



INSTITUTO ELECTORAL Y DE PARTICIPACION
CIUDADANA DE TABASCO

PROYECTO DE TABULADOR DE SUELDOS 2025

CATEGORIA	PERCEPCIONES ORDINARIAS 2025			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						
PERMANENTES									
CONSEJERO PRESIDENTE	36,285.30	93,300.00	129,585.30	34,270.18	5,805.64	40,075.82	89,509.48	89,509.48	89,509.48
CONSEJERO ELECTORAL	36,285.30	93,300.00	129,585.30	34,270.18	5,805.64	40,075.82	89,509.48	89,509.48	89,509.48
SECRETARIO EJECUTIVO	35,240.10	88,020.00	123,260.10	32,127.78	5,638.40	37,766.18	85,493.92	85,493.92	85,493.92
CONTRALOR GENERAL	35,059.20	62,100.00	97,159.20	23,775.50	5,609.50	29,385.00	67,774.20	67,774.20	67,774.20
DIRECTOR	34,731.90	61,530.00	96,261.90	23,488.36	5,557.10	29,045.46	67,216.44	67,216.44	67,216.44
TITULAR DE OTF	34,731.90	61,530.00	96,261.90	23,488.36	5,557.10	29,045.46	67,216.44	67,216.44	67,216.44
COORDINADOR DE ASESORES	34,370.10	44,887.20	79,257.30	18,317.10	5,499.24	23,816.34	55,440.96	55,440.96	55,440.96
SUBDIRECTOR	27,507.00	36,461.10	63,968.10	13,730.34	4,401.12	18,131.46	45,836.64	45,836.64	45,836.64
COORDINADOR A	27,507.00	36,461.10	63,968.10	13,730.34	4,401.12	18,131.46	45,836.64	45,836.64	45,836.64
SECRETARIO TÉCNICO	15,875.10	21,043.20	36,918.30	6,371.30	2,540.02	8,911.32	28,006.98	28,006.98	28,006.98
COORDINADOR OPERATIVO	15,875.10	21,043.20	36,918.30	6,371.30	2,540.02	8,911.32	28,006.98	28,006.98	28,006.98
COORDINADOR	15,875.10	21,043.20	36,918.30	6,371.30	2,540.02	8,911.32	28,006.98	28,006.98	28,006.98
TITULAR DE LA UNIDAD	15,875.10	21,043.20	36,918.30	6,371.30	2,540.02	8,911.32	28,006.98	28,006.98	28,006.98
TÉCNICO ADMINISTRATIVO	12,862.20	17,048.70	29,910.90	4,742.84	2,057.96	6,800.80	23,110.10	23,110.10	23,110.10
TÉCNICO	12,862.20	17,048.70	29,910.90	4,742.84	2,057.96	6,800.80	23,110.10	23,110.10	23,110.10
TÉCNICO A	12,453.00	11,493.90	23,946.90	3,468.94	1,992.50	5,461.44	18,485.46	18,485.46	18,485.46
PROYECTISTA	11,714.70	9,762.90	21,477.60	2,941.50	1,874.36	4,815.86	16,661.74	16,661.74	16,661.74
AUDITOR	11,714.70	9,762.90	21,477.60	2,941.50	1,874.36	4,815.86	16,661.74	16,661.74	16,661.74
AUXILIAR DE COORDINADOR	11,714.70	7,809.00	19,523.70	2,524.14	1,874.36	4,398.50	15,125.20	15,125.20	15,125.20
AUXILIAR DE ÁREA	10,563.60	7,041.00	17,604.60	2,114.22	1,690.18	3,804.40	13,800.20	13,800.20	13,800.20
CHOFER EJECUTIVO	9,302.40	6,199.50	15,501.90	1,665.08	1,488.38	3,153.46	12,348.44	12,348.44	12,348.44
AUXILIAR DE PROYECTO	8,549.10	4,905.30	13,454.40	1,290.72	1,367.86	2,658.58	10,795.82	10,795.82	10,795.82
FOTOCOPISTA	9,171.00	2,194.50	11,365.50	943.44	1,467.38	2,410.82	8,954.68	8,954.68	8,954.68
CHOFER DE DIRECCIÓN	9,171.00	2,194.50	11,365.50	943.44	1,467.38	2,410.82	8,954.68	8,954.68	8,954.68
CHOFER	8,903.70	1,973.40	10,877.10	870.46	1,424.60	2,295.06	8,582.04	8,582.04	8,582.04
AUXILIAR	8,744.70	1,937.40	10,682.10	849.26	1,399.16	2,248.42	8,433.68	8,433.68	8,433.68
SECRETARIA	8,744.70	1,937.40	10,682.10	849.26	1,399.16	2,248.42	8,433.68	8,433.68	8,433.68
INTENDENTE	8,476.80	1,879.50	10,356.30	813.80	1,356.28	2,170.08	8,186.22	8,186.22	8,186.22
AUXILIAR B	8,476.80	1,879.50	10,356.30	813.80	1,356.28	2,170.08	8,186.22	8,186.22	8,186.22

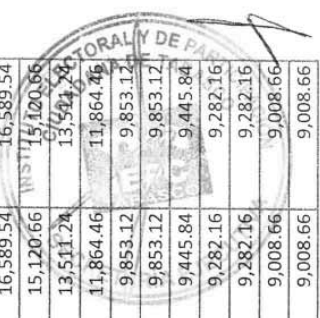


INSTITUTO ELECTORAL Y DE PARTICIPACION
CIUDADANA DE TABASCO

PROYECTO DE TABULADOR DE SUELDOS 2025



CATEGORIA	PERCEPCIONES ORDINARIAS 2025			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						
MIEMBROS DEL SPEN									
COORDINADOR A	27,774.30	36,814.80	64,589.10	13,916.64	4,443.90	18,360.54	46,228.56	46,228.56	46,228.56
COORDINADOR B	21,408.00	28,377.00	49,785.00	9,475.40	3,425.28	12,900.68	36,884.32	36,884.32	36,884.32
COORDINADOR C	18,591.90	24,644.40	43,236.30	7,857.30	2,974.70	10,832.00	32,404.30	32,404.30	32,404.30
COORDINADOR D	15,875.10	21,043.20	36,918.30	6,371.30	2,540.02	8,911.32	28,006.98	28,006.98	28,006.98
TÉCNICO	15,013.50	19,900.20	34,913.70	5,899.82	2,402.16	8,301.98	26,611.72	26,611.72	26,611.72
TÉCNICO A	12,862.20	17,048.70	29,910.90	4,742.84	2,057.96	6,800.80	23,110.10	23,110.10	23,110.10
TÉCNICO B	12,453.00	11,493.90	23,946.90	3,468.94	1,992.50	5,461.44	18,485.46	18,485.46	18,485.46
TÉCNICO B1	11,714.70	9,762.90	21,477.60	2,941.50	1,874.36	4,815.86	16,661.74	16,661.74	16,661.74
TÉCNICO C	11,714.70	7,809.00	19,523.70	2,524.14	1,874.36	4,398.50	15,125.20	15,125.20	15,125.20
TÉCNICO D	10,563.60	7,041.00	17,604.60	2,114.22	1,690.18	3,804.40	13,800.20	13,800.20	13,800.20
EVENTUALES									
SECRETARIO TÉCNICO	15,875.10	21,043.20	36,918.30	6,371.30	555.62	6,926.92	29,991.38	29,991.38	29,991.38
COORDINADOR OPERATIVO	15,875.10	21,043.20	36,918.30	6,371.30	555.62	6,926.92	29,991.38	29,991.38	29,991.38
COORDINADOR	15,875.10	21,043.20	36,918.30	6,371.30	555.62	6,926.92	29,991.38	29,991.38	29,991.38
TITULAR DE LA UNIDAD	15,875.10	21,043.20	36,918.30	6,371.30	555.62	6,926.92	29,991.38	29,991.38	29,991.38
TÉCNICO ADMINISTRATIVO	12,862.20	17,048.70	29,910.90	4,742.84	450.18	5,193.02	24,717.88	24,717.88	24,717.88
TÉCNICO	12,862.20	17,048.70	29,910.90	4,742.84	450.18	5,193.02	24,717.88	24,717.88	24,717.88
TÉCNICO A	12,453.00	11,493.90	23,946.90	3,468.94	435.86	3,904.80	20,042.10	20,042.10	20,042.10
PROYECTISTA	11,714.70	9,762.90	21,477.60	2,941.50	410.02	3,351.52	18,126.08	18,126.08	18,126.08
AUDITOR	11,714.70	9,762.90	21,477.60	2,941.50	410.02	3,351.52	18,126.08	18,126.08	18,126.08
AUXILIAR DE COORDINADOR	11,714.70	7,809.00	19,523.70	2,524.14	410.02	2,934.16	16,589.54	16,589.54	16,589.54
AUXILIAR DE AREA	10,563.60	7,041.00	17,604.60	2,114.22	369.72	2,483.94	15,120.66	15,120.66	15,120.66
CHOFER EJECUTIVO	9,302.40	6,199.50	15,501.90	1,665.08	325.58	1,990.66	13,511.24	13,511.24	13,511.24
AUXILIAR DE PROYECTO	8,549.10	4,905.30	13,454.40	1,290.72	299.22	1,589.94	11,864.46	11,864.46	11,864.46
FOTOCOPISTA	9,171.00	1,899.30	11,070.30	896.20	320.98	1,217.18	9,853.12	9,853.12	9,853.12
CHOFER DE DIRECCIÓN	9,171.00	1,899.30	11,070.30	896.20	320.98	1,217.18	9,853.12	9,853.12	9,853.12
CHOFER	8,903.70	1,693.80	10,597.50	840.04	311.62	1,151.66	9,445.84	9,445.84	9,445.84
AUXILIAR	8,744.70	1,662.90	10,407.60	819.38	306.06	1,125.44	9,282.16	9,282.16	9,282.16
SECRETARIA	8,744.70	1,662.90	10,407.60	819.38	306.06	1,125.44	9,282.16	9,282.16	9,282.16
INTENDENTE	8,476.80	1,613.40	10,090.20	784.86	296.68	1,081.54	9,008.66	9,008.66	9,008.66
AUXILIAR B	8,476.80	1,613.40	10,090.20	784.86	296.68	1,081.54	9,008.66	9,008.66	9,008.66





**INSTITUTO ELECTORAL Y DE PARTICIPACION
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CATEGORIA	PERCEPCIONES ORDINARIAS 2025			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						
JUNTAS ELECTORALES									
VOCAL EJECUTIVO	14,829.30	13,687.20	28,516.50	4,445.00	519.02	4,964.02	23,552.48	23,552.48	23,552.48
VOCAL SECRETARIO	13,814.40	12,752.10	26,566.50	4,028.48	483.50	4,511.98	22,054.52	22,054.52	22,054.52
VOCAL DE ORGANIZACIÓN	13,814.40	12,752.10	26,566.50	4,028.48	483.50	4,511.98	22,054.52	22,054.52	22,054.52
AUXILIAR	7,873.80	4,518.00	12,391.80	1,107.64	275.58	1,383.22	11,008.58	11,008.58	11,008.58
INTENDENTE	7,078.50	1,347.00	8,425.50	603.74	247.74	851.48	7,574.02	7,574.02	7,574.02
VIGILANTE	7,078.50	1,347.00	8,425.50	603.74	247.74	851.48	7,574.02	7,574.02	7,574.02
CAEL	8,187.60	1,593.00	9,780.60	751.16	286.56	1,037.72	8,742.88	8,742.88	8,742.88
SEL	8,117.70	4,239.90	12,357.60	1,102.18	284.12	1,386.30	10,971.30	10,971.30	10,971.30

NOTAS:

- 1.- EL I.S.R. SE ENCUENTRA CALCULADO EN BASE A LAS DISPOSICIONES FISCALES VIGENTES EN EL AÑO 2024, POR LO QUE PUEDE SER MODIFICADO POR LOS CAMBIOS EN LAS DISPOSICIONES FISCALES PARA 2025.
- 2.- LA PERCEPCION NETA PUEDE SER MODIFICADA EN RAZÓN DE LOS 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
- 4.- EL AUMENTO ES DEL 3% PARA TODAS LAS CATEGORIAS.

ELABORÓ

Lic. Javier García Obregón
Director de Administración

REVISÓ

Lic. Jorge Alberto Zavala Frías
Secretario Ejecutivo

AUTORIZÓ

Mtra. Elizabeth Nava Gutiérrez
Consejera Presidenta

INSTITUTO ELECTORAL Y DE PARTICIPACION CIUDADANA DE TABASCO

TABULADOR DE SUELDOS MINIMOS Y MAXIMOS 2025

Table with columns for CATEGORIA, PROFESION, and various salary levels (MINIMO, MAXIMO) for different years (2023, 2024, 2025).



Handwritten signature and name of the official.

Official stamp and signature of the Secretary of the Institute.

Official stamp and signature of the Director of the Institute.

Official stamp and signature of the Director of the Institute.

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