

Gobierno del Estado de Puebla

Desglose por Clasificación Administrativa

| Dependencias y Entidades                                | No. de Plazas | Confianza | Honorarios | Base |
|---|---------------|-----------|------------|------|
| Instituto Poblano de Asistencia al Migrante             | 33            | 13        | 20         | 0    |
| Secretaría Ejecutiva del Sistema Estatal Anticorrupción | 47            | 47        | 0          | 0    |
| Centro de Conciliación Laboral del Estado               | 56            | 56        | 0          | 0    |
| Comisión Estatal de Vivienda de Puebla                  | 13            | 7         | 6          | 0    |
| Instituto Poblano del Deporte                           | 28            | 14        | 14         | 0    |
| Instituto Poblano de la Juventud                        | 31            | 17        | 14         | 0    |
| Agencia de Energía                                      | 40            | 39        | 0          | 1    |
| Universidad de la Salud                                 | 66            | 50        | 16         | 0    |
| Comisión Ejecutiva Estatal de Atención a Víctimas       | 80            | 80        | 0          | 0    |
| Instituto Poblano de los Pueblos Indígenas              | 82            | 82        | 0          | 0    |
| Instituto de la Discapacidad del Estado de Puebla       | 49            | 20        | 29         | 0    |

1/ Plazas financiadas con recurso federal.

b. Remuneraciones y Plazas de las Servidoras y los Servidores Públicos

I. Administración Pública Estatal

Remuneración de los Servidores Públicos de la Administración Pública Estatal

| Descripción de la Categoría          | Homólogos | Total de Plazas | Personal Estructura Confianza |          |   |                                   |                         |                                     |                    |             |         |                |                         |                   |             |              |        |                                 |        |                      |                                  |                                  |                  |  |
|--------------------------------------|-----------|-----------------|-------------------------------|----------|---|-----------------------------------|-------------------------|-------------------------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|--|
|                                      |           |                 | Percepciones                  |          |   |                                   |                         |                                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |  |
|                                      |           |                 | Sueldo                        | Despensa | Percepción Extraordinaria por Categoría | Percepción Especial por Categoría | Subsidio para el Empleo | Percepción Complementaria: Policías | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |  |
| Gobernador del Estado                |           | 1               | 49,694                        | 270      | 0                                       | 0                                 | 0                       | 0                                   | 49,964             | 10,618      | 6,460   | 0              | 2                       | 17,080            | 32,884      | 60,924       |        | 93,808                          |        | 76,197               | 93,417                           |                                  | 19,986           |  |
| Jefe de Oficina del Gobernador       |           | 1               | 28,900                        | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 41,966       |        | 62,396                          |        | 44,313               | 64,347                           |                                  | 11,668           |  |
| Secretario Particular del Gobernador |           | 1               | 28,900                        | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 41,966       |        | 62,396                          |        | 44,313               | 64,347                           |                                  | 11,668           |  |
| Coordinador Ejecutivo del Gobernador |           | 10              | 28,900                        | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 41,966       |        | 62,396                          |        | 44,313               | 64,347                           |                                  | 11,668           |  |

# Gobierno del Estado de Puebla

## Remuneración de los Servidores Públicos de la Administración Pública Estatal

| Personal Estructura Confianza |   |                 |              |          |   |                                   |                         |                                     |                    |             |         |                |                         |                   |             |              |        |                                 |        |                      |                                  |                                  |                  |
|-------------------------------|---|-----------------|--------------|----------|---|-----------------------------------|-------------------------|-------------------------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|
| Descripción de la Categoría   | Homólogos   | Total de Plazas | Percepciones |          |   |                                   |                         |                                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |
|                               |   |                 | Sueldo       | Despensa | Percepción Extraordinaria por Categoría | Percepción Especial por Categoría | Subsidio para el Empleo | Percepción Complementaria: Policías | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |
| Secretario                    |   | 16              | 41,866       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 42,136             | 8,269       | 5,443   | 0              | 2                       | 13,714            | 28,422      | 31,224       |        | 59,646                          |        | 64,195               | 47,877                           | 16,854                           |                  |
|                               | Coordinador (a) de Gabinete   | 1               | 41,866       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 42,136             | 8,269       | 5,443   | 0              | 2                       | 13,714            | 28,422      | 31,224       |        | 59,646                          |        | 64,195               | 47,877                           | 16,854                           |                  |
|                               | Consejero Jurídico  | 1               | 41,866       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 42,136             | 8,269       | 5,443   | 0              | 2                       | 13,714            | 28,422      | 31,224       |        | 59,646                          |        | 64,195               | 47,877                           | 16,854                           |                  |
| Sub-Secretario                |   | 38              | 28,900       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 29,353       | 13,049 | 49,783                          | 33,479 | 44,313               | 45,008                           | 20,008                           | 11,668           |
|                               | Jefe de Oficina de la Representación del Gobierno del Estado en la Ciudad de México | 1               | 28,900       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 29,353       | 13,049 | 49,783                          | 33,479 | 44,313               | 45,008                           | 20,008                           | 11,668           |
|                               | Secretario Ejecutivo  | 2               | 28,900       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 29,353       | 13,049 | 49,783                          | 33,479 | 44,313               | 45,008                           | 20,008                           | 11,668           |
|                               | Coordinador General Especializado   | 25              | 28,900       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 29,353       | 13,049 | 49,783                          | 33,479 | 44,313               | 45,008                           | 20,008                           | 11,668           |
|                               | Instructor y Coordinador de Ayudantía   | 1               | 28,900       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 29,170             | 4,981       | 3,757   | 0              | 2                       | 8,740             | 20,430      | 29,353       | 13,049 | 49,783                          | 33,479 | 44,313               | 45,008                           | 20,008                           | 11,668           |
| Coordinador General           |   | 23              | 20,802       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 21,072             | 3,150       | 2,704   | 0              | 2                       | 5,856             | 15,216      | 28,414       | 13,233 | 43,630                          | 28,449 | 31,896               | 43,569                           | 20,291                           | 8,429            |
|                               | Director General  | 68              | 20,802       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 21,072             | 3,150       | 2,704   | 0              | 2                       | 5,856             | 15,216      | 28,414       | 13,233 | 43,630                          | 28,449 | 31,896               | 43,569                           | 20,291                           | 8,429            |
|                               | Titular de la Unidad  | 6               | 20,802       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 21,072             | 3,150       | 2,704   | 0              | 2                       | 5,856             | 15,216      | 28,414       | 13,233 | 43,630                          | 28,449 | 31,896               | 43,569                           | 20,291                           | 8,429            |
|                               | Coordinador Consultivo  | 44              | 20,802       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 21,072             | 3,150       | 2,704   | 0              | 2                       | 5,856             | 15,216      | 28,414       | 13,233 | 43,630                          | 28,449 | 31,896               | 43,569                           | 20,291                           | 8,429            |
|                               | Coordinador de Asesores   | 1               | 20,802       | 270      | 0                                       | 0                                 | 0                       | 0                                   | 21,072             | 3,150       | 2,704   | 0              | 2                       | 5,856             | 15,216      | 28,414       | 13,233 | 43,630                          | 28,449 | 31,896               | 43,569                           | 20,291                           | 8,429            |
| Director de Área              |   | 275             | 13,938       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 14,222             | 1,684       | 1,812   | 0              | 2                       | 3,498             | 10,724      | 31,088       | 7,193  | 41,813                          | 17,917 | 21,372               | 47,669                           | 11,029                           | 5,689            |
|                               | Titular del Órgano Interno de Control   | 23              | 13,938       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 14,222             | 1,684       | 1,812   | 0              | 2                       | 3,498             | 10,724      | 31,088       | 7,193  | 41,813                          | 17,917 | 21,372               | 47,669                           | 11,029                           | 5,689            |
|                               | Secretario Particular del Titular   | 15              | 13,938       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 14,222             | 1,684       | 1,812   | 0              | 2                       | 3,498             | 10,724      | 31,088       | 7,193  | 41,813                          | 17,917 | 21,372               | 47,669                           | 11,029                           | 5,689            |
|                               | Analista Especializado Consultivo A   | 261             | 13,938       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 14,222             | 1,684       | 1,812   | 0              | 2                       | 3,498             | 10,724      | 31,088       | 7,193  | 41,813                          | 17,917 | 21,372               | 47,669                           | 11,029                           | 5,689            |
| Sub-Director                  |   | 212             | 7,946        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 8,230              | 619         | 1,033   | 0              | 2                       | 1,654             | 6,576       | 21,185       | 4,230  | 27,762                          | 10,807 | 12,184               | 32,484                           | 6,486                            | 3,292            |
|                               | Analista Especializado Consultivo B   | 364             | 7,946        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 8,230              | 619         | 1,033   | 0              | 2                       | 1,654             | 6,576       | 21,185       | 4,230  | 27,762                          | 10,807 | 12,184               | 32,484                           | 6,486                            | 3,292            |
| Jefe de Departamento          |   | 845             | 6,988        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 7,272              | 261         | 908     | 0              | 2                       | 1,171             | 6,101       | 11,283       | 1,972  | 17,384                          | 8,072  | 10,715               | 17,301                           | 3,023                            | 2,909            |

# Gobierno del Estado de Puebla

## Remuneración de los Servidores Públicos de la Administración Pública Estatal

| Personal Estructura Confianza       |           |                 |              |          |   |                                   |                         |                                     |                    |             |         |                |                         |                   |             |              |        |                                 |        |                      |                                  |                                  |                  |
|-------------------------------------|-----------|-----------------|--------------|----------|---|-----------------------------------|-------------------------|-------------------------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|
| Descripción de la Categoría         | Homólogos | Total de Plazas | Percepciones |          |   |                                   |                         |                                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |
|                                     |           |                 | Sueldo       | Despensa | Percepción Extraordinaria por Categoría | Percepción Especial por Categoría | Subsidio para el Empleo | Percepción Complementaria: Policías | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |
| Analista Especializado Consultivo C |           | 129             | 6,988        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 7,272              | 261         | 908     | 0              | 2                       | 1,171             | 6,101       | 11,283       | 1,972  | 17,384                          | 8,072  | 10,715               | 17,301                           | 3,023                            | 2,909            |
| Subdelegado Regional                |           | 7               | 6,988        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 7,272              | 261         | 908     | 0              | 2                       | 1,171             | 6,101       | 11,283       | 1,972  | 17,384                          | 8,072  | 10,715               | 17,301                           | 3,023                            | 2,909            |

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

| Personal Operativo Base     |                 |              |          |                                  |              |                     |                     |                    |             |         |                |                         |                   |             |              |        |                                 |        |                      |                                  |                                  |                  |
|-----------------------------|-----------------|--------------|----------|----------------------------------|--------------|---------------------|---------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|
| Descripción de la Categoría | Total de Plazas | Percepciones |          |                                  |              |                     |                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |
|                             |                 | Sueldo       | Despensa | Compensación al Personal de Base | Ayuda Varios | Apoyo a la Economía | Apoyo al Transporte | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |
| Oficial "R"                 | 649             | 10,870       | 367      | 1,419                            | 1,432        | 1,607               | 530                 | 16,225             | 1,221       | 1,413   | 217            | 2                       | 2,854             | 13,371      | 5,896        | 0      | 19,267                          | 13,371 | 17,392               | 9,040                            | 0                                | 6,574            |
| Oficial "M"                 | 178             | 9,239        | 367      | 1,419                            | 1,432        | 1,607               | 530                 | 14,594             | 939         | 1,201   | 185            | 2                       | 2,327             | 12,267      | 4,995        | 0      | 17,262                          | 12,267 | 14,782               | 7,659                            | 0                                | 5,813            |
| Oficial "I"                 | 273             | 7,761        | 367      | 1,419                            | 1,432        | 1,607               | 530                 | 13,116             | 725         | 1,009   | 155            | 2                       | 1,891             | 11,225      | 4,160        | 0      | 15,385                          | 11,225 | 12,418               | 6,379                            | 0                                | 5,124            |
| Oficial "E"                 | 339             | 6,644        | 367      | 1,419                            | 1,432        | 1,607               | 530                 | 11,999             | 603         | 864     | 133            | 2                       | 1,602             | 10,397      | 3,748        | 0      | 14,146                          | 10,397 | 10,630               | 5,748                            | 0                                | 4,602            |
| Oficial "A"                 | 848             | 5,815        | 367      | 1,419                            | 1,432        | 1,607               | 530                 | 11,170             | 295         | 756     | 113            | 2                       | 1,166             | 10,004      | 3,283        | 0      | 13,287                          | 10,004 | 9,304                | 5,034                            | 0                                | 4,215            |

| Personal Operativo Honorarios Asimilados a Salarios |                 |              |          |   |                                   |                         |                                     |                    |             |         |                |                         |                   |             |              |        |                                 |        |                      |                                  |                                  |                  |
|---|-----------------|--------------|----------|---|-----------------------------------|-------------------------|-------------------------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|
| Descripción de la Categoría                         | Total de Plazas | Percepciones |          |   |                                   |                         |                                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |
|   |                 | Sueldo       | Despensa | Percepción Extraordinaria por Categoría | Percepción Especial por Categoría | Subsidio para el Empleo | Percepción Complementaria: Policías | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |
| H0001   | 340             | 12,443       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 12,727             | 1,364       | 0       | 0              | 0                       | 1,364             | 11,363      | 4,211        | 0      | 15,573                          | 11,363 | 19,079               | 6,456                            | 0                                | 0                |
| H0002   | 8               | 12,019       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 12,303             | 1,274       | 0       | 0              | 0                       | 1,274             | 11,029      | 4,028        | 0      | 15,057                          | 11,029 | 18,429               | 6,176                            | 0                                | 0                |
| H0003   | 14              | 11,637       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 11,921             | 1,205       | 0       | 0              | 0                       | 1,205             | 10,716      | 3,845        | 0      | 14,560                          | 10,716 | 17,843               | 5,895                            | 0                                | 0                |
| H0004   | 47              | 10,650       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 10,934             | 1,028       | 0       | 0              | 0                       | 1,028             | 9,906       | 3,662        | 0      | 13,567                          | 9,906  | 16,330               | 5,614                            | 0                                | 0                |
| H0006   | 132             | 10,091       | 284      | 0                                       | 0                                 | 0                       | 0                                   | 10,375             | 928         | 0       | 0              | 0                       | 928               | 9,447       | 3,479        | 0      | 12,926                          | 9,447  | 15,473               | 5,334                            | 0                                | 0                |
| H0007   | 97              | 9,414        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 9,698              | 819         | 0       | 0              | 0                       | 819               | 8,879       | 3,296        | 0      | 12,175                          | 8,879  | 14,435               | 5,053                            | 0                                | 0                |
| H0010   | 153             | 9,010        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 9,294              | 754         | 0       | 0              | 0                       | 754               | 8,540       | 3,113        | 0      | 11,653                          | 8,540  | 13,815               | 4,773                            | 0                                | 0                |
| H0011   | 27              | 8,533        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 8,817              | 682         | 0       | 0              | 0                       | 682               | 8,135       | 2,930        | 0      | 11,064                          | 8,135  | 13,084               | 4,492                            | 0                                | 0                |
| H0013   | 30              | 8,267        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 8,551              | 654         | 0       | 0              | 0                       | 654               | 7,897       | 2,747        | 0      | 10,644                          | 7,897  | 12,676               | 4,211                            | 0                                | 0                |
| H0015   | 5               | 7,828        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 8,112              | 606         | 0       | 0              | 0                       | 606               | 7,506       | 2,564        | 0      | 10,070                          | 7,506  | 12,003               | 3,931                            | 0                                | 0                |
| H0019   | 90              | 8,124        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 8,408              | 638         | 0       | 0              | 0                       | 638               | 7,770       | 2,381        | 0      | 10,151                          | 7,770  | 12,457               | 3,650                            | 0                                | 0                |
| H0020   | 167             | 7,387        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 7,671              | 558         | 0       | 0              | 0                       | 558               | 7,113       | 2,198        | 0      | 9,311                           | 7,113  | 11,327               | 3,370                            | 0                                | 0                |

# Gobierno del Estado de Puebla

## Personal Operativo Honorarios Asimilados a Salarios

| Descripción de la Categoría | Total de Plazas | Percepciones |          |   |                                   |                         |                                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |
|-----------------------------|-----------------|--------------|----------|---|-----------------------------------|-------------------------|-------------------------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|
|                             |                 | Sueldo       | Despensa | Percepción Extraordinaria por Categoría | Percepción Especial por Categoría | Subsidio para el Empleo | Percepción Complementaria: Policías | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |
| H0025                       | 387             | 6,890        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 7,174              | 250         | 0       | 0              | 0                       | 250               | 6,924       | 2,015        | 0      | 8,938                           | 6,924  | 10,565               | 3,089                            | 0                                | 0                |
| H0031                       | 142             | 6,518        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 6,802              | 210         | 0       | 0              | 0                       | 210               | 6,592       | 1,832        | 0      | 8,424                           | 6,592  | 9,994                | 2,808                            | 0                                | 0                |
| H0037                       | 154             | 6,189        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 6,473              | 133         | 0       | 0              | 0                       | 133               | 6,340       | 1,649        | 0      | 7,989                           | 6,340  | 9,490                | 2,528                            | 0                                | 0                |
| H0043                       | 94              | 6,085        | 284      | 0                                       | 0                                 | 0                       | 0                                   | 6,369              | 122         | 0       | 0              | 0                       | 122               | 6,247       | 1,466        | 0      | 7,713                           | 6,247  | 9,330                | 2,247                            | 0                                | 0                |
| H0044                       | 254             | 5,585        | 311      | 0                                       | 0                                 | 0                       | 0                                   | 5,896              | 67          | 0       | 0              | 0                       | 67                | 5,829       | 1,283        | 0      | 7,111                           | 5,829  | 8,564                | 1,967                            | 0                                | 0                |
| H0052                       | 98              | 5,057        | 311      | 0                                       | 0                                 | 0                       | 0                                   | 5,368              | 0           | 0       | 0              | 0                       | 0                 | 5,368       | 1,100        | 0      | 6,468                           | 5,368  | 7,754                | 1,686                            | 0                                | 0                |
| H0058                       | 154             | 4,690        | 311      | 0                                       | 0                                 | 55                      | 0                                   | 5,056              | 0           | 0       | 0              | 0                       | 0                 | 5,056       | 917          | 0      | 5,972                           | 5,056  | 7,191                | 1,405                            | 0                                | 0                |
| H0065                       | 45              | 4,253        | 311      | 0                                       | 0                                 | 131                     | 0                                   | 4,695              | 0           | 0       | 0              | 0                       | 0                 | 4,695       | 734          | 0      | 5,428                           | 4,695  | 6,521                | 1,125                            | 0                                | 0                |
| H0074                       | 35              | 3,838        | 311      | 0                                       | 0                                 | 159                     | 0                                   | 4,308              | 0           | 0       | 0              | 0                       | 0                 | 4,308       | 551          | 0      | 4,859                           | 4,308  | 5,885                | 844                              | 0                                | 0                |
| H0082                       | 58              | 3,369        | 311      | 0                                       | 0                                 | 213                     | 0                                   | 3,893              | 0           | 0       | 0              | 0                       | 0                 | 3,893       | 368          | 0      | 4,261                           | 3,893  | 5,166                | 564                              | 0                                | 0                |
| H0093                       | 210             | 2,905        | 311      | 0                                       | 0                                 | 243                     | 0                                   | 3,459              | 0           | 0       | 0              | 0                       | 0                 | 3,459       | 185          | 0      | 3,643                           | 3,459  | 4,454                | 283                              | 0                                | 0                |

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

## Personal de Categorías: Seguridad Pública

| Descripción de la Categoría    | Total de Plazas | Percepciones |          |   |                                   |                         |                                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |
|--------------------------------|-----------------|--------------|----------|---|-----------------------------------|-------------------------|-------------------------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|
|                                |                 | Sueldo       | Despensa | Percepción Extraordinaria por Categoría | Percepción Especial por Categoría | Subsidio para el Empleo | Percepción Complementaria: Policías | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |
| Jefe General (CE.RE.SO.)       | 4               | 10,713       | 284      | 1,281                                   | 450                               | 0                       | 6,928                               | 19,656             | 1,365       | 1,393   | 0              | 2                       | 2,759             | 16,896      | 22,981       | 0      | 39,877                          | 16,896 | 27,049               | 35,237                           | 0                                | 4,399            |
| Supervisor Operativo "B"       | 12              | 10,713       | 284      | 1,281                                   | 450                               | 0                       | 6,928                               | 19,656             | 1,365       | 1,393   | 0              | 2                       | 2,759             | 16,896      | 22,981       | 0      | 39,877                          | 16,896 | 27,049               | 35,237                           | 0                                | 4,399            |
| Auxiliar de Oficina (Bomberos) | 16              | 9,146        | 284      | 300                                     | 0                                 | 0                       | 5,988                               | 15,718             | 824         | 1,189   | 0              | 2                       | 2,015             | 13,703      | 22,215       | 0      | 35,918                          | 13,703 | 23,205               | 34,063                           | 0                                | 3,772            |
| Jefe de grupo (CE.RE.SO.)      | 23              | 9,098        | 284      | 1,110                                   | 0                                 | 0                       | 5,959                               | 16,451             | 949         | 1,183   | 0              | 2                       | 2,134             | 14,317      | 21,449       | 0      | 35,766                          | 14,317 | 23,087               | 32,888                           | 0                                | 3,753            |
| Sub-Inspector "B"              | 10              | 8,850        | 284      | 1,257                                   | 0                                 | 0                       | 5,810                               | 16,201             | 931         | 1,151   | 0              | 2                       | 2,083             | 14,117      | 19,917       | 0      | 34,034                          | 14,117 | 22,479               | 30,539                           | 0                                | 3,654            |
| Supervisor Operativo "C"       | 3               | 8,850        | 284      | 1,257                                   | 0                                 | 0                       | 5,810                               | 16,201             | 931         | 1,151   | 0              | 2                       | 2,083             | 14,117      | 19,917       | 0      | 34,034                          | 14,117 | 22,479               | 30,539                           | 0                                | 3,654            |
| Oficial "B"                    | 13              | 8,725        | 284      | 1,142                                   | 0                                 | 0                       | 5,735                               | 15,886             | 891         | 2,269   | 0              | 2                       | 3,161             | 12,724      | 19,917       | 0      | 32,641                          | 12,724 | 22,172               | 30,539                           | 0                                | 3,604            |
| Sub-Oficial "B"                | 41              | 8,603        | 284      | 1,083                                   | 0                                 | 0                       | 5,662                               | 15,632             | 862         | 1,118   | 0              | 2                       | 1,983             | 13,650      | 20,683       | 0      | 34,333                          | 13,650 | 21,873               | 31,714                           | 0                                | 3,555            |
| Operador "A"                   | 12              | 8,603        | 284      | 1,083                                   | 0                                 | 0                       | 5,662                               | 15,632             | 862         | 1,118   | 0              | 2                       | 1,983             | 13,650      | 20,683       | 0      | 34,333                          | 13,650 | 21,873               | 31,714                           | 0                                | 3,555            |
| Oficial "C"                    | 24              | 8,589        | 284      | 920                                     | 0                                 | 0                       | 5,653                               | 15,447             | 834         | 1,117   | 0              | 2                       | 1,952             | 13,494      | 19,917       | 0      | 33,411                          | 13,494 | 21,838               | 30,539                           | 0                                | 3,549            |
| Sub-Oficial "C1"               | 34              | 8,295        | 284      | 876                                     | 0                                 | 0                       | 5,477                               | 14,932             | 780         | 1,078   | 0              | 2                       | 1,860             | 13,072      | 19,151       | 0      | 32,223                          | 13,072 | 21,117               | 29,365                           | 0                                | 3,432            |
| Supervisor (CE.RE.SO.)         | 77              | 8,160        | 284      | 1,017                                   | 0                                 | 0                       | 5,396                               | 14,857             | 781         | 1,061   | 0              | 2                       | 1,843             | 13,014      | 18,385       | 0      | 31,398                          | 13,014 | 20,786               | 28,190                           | 0                                | 3,378            |
| Policía Primero "B"            | 41              | 8,056        | 284      | 1,037                                   | 0                                 | 0                       | 5,334                               | 14,710             | 767         | 1,047   | 0              | 2                       | 1,816             | 12,894      | 17,619       | 0      | 30,512                          | 12,894 | 20,531               | 27,015                           | 0                                | 3,336            |
| Inspector                      | 42              | 7,923        | 284      | 0                                       | 0                                 | 0                       | 5,254                               | 13,461             | 616         | 1,030   | 0              | 2                       | 1,648             | 11,813      | 16,853       | 0      | 28,665                          | 11,813 | 20,204               | 25,841                           | 0                                | 3,283            |
| Sub-Oficial "C2"               | 11              | 7,822        | 284      | 844                                     | 0                                 | 0                       | 5,193                               | 14,143             | 699         | 1,017   | 0              | 2                       | 1,718             | 12,425      | 16,087       | 0      | 28,512                          | 12,425 | 19,957               | 24,666                           | 0                                | 3,242            |

# Gobierno del Estado de Puebla

| Personal de Categorías: Seguridad Pública |                 |              |           |   |                                   |                         |                                     |                    |             |         |                |                         |                   |             |              |        |                                 |        |                      |                                  |                                  |                  |
|---|-----------------|--------------|-----------|---|-----------------------------------|-------------------------|-------------------------------------|--------------------|-------------|---------|----------------|-------------------------|-------------------|-------------|--------------|--------|---------------------------------|--------|----------------------|----------------------------------|----------------------------------|------------------|
| Descripción de la Categoría               | Total de Plazas | Percepciones |           |   |                                   |                         |                                     |                    | Deducciones |         |                |                         |                   | Sueldo Neto | Compensación |        | Remuneración Mensual Total Neta |        | Percepciones Anuales |                                  |                                  |                  |
|   |                 | Sueldo       | Despen sa | Percepción Extraordinaria por Categoría | Percepción Especial por Categoría | Subsidio para el Empleo | Percepción Complementaria: Policías | Total Percepciones | ISPT        | ISSSTEP | Cuota Sindical | Seguro de Vida Gobierno | Total Deducciones |             | Máxima       | Mínima | Máxima                          | Mínima | Aguinaldo            | Aguinaldo de Compensación Máximo | Aguinaldo de Compensación Mínimo | Prima Vacacional |
| Policía Segundo "C"                       | 96              | 7,754        | 311       | 834                                     | 0                                 | 0                       | 5,152                               | 14,051             | 688         | 1,008   | 0              | 2                       | 1,698             | 12,353      | 15,321       | 0      | 27,673                          | 12,353 | 19,790               | 23,492                           | 0                                | 3,226            |
| Sub-Inspector                             | 36              | 7,682        | 311       | 1,257                                   | 0                                 | 0                       | 5,109                               | 14,359             | 742         | 999     | 0              | 2                       | 1,743             | 12,616      | 14,555       | 0      | 27,170                          | 12,616 | 19,613               | 22,317                           | 0                                | 3,197            |
| Operador "B"                              | 8               | 7,682        | 311       | 1,257                                   | 0                                 | 0                       | 5,109                               | 14,359             | 742         | 999     | 0              | 2                       | 1,743             | 12,616      | 14,555       | 0      | 27,170                          | 12,616 | 19,613               | 22,317                           | 0                                | 3,197            |
| Policía Segundo "B"                       | 41              | 7,579        | 311       | 953                                     | 0                                 | 0                       | 5,047                               | 13,891             | 682         | 985     | 0              | 2                       | 1,670             | 12,221      | 13,789       | 0      | 26,010                          | 12,221 | 19,360               | 21,142                           | 0                                | 3,156            |
| Oficial "A"                               | 90              | 7,564        | 311       | 1,142                                   | 0                                 | 0                       | 5,038                               | 14,055             | 705         | 983     | 0              | 2                       | 1,691             | 12,365      | 13,023       | 0      | 25,387                          | 12,365 | 19,324               | 19,968                           | 0                                | 3,150            |
| Oficial de Análisis Táctico "D"           | 75              | 7,564        | 311       | 1,142                                   | 0                                 | 0                       | 5,038                               | 14,055             | 705         | 983     | 0              | 2                       | 1,691             | 12,365      | 12,257       | 0      | 24,621                          | 12,365 | 19,324               | 18,793                           | 0                                | 3,150            |
| Operador "C"                              | 22              | 7,564        | 311       | 1,142                                   | 0                                 | 0                       | 5,038                               | 14,055             | 705         | 983     | 0              | 2                       | 1,691             | 12,365      | 12,257       | 0      | 24,621                          | 12,365 | 19,324               | 18,793                           | 0                                | 3,150            |
| Coordinador Operativo                     | 5               | 7,564        | 311       | 1,142                                   | 0                                 | 0                       | 5,038                               | 14,055             | 705         | 983     | 0              | 2                       | 1,691             | 12,365      | 12,257       | 0      | 24,621                          | 12,365 | 19,324               | 18,793                           | 0                                | 3,150            |
| Sub-Oficial "A"                           | 25              | 7,500        | 284       | 1,083                                   | 0                                 | 0                       | 5,000                               | 13,867             | 688         | 975     | 0              | 2                       | 1,665             | 12,203      | 11,490       | 0      | 23,693                          | 12,203 | 19,167               | 17,619                           | 0                                | 3,114            |
| Policía Primero "A"                       | 107             | 7,428        | 311       | 1,028                                   | 0                                 | 0                       | 4,957                               | 13,724             | 674         | 966     | 0              | 2                       | 1,642             | 12,082      | 11,490       | 0      | 23,572                          | 12,082 | 18,990               | 17,619                           | 0                                | 3,096            |
| Policía Cibernética                       | 15              | 7,428        | 311       | 1,028                                   | 0                                 | 0                       | 4,957                               | 13,724             | 674         | 966     | 0              | 2                       | 1,642             | 12,082      | 11,490       | 0      | 23,572                          | 12,082 | 18,990               | 17,619                           | 0                                | 3,096            |
| Oficial de Investigación "C"              | 325             | 7,428        | 311       | 1,028                                   | 0                                 | 0                       | 4,957                               | 13,724             | 674         | 966     | 0              | 2                       | 1,642             | 12,082      | 10,724       | 0      | 22,806                          | 12,082 | 18,990               | 16,444                           | 0                                | 3,096            |
| Supervisor Operativo "A"                  | 8               | 7,428        | 311       | 1,028                                   | 0                                 | 0                       | 4,957                               | 13,724             | 674         | 966     | 0              | 2                       | 1,642             | 12,082      | 10,724       | 0      | 22,806                          | 12,082 | 18,990               | 16,444                           | 0                                | 3,096            |
| Policía Tercero "B"                       | 57              | 7,367        | 311       | 926                                     | 0                                 | 0                       | 4,920                               | 13,524             | 656         | 958     | 0              | 2                       | 1,616             | 11,908      | 9,958        | 0      | 21,866                          | 11,908 | 18,840               | 15,270                           | 0                                | 3,071            |
| Policía Segundo "A"                       | 223             | 7,320        | 311       | 965                                     | 0                                 | 0                       | 4,892                               | 13,488             | 656         | 952     | 0              | 2                       | 1,609             | 11,879      | 9,192        | 0      | 21,072                          | 11,879 | 18,725               | 14,095                           | 0                                | 3,052            |
| Oficial de Operación "B"                  | 332             | 7,320        | 311       | 965                                     | 0                                 | 0                       | 4,892                               | 13,488             | 656         | 952     | 0              | 2                       | 1,609             | 11,879      | 8,426        | 0      | 20,306                          | 11,879 | 18,725               | 12,920                           | 0                                | 3,052            |
| Policía Tercero "A"                       | 367             | 7,254        | 311       | 907                                     | 0                                 | 0                       | 4,852                               | 13,325             | 642         | 943     | 0              | 2                       | 1,587             | 11,737      | 7,660        | 0      | 19,398                          | 11,737 | 18,563               | 11,746                           | 0                                | 3,026            |
| Custodio                                  | 1,091           | 7,178        | 311       | 494                                     | 0                                 | 0                       | 4,807                               | 12,790             | 589         | 933     | 0              | 2                       | 1,524             | 11,266      | 6,894        | 0      | 18,160                          | 11,266 | 18,377               | 10,571                           | 0                                | 2,996            |
| Policía "A"                               | 3,169           | 7,178        | 311       | 549                                     | 300                               | 0                       | 4,807                               | 13,145             | 627         | 933     | 0              | 2                       | 1,563             | 11,582      | 6,128        | 0      | 17,710                          | 11,582 | 18,377               | 9,397                            | 0                                | 2,996            |
| Analista de Información Criminal          | 69              | 7,178        | 311       | 549                                     | 300                               | 0                       | 4,807                               | 13,145             | 627         | 933     | 0              | 2                       | 1,563             | 11,582      | 6,128        | 0      | 17,710                          | 11,582 | 18,377               | 9,397                            | 0                                | 2,996            |
| Policía "B"                               | 707             | 7,178        | 311       | 655                                     | 194                               | 0                       | 4,807                               | 13,145             | 627         | 933     | 0              | 2                       | 1,563             | 11,582      | 5,362        | 0      | 16,944                          | 11,582 | 18,377               | 8,222                            | 0                                | 2,996            |
| Operador Interviniente                    | 151             | 7,178        | 311       | 655                                     | 194                               | 0                       | 4,807                               | 13,145             | 627         | 933     | 0              | 2                       | 1,563             | 11,582      | 5,362        | 0      | 16,944                          | 11,582 | 18,377               | 8,222                            | 0                                | 2,996            |
| Policía Tercero "C"                       | 117             | 7,153        | 311       | 790                                     | 0                                 | 0                       | 4,792                               | 13,046             | 618         | 930     | 0              | 2                       | 1,550             | 11,496      | 4,596        | 0      | 16,092                          | 11,496 | 18,315               | 7,047                            | 0                                | 2,986            |
| Policía "C"                               | 39              | 7,153        | 311       | 790                                     | 0                                 | 0                       | 4,792                               | 13,046             | 618         | 930     | 0              | 2                       | 1,550             | 11,496      | 3,830        | 0      | 15,326                          | 11,496 | 18,315               | 5,873                            | 0                                | 2,986            |
| Secretario Auxiliar de Seguridad Pública  | 23              | 5,795        | 311       | 373                                     | 397                               | 0                       | 3,977                               | 10,853             | 215         | 753     | 0              | 2                       | 970               | 9,882       | 2,298        | 0      | 12,181                          | 9,882  | 14,984               | 3,524                            | 0                                | 2,442            |
| Secretaria (Bombero)                      | 10              | 5,569        | 311       | 300                                     | 0                                 | 0                       | 3,841                               | 10,021             | 98          | 724     | 0              | 2                       | 824               | 9,197       | 1,532        | 0      | 10,729                          | 9,197  | 14,429               | 2,349                            | 0                                | 2,352            |
| Operador Auxiliar                         | 1               | 5,569        | 311       | 300                                     | 0                                 | 0                       | 3,841                               | 10,021             | 98          | 724     | 0              | 2                       | 824               | 9,197       | 1,532        | 0      | 10,729                          | 9,197  | 14,429               | 2,349                            | 0                                | 2,352            |
| Auxiliar "C" de Seguridad Pública         | 17              | 5,117        | 311       | 715                                     | 149                               | 0                       | 3,570                               | 9,862              | 110         | 665     | 0              | 2                       | 777               | 9,085       | 766          | 0      | 9,851                           | 9,085  | 13,320               | 1,175                            | 0                                | 2,171            |

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