



## TABULADOR DE SUELDOS 2019

CATEGORIA	PERCEPCIONES ORDINARIAS 2019			ISR		DEDUCCIONES ISSET	TOTAL DEDUCCIONES	NETO MENSUAL PERCEP. ORDINARIAS MÍNIMAS	NETO MENSUAL PERCEP. ORDINARIAS MÁXIMAS	NETO MENSUAL PERCEP. ORDINARIAS
	SUELDO	COMPENSACIÓN GARANTIZADA	TOTAL DE PERCEPCIONES	SUBSIDIO AL EMPLEO	I.S.R. (I.S.P.T.)					
<b>PERMANENTES</b>										
CONSEJERO PRESIDENTE	35,228.40	107,568.90	142,797.30	0.00	40,960.22	5,636.54	46,596.76	91,390.51	101,010.57	96,200.54
CONSEJERO ELECTORAL	35,228.40	107,568.90	142,797.30	0.00	40,960.22	5,636.54	46,596.76	91,390.51	101,010.57	96,200.54
SECRETARIO EJECUTIVO	34,213.80	105,242.70	139,456.50	0.00	39,824.34	5,474.20	45,298.54	89,450.06	98,865.86	94,157.96
CONTRALOR GENERAL	32,417.10	60,158.70	92,575.80	0.00	23,951.60	5,186.74	29,138.34	60,265.59	66,609.33	63,437.46
DIRECTOR EJECUTIVO	32,114.70	59,598.00	91,712.70	0.00	23,675.40	5,138.36	28,813.76	59,753.99	66,043.89	62,898.94
TITULAR DE OTF	32,114.70	59,598.00	91,712.70	0.00	23,675.40	5,138.36	28,813.76	59,753.99	66,043.89	62,898.94
DIRECTOR JURÍDICO	29,913.90	48,166.80	78,080.70	0.00	19,313.16	4,786.22	24,099.38	51,282.25	56,680.39	53,981.32
COORDINADOR DE ASESORES	27,713.10	36,735.90	64,449.00	0.00	15,100.64	4,434.10	19,534.74	42,668.55	47,159.97	44,914.26
SUBDIRECTOR	22,179.00	29,398.80	51,577.80	0.00	11,239.28	3,548.66	14,787.94	34,950.37	38,629.35	36,789.86
COORDINADOR A	22,179.00	29,398.80	51,577.80	0.00	11,239.28	3,548.66	14,787.94	34,950.37	38,629.35	36,789.86
SECRETARIO TÉCNICO	12,492.60	16,559.40	29,052.00	0.00	5,040.38	1,998.80	7,039.18	20,912.18	23,113.46	22,012.82
COORDINADOR OPERATIVO	12,492.60	16,559.40	29,052.00	0.00	5,040.38	1,998.80	7,039.18	20,912.18	23,113.46	22,012.82
COORDINADOR	12,492.60	16,559.40	29,052.00	0.00	5,040.38	1,998.80	7,039.18	20,912.18	23,113.46	22,012.82
TITULAR DE LA UNIDAD	12,492.60	16,559.40	29,052.00	0.00	5,040.38	1,998.80	7,039.18	20,912.18	23,113.46	22,012.82
TÉCNICO ADMINISTRATIVO	9,845.70	13,050.30	22,896.00	0.00	3,614.24	1,575.30	5,189.54	16,821.14	18,591.78	17,706.46
TÉCNICO	9,845.70	13,050.30	22,896.00	0.00	3,614.24	1,575.30	5,189.54	16,821.14	18,591.78	17,706.46
TÉCNICO A	9,532.20	8,798.40	18,330.60	0.00	2,639.06	1,525.14	4,164.20	13,458.08	14,874.72	14,166.40
PROYECTISTA	8,967.00	7,473.30	16,440.30	0.00	2,235.30	1,434.72	3,670.02	12,131.77	13,408.79	12,770.28
AUDITOR	8,967.00	7,473.30	16,440.30	0.00	2,235.30	1,434.72	3,670.02	12,131.77	13,408.79	12,770.28
AUXILIAR DE COORDINADOR	8,967.00	5,977.50	14,944.50	0.00	1,915.80	1,434.72	3,350.52	11,014.28	12,173.68	11,593.98
AUXILIAR DE ÁREA	8,085.90	5,389.50	13,475.40	0.00	1,602.00	1,293.74	2,895.74	10,050.68	11,108.64	10,579.66
CHOFER EJECUTIVO	7,120.80	4,745.70	11,866.50	0.00	1,258.34	1,139.30	2,397.64	8,995.42	9,942.30	9,468.86
AUXILIAR DE PROYECTO	6,543.90	3,754.80	10,298.70	0.00	976.70	1,047.04	2,023.74	7,861.21	8,688.71	8,274.96
FOTOCOPISTA	6,418.20	1,329.00	7,747.20	0.00	600.10	1,026.92	1,627.02	5,814.17	6,426.19	6,120.18
CHOFER DE DIRECCIÓN	6,418.20	1,329.00	7,747.20	0.00	600.10	1,026.92	1,627.02	5,814.17	6,426.19	6,120.18
CHOFER	6,201.90	1,179.60	7,381.50	0.00	560.30	992.28	1,552.58	5,537.47	6,120.37	5,828.92
AUXILIAR	6,069.00	1,154.10	7,223.10	214.80	328.26	971.04	1,299.30	5,627.61	6,219.99	5,923.80
SECRETARIA	6,069.00	1,154.10	7,223.10	214.80	328.26	971.04	1,299.30	5,627.61	6,219.99	5,923.80
INTENDENTE	5,883.00	1,119.60	7,002.60	250.20	268.88	941.28	1,210.16	5,502.82	6,082.06	5,792.44
AUXILIAR B	5,883.00	1,119.60	7,002.60	250.20	268.88	941.28	1,210.16	5,502.82	6,082.06	5,792.44

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## TABULADOR DE SUELDOS 2019

CATEGORIA	PERCEPCIONES ORDINARIAS 2019			ISR		DEDUCCIONES ISSET	TOTAL DEDUCCIONES	NETO MENSUAL PERCEP. ORDINARIAS MÍNIMAS	NETO MENSUAL PERCEP. ORDINARIAS MÁXIMAS	NETO MENSUAL PERCEP. ORDINARIAS
	SUELDO	COMPENSACIÓN GARANTIZADA	TOTAL DE PERCEPCIONES	SUBSIDIO AL EMPLEO	I.S.R. (I.S.P.T.)					

### MIEMBROS DEL SPEN

COORDINADOR A	22,394.40	29,684.40	52,078.80	0.00	11,389.58	3,583.10	14,972.68	35,250.81	38,961.43	37,106.12
COORDINADOR B	17,261.70	22,880.70	40,142.40	0.00	7,808.66	2,761.88	10,570.54	28,093.27	31,050.45	29,571.86
COORDINADOR C	14,991.00	19,870.80	34,861.80	0.00	6,406.84	2,398.58	8,805.42	24,753.56	27,359.20	26,056.38
COORDINADOR D	12,492.60	16,559.40	29,052.00	0.00	5,040.38	1,998.80	7,039.18	20,912.18	23,113.46	22,012.82
TÉCNICO	11,814.60	15,660.00	27,474.60	0.00	4,669.38	1,890.34	6,559.72	19,869.14	21,960.62	20,914.88
TÉCNICO A	9,845.70	13,050.30	22,896.00	0.00	3,614.24	1,575.30	5,189.54	16,821.14	18,591.78	17,706.46
TÉCNICO B	9,532.20	8,798.40	18,330.60	0.00	2,639.06	1,525.14	4,164.20	13,458.08	14,874.72	14,166.40
TÉCNICO B1	8,967.00	7,473.30	16,440.30	0.00	2,235.30	1,434.72	3,670.02	12,131.77	13,408.79	12,770.28
TÉCNICO C	8,967.00	5,977.50	14,944.50	0.00	1,915.80	1,434.72	3,350.52	11,014.28	12,173.68	11,593.98
TÉCNICO D	8,085.90	5,389.50	13,475.40	0.00	1,602.00	1,293.74	2,895.74	10,050.68	11,108.64	10,579.66

### EVENTUALES

SECRETARIO TÉCNICO	12,492.60	16,559.40	29,052.00	0.00	5,040.38	437.24	5,477.62	22,395.66	24,753.10	23,574.38
COORDINADOR OPERATIVO	12,492.60	16,559.40	29,052.00	0.00	5,040.38	437.24	5,477.62	22,395.66	24,753.10	23,574.38
COORDINADOR	12,492.60	16,559.40	29,052.00	0.00	5,040.38	437.24	5,477.62	22,395.66	24,753.10	23,574.38
TITULAR DE LA UNIDAD	12,492.60	16,559.40	29,052.00	0.00	5,040.38	437.24	5,477.62	22,395.66	24,753.10	23,574.38
TÉCNICO ADMINISTRATIVO	9,845.70	13,050.30	22,896.00	0.00	3,614.24	344.60	3,958.84	17,990.30	19,884.02	18,937.16
TÉCNICO	9,845.70	13,050.30	22,896.00	0.00	3,614.24	344.60	3,958.84	17,990.30	19,884.02	18,937.16
TÉCNICO A	9,532.20	8,798.40	18,330.60	0.00	2,639.06	333.62	2,972.68	14,590.02	16,125.82	15,357.92
PROYECTISTA	8,967.00	7,473.30	16,440.30	0.00	2,235.30	313.84	2,549.14	13,196.60	14,585.72	13,891.16
AUDITOR	8,967.00	7,473.30	16,440.30	0.00	2,235.30	313.84	2,549.14	13,196.60	14,585.72	13,891.16
AUXILIAR DE COORDINADOR	8,967.00	5,977.50	14,944.50	0.00	1,915.80	313.84	2,229.64	12,079.12	13,350.60	12,714.86
AUXILIAR DE ÁREA	8,085.90	5,389.50	13,475.40	0.00	1,602.00	283.00	1,885.00	11,010.88	12,169.92	11,590.40
CHOFER EJECUTIVO	7,120.80	4,745.70	11,866.50	0.00	1,258.34	249.22	1,507.56	9,840.99	10,876.89	10,358.94
AUXILIAR DE PROYECTO	6,543.90	3,754.80	10,298.70	0.00	976.70	229.04	1,205.74	8,638.31	9,547.61	9,092.96
FOTOCOPISTA	6,418.20	1,329.00	7,747.20	0.00	600.10	224.64	824.74	6,576.34	7,268.58	6,922.46
CHOFER DE DIRECCIÓN	6,418.20	1,329.00	7,747.20	0.00	600.10	224.64	824.74	6,576.34	7,268.58	6,922.46
CHOFER	6,201.90	1,179.60	7,381.50	0.00	560.30	217.06	777.36	6,273.93	6,934.35	6,604.14
AUXILIAR	6,069.00	1,154.10	7,223.10	214.80	328.26	212.42	540.68	6,348.30	7,016.54	6,682.42
SECRETARIA	6,069.00	1,154.10	7,223.10	214.80	328.26	212.42	540.68	6,348.30	7,016.54	6,682.42
INTENDENTE	5,883.00	1,119.60	7,002.60	250.20	268.88	205.90	474.78	6,201.43	6,854.21	6,527.82
AUXILIAR B	5,883.00	1,119.60	7,002.60	250.20	268.88	205.90	474.78	6,201.43	6,854.21	6,527.82



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## TABULADOR DE SUELDOS 2019

CATEGORIA	PERCEPCIONES ORDINARIAS 2019			ISR		DEDUCCIONES ISSET	TOTAL DEDUCCIONES	NETO MENSUAL PERCEP. ORDINARIAS MÍNIMAS	NETO MENSUAL PERCEP. ORDINARIAS MÁXIMAS	NETO MENSUAL PERCEP. ORDINARIAS
	SUELDO	COMPENSACIÓN GARANTIZADA	TOTAL DE PERCEPCIONES	SUBSIDIO AL EMPLEO	I.S.R. (I.S.P.T.)					

### JUNTAS ELECTORALES

VOCAL EJECUTIVO	12,078.00	11,148.00	23,226.00	0.00	3,684.72	422.74	4,107.46	18,162.61	20,074.47	19,118.54
VOCAL SECRETARIO	11,251.80	10,386.30	21,638.10	0.00	3,345.54	393.82	3,739.36	17,003.80	18,793.68	17,898.74
VOCAL DE ORGANIZACIÓN	11,251.80	10,386.30	21,638.10	0.00	3,345.54	393.82	3,739.36	17,003.80	18,793.68	17,898.74
AUXILIAR	6,292.20	3,610.50	9,902.70	0.00	905.74	220.22	1,125.96	8,337.90	9,215.58	8,776.74
INTENDENTE	5,656.80	1,076.40	6,733.20	250.20	239.56	197.98	437.54	5,980.88	6,610.44	6,295.66

**NOTAS:**

- 1.- EL I.S.R. SE ENCUENTRA CALCULADO EN BASE A LAS DISPOSICIONES FISCALES VIGENTES EN EL AÑO **2018**, POR LO QUE PUEDE SER MODIFICADO POR LOS CAMBIOS EN LAS DISPOSICIONES FISCALES PARA 2019
- 2.- LA PERCEPCION NETA PUEDE SER MODIFICADA POR VIRTUD DE CAMBIOS EN LAS DEDUCCIONES
- 3.- LA PERCEPCION NETA PARA PERSONAL EVENTUAL PODRÁ DIFERIR EN RAZÓN DE QUE SÓLO COTIZA EL 3.5% DE PRESTACIONES MÉDICAS

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## TABULADOR DE SUELDOS MÍNIMOS Y MÁXIMOS

CATEGORIA	PERCEPCIONES ORDINARIAS ANUALES																		PERCEPCIÓN EXTRAORDINARIA MENSUAL											
	AGUINALDO		DEDUCCIÓN DE I.P.T.		BONO PADRE/MADRE		BONO DEL SERVIDOR PÚBLICO		BONO DE LA SECRETARIA		BONO NAVIDAD		CANTADA NAVIDEÑA		PRIMA VACACIONAL		DÍAS SI		COMPENSACIÓN EXTRAORDINARIA MENSUAL		AGUINALDO COMPENSACIÓN EXTRAORDINARIA		DEDUCCIÓN DE I.P.T. COMPENSACIÓN EXTRAORDINARIA		COMPENSACIÓN EXTRAORDINARIA FINAL		ESTIMULO EXTRAORDINARIO			
	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO	MÍNIMO	MÁXIMO		
PRESIDENTE DEL CONSEJO	48,041.00	252,241.25	15,415.98	84,844.02	1,188.00	1,188.00	1,800.00	1,188.00	1,800.00	1,650.00	2,500.00	990.00	1,500.00	2,009.05	9,759.30	4,337.74	18,776.71										95,164.22	189,410.44	660.00	19,800.00
CONSEJERO ELECTORAL	48,041.00	252,241.25	15,415.98	84,844.02	1,188.00	1,188.00	1,800.00	1,188.00	1,800.00	1,650.00	2,500.00	990.00	1,500.00	2,009.05	9,759.30	4,337.74	18,776.71										95,164.22	189,410.44	660.00	19,800.00
CONSEJERO EJECUTIVO	46,938.00	246,361.44	15,041.14	82,844.89	1,188.00	1,188.00	1,800.00	1,188.00	1,800.00	1,650.00	2,500.00	989.00	1,500.00	1,901.58	9,249.45	2,871.52	12,696.66	15,056.72	28,016.95	66,279.85	5,371.87	22,078.02	63,092.24	124,208.40	680.00	20,400.00				
CONTRALOR GENERAL	32,339.77	164,945.79	9,484.73	55,175.67	1,188.00	1,188.00	1,800.00	1,188.00	1,800.00	1,650.00	2,500.00	989.00	1,500.00	1,887.47	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00			
DIRECTOR EJECUTIVO	32,046.32	163,631.59	9,390.82	54,731.24	1,187.00	1,187.00	1,800.00	1,187.00	1,800.00	1,650.00	2,500.00	989.00	1,500.00	1,887.47	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00			
TITULAR DE OTF	32,046.32	163,631.59	9,390.82	54,731.24	1,187.00	1,187.00	1,800.00	1,187.00	1,800.00	1,700.00	2,500.00	1,020.00	1,788.10	8,568.58	2,440.92	10,849.01	12,839.55	23,979.62	14,158.63	56,634.53	4,530.76	18,123.05	53,958.3	107,053.75	680.00	20,400.00				
DIRECTOR JURÍDICO	27,411.44	142,450.34	7,907.06	44,720.11	1,224.00	1,224.00	1,800.00	1,224.00	1,800.00	1,700.00	2,500.00	1,020.00	1,698.78	8,164.67	2,023.53	9,085.29	10,754.5	20,162.75	12,030.48	48,121.92	3,609.14	14,436.58	49,498.46	700.00	21,000.00					
COORDINADOR DE ASESORES	23,367.15	119,725.96	6,200.15	36,496.63	1,223.00	1,223.00	1,800.00	1,223.00	1,800.00	1,700.00	2,500.00	1,050.00	1,440.02	6,615.12	1,621.95	7,398.30	8,750.33	16,558.1	9,627.86	38,511.42	2,888.36	11,553.43	36,914.46	73,018.92	700.00	21,000.00				
SUBDIRECTOR	18,862.23	97,088.56	4,488.67	28,316.57	1,260.00	1,260.00	1,800.00	1,260.00	1,800.00	1,750.00	2,500.00	1,050.00	1,440.02	6,615.12	1,621.95	7,398.30	8,750.33	16,558.1	9,627.86	38,511.42	2,888.36	11,553.43	36,914.46	73,018.92	700.00	21,000.00				
COORDINADOR A	18,862.23	97,088.56	4,488.67	28,316.57	1,260.00	1,260.00	1,800.00	1,260.00	1,800.00	1,750.00	2,500.00	1,050.00	1,440.02	6,615.12	1,621.95	7,398.30	8,750.33	16,558.1	9,627.86	38,511.42	2,888.36	11,553.43	36,914.46	73,018.92	700.00	21,000.00				
SECRETARIO TÉCNICO	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
COORDINADOR OPERATIVO	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
COORDINADOR	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TITULAR DE LA UNIDAD	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,630.57	5,679.48	5,321.78	21,724.23	62,723.45	12,327.17	680.00	20,400.00				
TIERRA DE LOS DÍAS	11,744.52	59,885.63	2,127.27	13,450.06	1,376.00	1,376.00	1,800.00	1,376.00	1,800.00	1,912.00	2,500.00	1,179.00	1,415.00	9,167.20	2,845.88	12,586.64	14,924.70	27,782.18	16,63											