 | * |

Gobierno del Estado de Puebla

| Personal Permanente | | | | | | | | | | | | |
|-----------------------|----------|-------|-----------------------------------|--------------------|---------------------------|----------------------------------|---------|-------------------|-------------------------|--------------|------------------|-------------------------------|
| | | | Percepciones Ordinarias Mensuales | | | Deducciones Ordinarias Mensuales | | | | Prestaciones | | Percepciones Extraordinarias* |
| Puesto | Homólogo | Nivel | Sueldo Bruto | Compensación Bruta | Total Percepciones Brutas | Impuesto | ISSSTEP | Total Deducciones | Percepción Mensual Neta | Aguinaldo | Prima Vacacional | Incentivo |
| | | 4 | 6,064 | 18,175 | 24,239 | 3,736 | 788 | 4,525 | 19,714 | 41,439 | 9,563 | * |
| Jefe de Oficina | | 1 | 4,313 | 12,130 | 16,444 | 2,071 | 561 | 2,632 | 13,812 | 28,112 | 6,487 | * |
| | | 2 | 4,455 | 13,353 | 17,808 | 2,363 | 579 | 2,942 | 14,866 | 30,444 | 7,026 | * |
| | | 3 | 5,208 | 15,615 | 20,823 | 3,007 | 677 | 3,683 | 17,139 | 35,599 | 8,215 | * |
| | | 4 | 5,498 | 16,481 | 21,979 | 3,254 | 715 | 3,968 | 18,011 | 37,575 | 8,671 | * |
| Analista I | | 1 | 4,313 | 9,980 | 14,294 | 1,612 | 561 | 2,173 | 12,121 | 24,436 | 5,639 | * |
| | | 2 | 4,313 | 10,700 | 15,013 | 1,766 | 561 | 2,326 | 12,687 | 25,666 | 5,923 | * |
| | | 3 | 4,313 | 11,392 | 15,705 | 1,913 | 561 | 2,474 | 13,231 | 26,849 | 6,196 | * |
| | | 4 | 4,445 | 13,324 | 17,769 | 2,354 | 578 | 2,932 | 14,837 | 30,378 | 7,010 | * |
| Analista II | | 1 | 4,313 | 5,033 | 9,346 | 743 | 561 | 1,304 | 8,043 | 15,978 | 3,687 | * |
| | | 2 | 4,313 | 6,756 | 11,070 | 1,005 | 561 | 1,566 | 9,504 | 18,925 | 4,367 | * |
| | | 3 | 4,313 | 7,310 | 11,623 | 1,102 | 561 | 1,663 | 9,960 | 19,871 | 4,586 | * |
| | | 4 | 4,313 | 7,883 | 12,196 | 1,205 | 561 | 1,765 | 10,430 | 20,850 | 4,812 | * |
| Secretario Particular | | Único | 6,495 | 19,468 | 25,963 | 4,105 | 844 | 4,949 | 21,014 | 44,386 | 10,243 | * |
| Asistente Consejero | | Único | 4,313 | 12,109 | 16,423 | 2,067 | 561 | 2,627 | 13,795 | 28,076 | 6,479 | * |
| Auxiliar | | 1 | 4,313 | 2,243 | 6,556 | 186 | 561 | 747 | 5,810 | 11,208 | 2,586 | * |
| | | 2 | 4,313 | 2,530 | 6,844 | 217 | 561 | 778 | 6,066 | 11,700 | 2,700 | * |
| | | 3 | 4,313 | 2,654 | 6,967 | 231 | 561 | 791 | 6,176 | 11,911 | 2,749 | * |

Gobierno del Estado de Puebla

| Personal Permanente | | | | | | | | | | | | |
|---------------------|----------|-------|-----------------------------------|--------------------|---------------------------|----------------------------------|---------|-------------------|-------------------------|-----------|-------------------------------|-----------|
| | | | Percepciones Ordinarias Mensuales | | | Deducciones Ordinarias Mensuales | | | Prestaciones | | Percepciones Extraordinarias* | |
| Puesto | Homólogo | Nivel | Sueldo Bruto | Compensación Bruta | Total Percepciones Brutas | Impuesto | ISSSTEP | Total Deducciones | Percepción Mensual Neta | Aguinaldo | Prima Vacacional | Incentivo |
| | | 4 | 4,313 | 2,889 | 7,202 | 292 | 561 | 853 | 6,350 | 12,313 | 2,841 | * |

Nota: La suma de los parciales puede no coincidir con el total debido al redondeo de cifras.

| Personal del Servicio Profesional Electoral Nacional | | | | | | | | | | | | |
|--|-------|-----------------------------------|--------------------|---------------------------|----------------------------------|---------|-------------------|-------------------------|-----------|--------------------------------|-----------|--|
| | | Percepciones Ordinarias Mensuales | | | Deducciones Ordinarias Mensuales | | | Prestaciones | | Percepciones Extraordinarias** | | |
| Puesto | Nivel | Sueldo Bruto | Compensación Bruta | Total Percepciones Brutas | Impuesto | ISSSTEP | Total Deducciones | Percepción Mensual Neta | Aguinaldo | Prima Vacacional | Incentivo | |
| Coordinador de Área | Único | 5,832 | 17,479 | 23,311 | 3,538 | 758 | 4,296 | 19,015 | 39,852 | 9,197 | ** | |
| Jefe de Departamento | Único | 5,208 | 15,615 | 20,823 | 3,007 | 677 | 3,683 | 17,139 | 35,599 | 8,215 | ** | |
| Técnico | Único | 4,313 | 9,980 | 14,294 | 1,612 | 561 | 2,173 | 12,121 | 24,436 | 5,639 | ** | |

Nota: La suma de los parciales puede no coincidir con el total debido al redondeo de cifras.

IV. Instituto de Transparencia, Acceso a la Información Pública y Protección de Datos Personales del Estado de Puebla

| Cargo | Percepciones Mensuales Ordinarias | Percepciones Anuales Brutas Extraordinarias | | Erogaciones de Carácter Fiscal y Seguridad Social Mensuales | | | Percepciones Mensuales Netas |
|---------------------------|-----------------------------------|---|--------|---|-----------------|---------------------------|------------------------------|
| | Remuneración Mensual Bruta | Aguinaldo | P.VAC | SAR | 3% sobre Nómina | Aportación I.S.S.S.T.E.P. | Percepciones Netas |
| Comisionado Presidente | 98,144 | 150,487 | 39,258 | 923 | 2,944 | 12,002 | 67,143 |
| Comisionado Propietario A | 94,409 | 144,761 | 37,764 | 615 | 2,832 | 7,993 | 66,606 |
| Comisionado Propietario B | 94,409 | 144,761 | 37,764 | 615 | 2,832 | 7,993 | 66,606 |